

Portfolio Holder for Highways, Recycling and Assets



County Hall
Llandrindod Wells
Powys
LD1 5LG

7 February 2019

For further information please contact

Stephen Boyd
steve.boyd@powys.gov.uk
01597 826374

**NOTICE OF INTENDED PORTFOLIO HOLDER DELEGATED
DECISION**

The Portfolio Holder has received the following report for a decision to be taken under delegated authority. The decision will be taken on **13 February 2019** (i.e. 3 clear days after the date of this note). The decision will be published on the Council's website but will not be implemented until 5 clear days after the date of publication of the decision) to comply with the call-in process set out in Rule 7.36 of the Constitution.

1.	CO-LOCATION OF LIBRARY AND MUSEUM, WELSHPOOL
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(Pages 3 - 62)

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CYNGOR SIR POWYS COUNTY COUNCIL
PORTFOLIO HOLDER DELEGATED DECISION
by
COUNTY COUNCILLOR PHYL DAVIES
(PORTFOLIO HOLDER FOR HIGHWAYS, ASSETS & RECYCLING)
AND
COUNTY COUNCILLOR RACHEL POWELL
(PORTFOLIO HOLDER FOR YOUNG PEOPLE & CULTURE)
February 2019

REPORT AUTHOR: Principal Librarian and Principal Lead, Museums, Archives & Information Management

SUBJECT: Co-location of library and museum, Welshpool

REPORT FOR: Decision

1. Summary

1.1 Further to a Cabinet report of 18 December 2018, the purpose of this report is to review responses submitted through the public and staff consultations on the proposed colocation and integration of library and museum services within the current Powysland museum building in Welshpool, in order to make an informed decision on the future of the proposal.

1.2 The Cabinet report of 18 December 2018 approved the recommendation that delegated authority is given to the Portfolio Holder for Highways, Assets and Recycling and the Director of Environment to make this decision.

1.3 The Director of Environment supports the recommendation that Welshpool Library co-locates with Powysland Museum at the current Powysland Museum building.

2. Proposal

2.1 The library and museum services have been investigating the proposal to co-locate and integrate service delivery in Welshpool from 1st April 2019 for the following reasons:

- To contribute towards the corporate strategic asset plan for Welshpool town
- To contribute towards reductions in the revenue budget for both services for 2019/20
- To provide a sustainable and long term future for both the museum and library in Welshpool

2.2 Public and staff consultation about the co-location proposal has brought forward many questions, concerns and suggestions from public and staff. This paper seeks to review all of the suggestions made, in order to decide on the future direction of the proposal.

2.3 The public consultation ran from 22 October – 25 November 2018, and, together with individual emails and a submission from the “Save Welshpool Library” supporters’ group, highlighted the following areas of concern:

- Alternative buildings were put forward for consideration, particularly for council staff, and there were requests to see conversion/adaptation costs, overall savings to be achieved by Powys County Council, and cost/benefit analysis of the proposals.
- Concern that the library was purpose built and substantially refurbished with Welsh Government capital in 2007/08, in order to be fit for purpose as a public library
- Perceived downgrading of museum and library service delivery, with negative impacts
- Concern about perceived lack of space within the Powysland Museum building to co-locate effectively and be able to maintain the range of facilities, resources, outcomes and activities currently provided by both services, or for people to enjoy their visits.
- Perceived lack of adequate arts/heritage/cultural facilities within Welshpool as a whole
- Concerns around parking and accessibility at Powysland Museum, particularly for the disabled

2.4 Detailed analysis of the public consultation is attached at Appendix A, with the response from the Save Welshpool Library supporters group attached at Appendix B.

2.5 The Library Service and Museum Service acknowledge and welcome the amount of responses received throughout the consultation, which have helped inform the recommendation of this report.

2.6 The survey showed that around 11% said the preference of respondents was co-location. 38% wanted a library to remain in Welshpool and the museum to close; 1% wanted the library to close and the museum remain. 50% choose “something else” – predominantly asking the Powys County Council to leave the library in its current location.

2.7 Emails, comments on social media, the document from Save Welshpool Library Group, and the petition signed by over 4000 largely called on the Powys County Council to leave the library in its current location.

2.8 In response to this; essentially unprecedented budget pressures on both the Library and Museum Services mean that leaving the library in its current building is not financially sustainable – essentially one or both would have to cease. The library service fully endorses the view of the Save Welshpool

Library group, about the wide ranging benefits of public library use. However, it does not agree that these benefits will be lost through co-location, as current provision can continue through flexible use of the available space (e.g. public access computers, class visits, children's activities, opportunities for social interaction).

2.9 Co-locating in one building, although reducing the space occupied by both services, means that the Powys County Council can maintain a museum and library service in Welshpool. Comments throughout all feed-back received showed that residents value and view both the museum and library as very important to Welshpool. Powys County Council acknowledges this and the only option which would deliver financial savings and keep the two services in Welshpool is to co-locate both in one building.

2.10 The Business Case submitted by Welshpool Town Council was also considered. Included in the "package" around several Powys County Council owned buildings in Welshpool was the proposal to take over the museum building and service and to run it via a Civic Pride Committee. With regards to the library they proposed providing space in the Town Hall on a 35-year lease.

2.11 The proposal does have some merit and fits in with Powys County Council's strategic vision of working with town/community councils and the community delivery programme.

2.12 However concerns about Town Council's proposals and ability to maintain Museum Accreditation and to deliver the necessary standards for collection care and management, both in the short and long term, were raised by service managers. It was felt that without the required level of professionalism, including the provision of qualified staff, the collection would be placed at significant risk. The Shire collection is noted as one of the most important historical and cultural assets for the county of Montgomeryshire.

2.13 There are similar significant concerns about the Town Council's understanding of the complexity and their ability to deliver a professional library service for the residents of Welshpool and surrounding catchment area, including national limitations on charges which can be made for use.

2.14 Welshpool Town Council proposed leasing space for the library in the Town Hall. However, Powys County Council is reviewing its own assets and is not seeking to increase its property portfolio through lease agreements.

2.15 The Town Council's Business Case also lacked clarity in its financial information, which did not show a realistic revenue budget for running the museum or library.

2.16 Alternative options considered for the library and/or museum are included in Appendix C. These were those put forward by respondents during the consultation period and include explanations why they have been ruled out.

2.17 Staff consultation has taken place under the Management of Change process, from 24th October – 30th November 2018. Issues raised by the staff during the Management of Change consultation process mirrored those of the public, including:

- Perceived downgrading of services in Welshpool
- Negative impact on size of collections and space for service delivery, with perceived impact on ability to provide adequate or acceptable levels of service delivery, or maintain beneficial outcomes and contribution to Vision 2025, Museum Accreditation and Welsh Public Library standards, as well as for wide range of public to enjoy their visits
- Concern about suitable storage and/or disposal of museum artefacts
- Less central location, parking, lack of public transport and accessibility for disabled and for parents/carers with pushchairs (particularly triple buggies used by nursery group visits)
- Some health and safety concerns around lighting and flooring for likely usage levels
- Reduced staffing, with insufficient time and loss of expertise for curatorial work researching, making grant applications and preparing for new exhibitions
- Suggestions for building developments on either site to accommodate both services, and/or other locations for office staff were put forward, with requests to discuss with property colleagues

2.18 A site meeting was held between Portfolio Holders, senior staff from Powys County Council, and officers from Museums Archives and Libraries division of Welsh Government (MALD) on Monday 10th December 2018. After discussion MALD officers were satisfied with the proposal and supportive of a grant application to make further improvements to the location in 2020/21.

2.19 Additional papers which need consideration before concluding the decision about the co-location are the Impact Assessment (Appendix D), which has been reviewed and updated to reflect consultation results, and the analysis of alternative properties suggested (attached at Appendix E). This analysis of properties was carried out by expert colleagues in the Property Section of Powys County Council.

2.20 This concludes the responses and feedback to be reviewed before making any decision about proceeding with the co-location of the library and museum in Welshpool.

3. Current and Future Service Provision

3.1 It is acknowledged the proposed co-location will reduce the amount of space occupied by both services. The range and number of activities however will be maintained providing good levels of service provision for both the museum and library.

3.2 There were over 36,300 visitors to Welshpool Library between April 2017 and March 2018. The visitor figures for 2017/18 are half of what figures were in 2007/08 (77,000)

3.3 Over 3,000 active borrowers, defined as library members who have borrowed library stock in the last 12 months at Welshpool Library.

3.4 65% of its stock has been borrowed at least once in the last twelve months, with stock just under 15,000 books at Welshpool Library. Stock levels will be reduced to around 10,000 books in the new facility, but book requests for stock held across the county can be processed quickly and easily.

3.5 2,130 Library+ Customer transactions for Powys County Council between April 2017 and March 2018 at Welshpool Library

3.6 In addition to its well-used public computer facilities and its important role as a Library+ point for Powys County Council customer services work, its suitability as a venue for individuals/local groups to gather makes it a great hub for the people of Welshpool and surrounding area. It provides a lifeline for vulnerable people who regard the Library as a safe haven. There is no reason that it should not continue to do so in the new location.

3.7 Again it is acknowledged that the museum will have reduced permanent exhibition space. The temporary exhibition space will move to the first floor in the facility in a newly refurbished area. The museum has an active temporary exhibition programme with displays on a wide variety of topics, and this will be maintained.

3.8 Visitor figures for the museum in 2017/18 was 7,522 with opening hours at 23 hours per week for 9 months of the year, and 32 hours per week for 3 months of the year. The museum will benefit in terms of the greater footfall the library will bring and also visitors will be able to have access to the collection for 30 hours per week throughout the year.

3.9 The museum organises a good programme of outreach events and in 2017/18 the number of participants in these activities was 2,265, with 612 pupils visiting from local schools. These events will continue.

3.10 The museum continues to collect and protect items relating to the archaeology and history of Montgomeryshire. It is significant to Welshpool and the county of Montgomeryshire and by virtue of its function provides an invaluable social, educational and economic service. This will not change when the library and the museum co-locate.

4. Revenue costs

4.1 In 2018/19 the net revenue budget for the Museum Service is £404,300. The revenue budget for Powysland Museum is £112,320.

4.2 In 2018/19 the net revenue budget for the Library Service is £1,730,340. The net revenue budget for Welshpool Library is £117,560.

4.3 In 2019/20 the Museum Service has proposed budgets savings to achieve amounting to £85,000. The Library Service has a proposed target of £200,000.

4.4 The proposed revenue budget for co-located museum and library for 2019/20 is £125,380, presenting a revenue savings of £73,650 on current revenue budgets. This figure represents 26% of the total savings target for the Library Service and Museum Service for 2019/20.

4.5 The Museum and Library Services are reviewing service provision in all towns across the county in response to extreme budget pressures. It is recognised that the way services are represented locally will have to change in order to meet financial challenges, and that often maintaining separate buildings for services is no longer cost effective or sustainable.

4.6 Co-located services present opportunities for reducing building related costs and staffing efficiencies through revised staff structures, whilst still maintaining a presence in local communities.

4.7 Powys County Council owns a number of properties in Welshpool and is seeking to rationalise these assets through disposal and to co-locate services to reduce revenue costs. Three key properties form part of the strategic asset plan for Welshpool and include Neuadd Maldwyn, the current library building and Powysland Museum.

4.8 On 18 December Cabinet approved the closure of Powys County Council's main office in Welshpool, Neuadd Maldwyn, as part of a major office review. Corporate Property will look to refurbish the current library building to provide a touchdown base, providing a mix of permanent and agile workspace for a large number of staff for services currently based in Welshpool. Closing Neuadd Maldwyn will generate an additional revenue saving of £147,100 and release Powys County Council from a significant additional capital burden in repair work.

5. Options Considered / Available

5.1 Option 1: maintain both services at present locations at a cost of £229,880 (this figure does not include wage inflation) – this is the preferred option of the majority of respondents to the consultation. Implications:

- No contribution to budgetary savings targets for either service
- Both services cannot be financially sustained in the immediate term, meaning that one or both may have to cease
- Major impact on plans for relocation of staff from Neuadd Maldwyn including achievement of revenue savings of £147,100 and capital repair costs avoided through closing the building
- Public satisfaction at no change to much loved services and buildings

5.2 Option 2: co-locate Welshpool library and museum in Powysland Museum building, including integration of staff team to form one combined facility.

Implications:

- Contribution to budgetary savings for both services, more sustainable for long term. £73,650 revenue savings created across both services.
- Achievable, and within relatively short timescale; one-off capital estimate cost £63,000 which can be found through virement of existing library service capital provision, to cover building works, ICT network points and installation of self-service terminals for the library element
- Releases library building for relocation of staff from Neuadd Maldwyn into one site allowing revenue savings of £147,100 and capital savings in repair work, sustaining access to a range of other services and advice in the town.
- Dissatisfaction from respondents to consultation likely - significant proactive communications needed to allay public fears about change
- Reduced space for both services will need to be sensitively managed and used in a flexible way to maximise beneficial outcomes
- Potential for future development of canal basin area (possibly with Town Council)
- Successful museum/library colocation elsewhere e.g. Llanidloes

5.3 Option 3: withdraw both services in the town. Implications:

- Complete loss of beneficial outcomes and outputs from both services
- Significant negative impact on both residents and tourism economy
- Contrary to public demand as expressed through consultation - major public dissatisfaction and legal challenge could be expected; further consultation over closure would be required.
- The cost of running both provisions would be saved. This amounts to £229,880

5.4 Option 4: revisit other options for one or both services and/or staff from Neuadd Maldwyn, such as other locations, externalisation, or work with Town Council and community on other proposals. Implications:

- Uncertainty - alternative solutions may not be achievable or could cost more
- Timescale to achieve alternatives likely to be lengthy and would cause delay to achievement of any savings or cost-avoidance from co-location or from release of Neuadd Maldwyn (which has already been determined as unfit for purpose for Powys County Council)
- Review of alternative properties suggested show that Powys County Council does not own other buildings which would be suitable for the purpose

6. Preferred Choice and Reasons

6.1 The preferred option is to co-locate the two services within Powysland Museum building, with an integrated staff team for seamless front of house service delivery (option 2).

6.2 The advantages of the preferred choice are as follows:

- A co-location solution means that both the museum and library will maintain a presence in the town, and offer £73,650 revenue savings, particularly through the combined staff team.
- Co-location projects have been done successfully in other locations – most notably Llanidloes. Libraries and museums naturally enjoy symbiotic relationships and work well if housed together.
- The current opening hours of the library will be maintained and for the museum will be extended. Particularly lunchtime closure of the museum will be addressed. If the library and museum do not co-locate reaching the revenue savings for the Museum Service will only be achieved in 2019/20 by reducing Powysland Museum opening to six months a year through a seasonal arrangement. Further revenue savings demands beyond 2019/20 will likely see the closure of Powysland Museum.
- The proposals clearly align with the Council's asset management and strategic direction in Welshpool. It particularly enables the potential disposal of Neuadd Maldwyn which is listed, not in a good state of repair and too large for the Council's future needs.
- Powysland Museum is located on the canal in Welshpool which is recognised as one of the county's most significant tourism assets, and plans to regenerate the canal will bring significant economic benefits to the town.
- Co-locating both the museum and library in one building will benefit to local people and visitors to the town. Those with interest in the museum will be encouraged to use the public library facilities; and library users in turn will have the opportunity to learn more about the heritage and culture of the town through the museum displays.
- Rights in the canal winding hole are currently owned by Powys County Council and present income opportunities to help off-set revenue spend.
- Powysland Museum has two Trusts associated with it – one benefits from the RU Sayce bequest and in the future is likely to receive a modest annual sum which helps with collection care and management. Greater use of the two Trusts could help develop and enhance service delivery through grant funded projects.
- The proposal means service delivery of both the museum and library stays with Powys County Council. Concerns have been noted above around transferring this to the Town Council. However there still is an opportunity for joint working; as phase two the Town Council could take on the building through a Community Asset Transfer, along with the canal winding hole which they wish to acquire as part of the plans to develop the canal. This fits in with the Council's strategic vision of working with town/community councils and the community delivery programme.
- The combined footfall makes both services more cost effective; the museum had 7,522 visitors in 2017/18, whilst the library had 36,300. Library+ council services are well used in Welshpool, with over 2,000

transactions in 2017/18, and the public access computers are also well used.

6.3 Perceived disadvantages of the preferred option include:

- Reduced floor space. Library stock and museum exhibitions and displays (permanent and temporary) will be reduced. There will have to be an evaluation of the number of public access computers, and a review of museum storage provision and operational needs such as library crate deliveries in a much reduced facility.
- Limited space for further “community hub” style developments or inclusion of other service offers e.g. tourist information or registrar
- Limited parking at the museum, although what is there can be designated as disabled parking.

7. Impact Assessment

7.1 Is an impact assessment required? Yes

7.2 If yes is it attached? Yes – see Appendix D

8. Corporate Improvement Plan

8.1 Contribution to economy: libraries and museums draw people into town centres and attract tourists too, both of which benefit the local shops and businesses. In addition, libraries support job seekers and self-employed/small businesses through the IT and information provision which offers supported access to jobseekers online and government gateways. There is potential to further develop visitor attractions and associated spend e.g. shop, cottages, wharf/canal usage, and to consider use of outside space for range of cultural activities in summer period.

8.2 Health and care priorities: Health promotion and access to health information is one of the universal offers provided by libraries across the UK. Visits to the library and museum improve the health and wellbeing of residents and reading boosts mental health, along with social interaction. Book prescription schemes and access to health information is already provided, and volunteer opportunities enhance the offer.

8.3 Learning and skills: libraries support learners of all ages and abilities through provision of quality resources and help with accessing and using those resources, including independent study space and providing a location for 1-1 tuition and courses. Museums have also proved to be ‘safe’ places in which people can learn and develop. This learning experience can come about either as a visitor or as a volunteer giving people the opportunity to learn more about their local history and heritage. Combining both services in one location enhances opportunities on one site.

8.4 Residents and community: Museum and library services support residents to live fulfilled lives and to feel part of their community. Co-location will offer 2

community based services in one location, whilst volunteer opportunities at the combined centre should support a feeling of belonging to the local community.

8.5 Risks to the Council include:

- Ongoing public dissatisfaction and negativity with the proposal, including judicial review around the consultation process
- CADW requirements creating delay/cost

9. Local Member(s)

9.1 This proposal has particular significance for the Local Members in Welshpool and surrounding area.

9.2 It is extremely disappointing to even be discussing the proposed relocation of the library in Welshpool along with the down-sizing of the valuable Powysland Museum.

Despite footfall at the library having fallen by over half in the last 10 years it remains a valued and relatively well-used facility.

The Powysland Museum has a deep-rooted history in the town and is a valuable attraction, bringing many tourists to the town. The facility is enthusiastically managed, hosts numerous exhibitions each year and is a regular destination for local schools.

It is accepted that the down-sizing of both these facilities will result in a poorer service.

However it is also accepted that there remains a greater threat of completely losing one or both these services in Welshpool as part of the council's widespread transformation process.

With this threat in mind I am supportive of the colocation to the Museum site which ensures the future of both and the protection of some, if not all staff roles.

Cllr. Graham Breeze

9.3 Co-location of Library and Museum Welshpool
I am in favour of Option 1

The decision to co-locate the library and the museum is strictly a cost cutting exercise and does not take into account the importance that the residents attach to these facilities. This is shown by the numbers who, along with myself, signed the Save the Library petition.

The submission by the Save Welshpool Library Group is a very compelling, well written and thoughtful document. I am in total agreement with its conclusions and hope that as requested the council will –

Call a halt to their proposals
Undertake meaningful consultation
Meet with the community and partners to identify meaningful and innovative solutions

In Vision 2025 it states “We will work with communities to support the development of local Place Based Plans, enabling communities to have an active role in the design and delivery of the services and amenities they need locally to improve their communities”

I hope that in line with the above the Cabinet will listen to the residents of Welshpool and undertake further consultation before making a decision on the co-location of the Library and Museum.
Cllr Francesca Jump.

10. Other Front Line Services

Does the recommendation impact on other services run by the Council or on behalf of the Council? No

11. Communications

Have Communications seen a copy of this report? Yes

Comment: The report is of public interest and requires use of news release and appropriate social media to publicise the decision.

12. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)

12.1 Legal: Professional Lead notes the comments and the preferred option contained

12.2 Finance: Finance have worked with the service in identifying the savings and can support the report, which achieves a revenue saving of £73,650 across both services. The Capital and Financial Planning Accountant confirms that there is an underspend in the Self Service Terminal budget in 18/19 and this budget should be used to finance this expense.

12.3 Corporate Property: The Professional Lead for Strategic Property supports the proposal which will ensure that both the Library and Museum

services are sustainable. One of my surveyors has reviewed the estimated costs of converting the museum building to incorporate the Library service and stated that £63k of these costs can be linked to the conversion. The further costs are improvements for the building which are not strictly necessary as a result of this move.

12.4 HR: Professional Lead notes the comments and preferred option. The staffing implications is not set out in any detail but, as in any change involving staff, the Council’s Management of Change policy will be applied with the consultation and engagement of recognised trade unions.

13. Scrutiny

Has this report been scrutinised? No

14. Statutory Officers

14.1 The Solicitor to the Council (Monitoring Officer) commented as follows : “ I note the legal comments and have nothing to add to the report.”

14.2 The S151 officer notes the comments made by Finance

15. Members’ Interests

The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If the Portfolio Holders have an interest, he/ she should declare it, complete the relevant notification for and refer the matter to Cabinet for decision.

Recommendation:	Reason for Recommendation:
<p>That Welshpool Library co-locates with Powysland Museum at the current Powysland Museum building.</p>	<ul style="list-style-type: none"> • To contribute towards the corporate strategic asset plan for Welshpool town • To contribute towards reductions in the revenue budget for both services for 2019/20 • To provide a sustainable and long term future for both the museum and library in Welshpool

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	Cllr Graham Breeze, Cllr Francesca Jump, Cllr Phil C
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Person(s) To Implement Decision:	Principal Lead Museums Archives & Information Management, Principal Librarian
Date By When Decision To Be Implemented:	01/04/2019

Is a review of the impact of the decision required?	N
If yes, date of review	
Person responsible for the review	
Date review to be presented to Portfolio Holder/ Cabinet for information or further action	

Contact Officer: Catherine Richards and Kay Thomas Tel: Email: Catherine.richards@powys.gov.uk kay.thomas@powys.gov.uk
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Background Papers used to prepare Report:

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Appendix A

Feedback Summary Report Combined Welshpool Library and Museum Survey

Context:

A survey was launched on Monday 22 October and ran until midnight on Sunday 25 November 2018.

The survey provided the context around the proposal to co-locate the library into Powysland museum. People were asked to provide their views on:

- how best to use the space to provide for both services,
- what else might need to be considered,
- whether they had a preference around keeping the library or museum open.
- if there were any alternative ideas they would like to put forward instead of co-location.

The survey was publicised via a mix of channels including a media release and posts on the Council's Facebook and Twitter accounts. Contact was made with the high school and also the youth service to seek views from younger people.

This document provides the key findings from both the survey and all other forms of feedback received during the consultation period.

Feedback Summary:

- 1) 389 survey responses received
- 2) Several emails including a group response from the Save Welshpool Library group
- 3) Over 50 comments on the council's corporate Facebook/Twitter accounts.
- 4) Several comments monitored on two community Facebook sites – Save Welshpool Library and the Welshpool Melting Pot
- 5) a business case submitted by Welshpool Town Council
- 6) a petition signed by over 4000 people

This summary report will highlight the feedback from each of the above listed channels and provide an overall conclusion based on the combined responses and how feedback will be given due regard.

A note about consultation and market research.

When consulting it is important to consider how representative the feedback is in relation to the population of interest. The population of interest in this instance is all residents of Welshpool and surrounding towns who may not only be library users or visitors to the museum, but who may also need to access the front line services that need a base within the town after exiting Neuadd Maldwyn. It also includes tourists to the area.

It is worth noting that a consultation isn't market research and thus when seeking views on a service change or policy – especially a controversial or emotive one – it is likely that those most affected will respond. Consideration needs to be given to whether the results are reflective of the whole population of interest or a percentage of it and whether there are missing views or enough feedback to take a decision.



Powysland Museum illustrates the archaeology and social history of Montgomeryshire from the earliest prehistoric settlers to the 20th century. It's housed in a renovated and restored warehouse beside the Montgomery Canal. It had 7500 visitors in 2017/18.

Welshpool Library provides a range of services to residents from the town and surrounding areas including access to PCs, books, videos, story time sessions and more. It had 36,000 users in 2017/18.

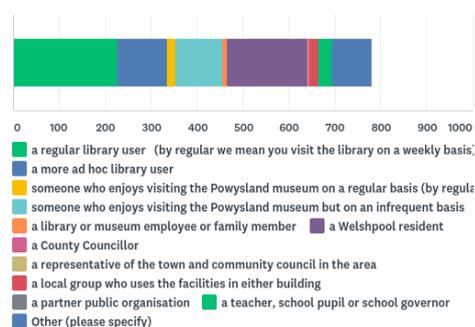


Survey Findings:

Stakeholder Analysis and Profile Data

- 60% of respondents were regular library users
- 28% were more ad hoc library users
- 5% were regular museum visitors
- 27% were ad hoc museum visitors
- 46% were Welshpool residents
- 22% said they were in the “other” category as a stakeholder

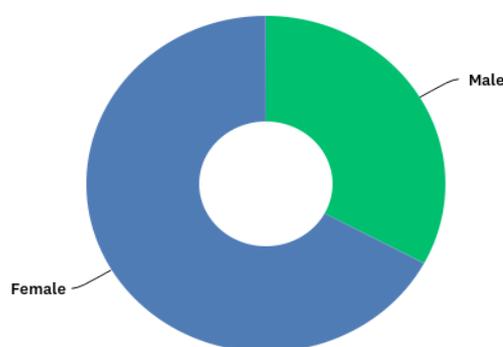
Q1 Firstly could you please state on what basis you are responding to this survey. (Please tick all that apply) Are you...?



Of the 22% who choose “other” the majority were residents from surrounding towns and communities including Forden, Churchstoke, Pont Robert, Llanfair Caereinion, Leighton and Ardleen. A few people said they were library users but didn’t fit the descriptions provided, a few worked in the town but were not residents, and several respondents gave views about the library service and not type of stakeholder they were.

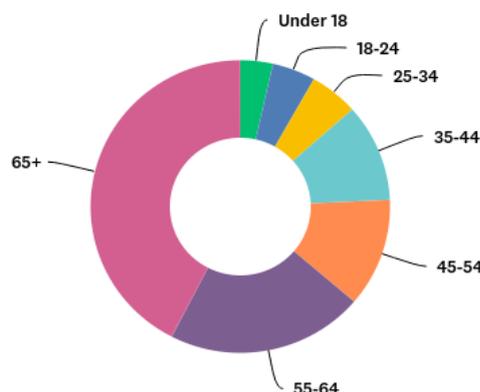
Gender

Q7 Are you... ?



Age

Q8 What age category do you fall into?



The majority of respondents were female (67%) compared to 33% of men. When comparing against the registered library users for Welshpool the figures are 59% female and 38% male.

Just under two thirds of respondents were aged 55 years and over with people aged 65+ representing 43% of respondents and people aged 55 – 64 years of age representing 21% of the sample. Welshpool library has 8629 registered users with more adult and older customers than the average across Powys. Over 2370 are aged 60+ (27%).

Reliability and robustness – considerations

If conducting this as a market research exercise whereby we sent a postal survey to a random sample of residents from Welshpool and surrounding villages, a return of 379 surveys would provide a confidence level of 85% within a margin of error of 5%. This means the council could be confident that the views given in the survey were reflective of the population as a whole.

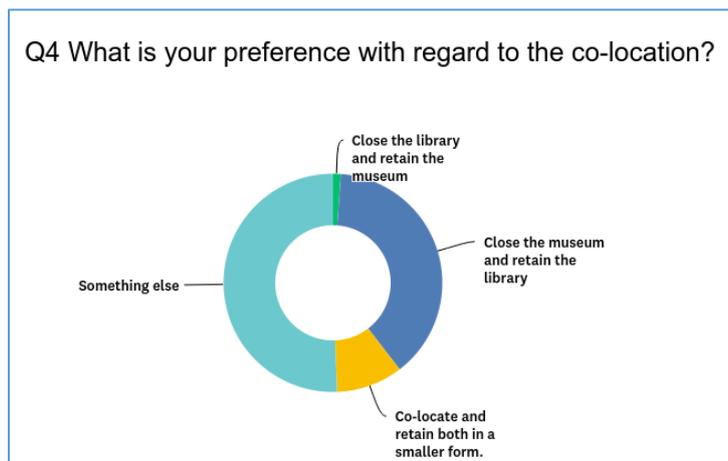
When looking at the Census data from 2011 the population of Welshpool was 6,664.

The mid-year estimate in 2015 saw this grow slightly to 6,756. Using this latest figure, the response rate of 389 responses to the survey represents around 6% of the population. However, we know that not all respondents were from Welshpool – 46% or 176 respondents stated they were from the town. This gives a response rate of 2.6%.

The wider population of North East Powys which includes a number of the towns and villages mentioned by respondents was 27,676 in the Census of 2011. If using this figure, the response rate to the survey is 1.4%.

Key Findings

- 50% of respondents choose the “something else” option when asked what their preference was from four options offered. (see chart on right)
- 38% of respondents would prefer to see the museum close and the library retained.
- 11% said their preference was co-location. Only 1% wanted to see the library close and the museum remain.



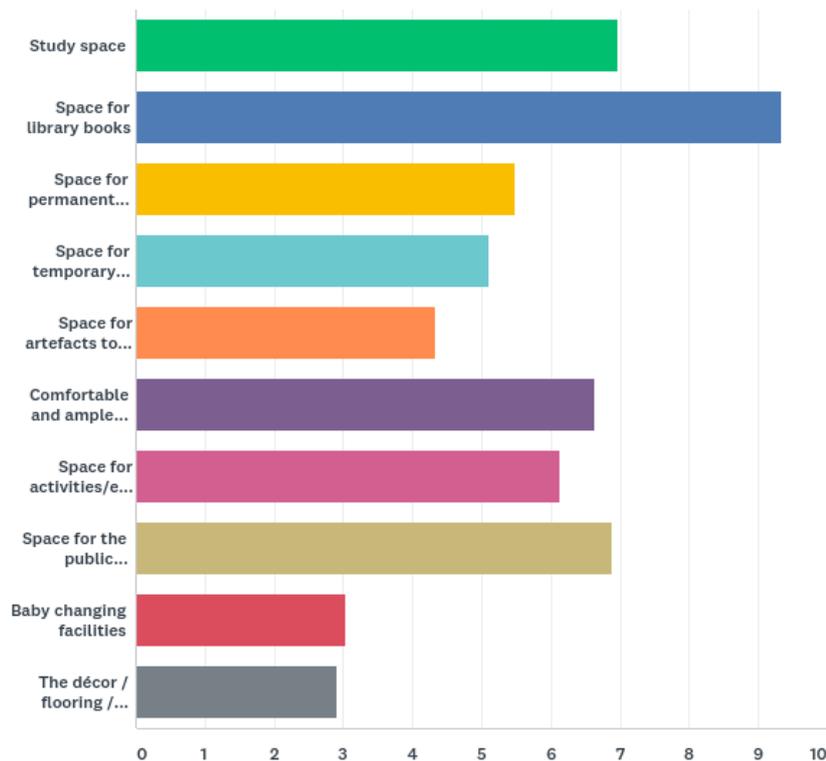
- Of the 38% (134 respondents) who felt the library took precedence over the museum and thus the museum should close, 72% were regular library users and 16% more ad hoc users. 14% visited the museum. Several respondents gave reasons why the library should be sustained in its current home and how important it was to the town per se. A number of respondents also stated that they had chosen this option on the basis that by closing the museum, employees from Neuadd Maldwyn could relocate into the Powysland building and the library could remain in its current home.
- Of the 11% (39 respondents) who said co-location would be their preference, just over half (20) were residents of Welshpool. 16 of these respondents said they were regular or ad hoc users of the library and 14 visited the museum. Some respondents proposed that they supported co-location but that the two services should be housed in the library rather than in the museum primarily because it provided a bigger and more suitable space.
- Those who choose “something else” were asked to provide additional ideas or suggestions. The majority of these were more comments which highlighted how the community felt the library benefitted their lives. These respondents felt that co-locating wouldn’t provide enough space for people to enjoy either service and asked the council to “think again”.
- There were some concerns expressed around parking at the museum site if the library were to relocate there. Tourism was mentioned as important for the town and the wider economy by a few individuals who felt that exhibitions about the history of the town would be reduced. Comments were also made around the library building being purpose built so it should stay as is, the location of the museum being out of the town and thus a longer journey/walk for some residents and a call for us to lobby the government for more funding so we didn’t have to consider this proposal in the first place.
- In terms of alternative options around co-location some suggestions were made including the town hall, the old Iceland building, Dolanog house, the visitor centre, the job centre or the police building. At least one person suggested moving the library into the new school, whilst another felt the library could relocate into the Youth Centre as per the town council’s proposal.
- There was also criticism on how the council had handled this issue and a view expressed by several that this was a fait accompli and we were not conducting a genuine consultation.



The current library

- Some respondents argued that the library should stay on the ground floor and that this would allow some staff from Neuadd Maldwyn to relocate onto the second floor thus providing a compromise and both a front line and agile working space.
- When asked what should take priority if co-locating the two services into the one smaller space at Powysland Museum, respondents wanted to see space for library books take precedence over anything else. This was followed by study space, space for public computers, photocopiers etc. and then ample seating to allow people to read or use Wi-Fi. (See chart below).

Q2 What do you think are the most important things to consider if co-locating the library service and museum service into one building? (Please rank in order of importance with the most important aspect number 1 and so on and so forth).



A sample of some of the qualitative comments given

In favour of both services staying as is

“As a regular user of the library and therefore an observer of how well it is used and provides necessary access to books, fictional and informative as well as other information sources i.e. internet, newspapers, magazines etc. It seems then that the proposal to reduce such services by squashing it in to the museum building from a purpose built facility totally prevents it from providing a meaningful service.”

“Both facilities need their own space. There should be no need for them to share.”

“I do not think that the library and museum should co-locate into one building. I think the library should remain in the building that was specifically built for it. Welshpool has very few facilities in the town centre. It does not have a cinema, theatre or art centre so moving our library into a smaller building shared with the museum with no parking except a few spaces for the disabled is absolutely ridiculous!”

“The library needs to be located somewhere accessible to users - preferably on a main road and close to car parks. It's really important to keep BOTH the library and museum - probably the library for local residents and the museum for residents and tourists. THE LIBRARY MUST NOT BE CLOSED.”

"I think you need to find other ways to make cuts. The library is vital to the town exactly the way it is. You need the current amount of space for books so adults and more importantly children can browse through a good selection. Don't change a thing, when my kids were young we spent hours in the library every week. My daughter did a week's work experience in the library and now plans to be a writer. Her love of books started with the library. Please leave it alone!"

In favour of closing the museum and keeping the library open

"The library is an essential service for the town which the museum is not."

"From my experience the Library is used by a great many people from children to seniors and a light airy building is important. The Museum is used by visitors and are not inviting buildings. Quite dismal and not convenient to access."

In favour of co-location

"The location of Powysland Museum adjacent to the canal is ideal to attract to attract tourists and people walking the Severn Way."

"I think the library merging in with the museum building is a good idea albeit both on a smaller footprint. Both facilities will still be in existence which is a good solution and letting the remainder of the Welshpool council staff have an office base in Welshpool at the existing library building. A good solution all round. The existing library is too large anyway and could be reduced in size even if less books on display - people can still order books or use kindles. Any PC computer workstations for public to use can be reduced in number but a 2-hour booking slot system introduced in advance to save the number of PC work stations available due to downsizing library space. No one wants to pay any more council tax and it is the only way forward to have a good compromise to keep all the existing facilities of local library, museum and Welshpool council staff in Welshpool."

Other comments

"I don't accept this document as a valid consultation. The people have been given no information as to the costs of relocating the library and the council workers. There is no necessity to move council workers to the library, what is wrong with Dolanog house in Welshpool or Ladywell House in Newtown? Welshpool Library was stated as being a library+ site and essential in the last council review of libraries. To massively downsize the second busiest library in Powys is ridiculous. It is an essential community hub and actively used by many people for a variety of activities, not just for books!! Your consultation is invalid as you are not providing the population with the real information."

"The library currently can be used for film shows, reading groups, etc. and these facilities should be retained."

"All the above points have equal importance. Share library and build extension. Retain parking."

"You totally missed out that to keep the library wheelchair accessible, you cannot have a library effectively in the museum building. It does not fit and you need to meet the access legislation."

2) Emails and comments on social media

A handful of emails were received by the library service and the council's Customer Services team. The key thrust of these emails were from concerned residents seeking to make a case for the library to remain in its current building, highlighting the key benefits that a library played in a community and suggesting some alternative options around use of buildings in the town. These have all been considered and acknowledged. One respondent had highlighted a list of 20 points whilst another was a group response from the Save Welshpool Museum campaign group.

3) Welshpool Town Council's business case

As part of the North Office Review work, discussions have been ongoing with Welshpool Town Council and a business case was submitted to the council during the consultation period. This business case proposed purchase of and then relocation of the library into the Youth Centre instead of Powysland Museum. This would create the same outcome regarding employees from Neuadd Maldwyn who would relocate into the current library building. The town council were also proposing to take over the management of the museum. The council provided some initial feedback to the town council around their business case and agreed to give it further consideration as part of the consultation process.

4) The petition signed by over 4000 people

A petition signed by around 4000 people was handed into the council during the consultation period. This will be considered as part of the decision-making process. The petition stated:

“We are objecting to the relocation and/or downsizing of Welshpool Library, which is a valuable community hub as well as a resource for the lending of books. We request that the council consider the long term impact of cutting library services, and commit to supporting Welshpool Library and its users. Keep Welshpool Library as it is.”

Conclusions, considerations and next steps

All responses given during the consultation period will be given due regard before a final decision is made.

All views given on the preferences and how best to incorporate both library and museum services into a shared space will also be taken into account if co-location is recommended going forward.

Combined Welshpool Library & Museum Survey



**A response by the Save Welshpool
Library Supporters Group**

23/11/2018

A Response to Powys County Council's Combined Welshpool Library & Museum Survey by the Save Welshpool Library Supporters Group

1. Introduction

This consultation response is based on comments/views gathered by the Save Welshpool Library Supporters Group which has been established to ensure that the residents of Welshpool and the large surrounding catchment area will continue to receive their statutory rights to a comprehensive public library service. This response will provide evidence, linked to Powys County Council's own strategic documents, that **the current proposal to close Welshpool Library in Brook Street and co-locate a significantly downgraded public library facility "into Powysland Museum next year" is unacceptable**. This proposal does not take into account "*the needs at a local level*" of the residents of Welshpool and surrounding areas and is certainly not "*working in new, innovative ways to deliver our priorities*" as outlined in the Council's *Powys 2025: Our Corporate Improvement Plan 2018-2023*. The Group recognises the financial difficulties faced by the Council and would welcome an opportunity to work with the Council and other partners in ensuring the continuation of a public library that makes a real difference to the quality of people's lives. To date the Group has secured over 4,000 signatures in support their campaign to save Welshpool Library. This petition objects strongly to the relocation/downsizing of Welshpool Library.

2. The consultation process

"Engagement and Communication Listening, sharing information and building trust with residents, communities and staff"

The Group welcomes the above commitment from the Council as outlined in its [Powys 2025](#) strategic document under the heading "*Making it Happen*". However this consultation regarding the co-location of Welshpool Library and Powysland Museum totally undermines this Council commitment and ignores key aspects of legal guidance published on the [Law Wales](#) website aimed at local authorities.

The guidance states:

"Whether or not there is a legal duty to consult, where consultation is carried out it must be done fairly."

"Consultation must take place when the proposal is at a formative stage."

The title of the consultation, "Combined Welshpool Library and Museum Survey" and question 4 along with press statements from councillors and officials indicates that the Council decision to close the current Library and pursue co-location has already been made. Published information notes that meetings to

discuss this matter began between the Town Council and Powys County Council as early as May 2018 and that a downgraded library facility (as indicated in the FAQ) would be situated on the ground floor of the Powysland Museum. This and other information indicates that plans are not at a formative stage.

“Sufficient reasons must be put forward for the proposal so as to allow for intelligent consideration and response. Consultees must have enough information to be able to make an informed input to the process.”

Law Wales

The information provided on the online consultation document and the accompanying FAQ is totally inadequate and undermines the ability of members of the public and interested groups to respond to this consultation and makes a mockery of the Council's commitment to "... sharing information and building trust with residents, communities and staff". The lack of detailed information from the Council to facilitate an open and transparent debate has been highlighted in the Group's discussions with County Councillors, representatives of the Town Council and the local MP.

It would not have required a major effort by the Council to put together a detailed document in relation to the consultation and include an overview of the services involved, drivers for change and options with appraisals. In the case of the Library, this could for example involve updating information on usage etc. from previously published library review documents. The Group has had to gather information from a variety of sources such as whistle-blowers, documents and ad hoc media responses from councillors/officials which all leads to unhelpful rumours. It would have been much easier to include information; such as the review of council accommodation, the need to close Neuadd Maldwyn and to relocate council staff to the current Library etc. with outline costing for options as part of the consultation! It also raises the question whether this should be part of a wider consultation on Council service delivery in and around Welshpool in order to develop the proposed Place Based Plans?

It is disappointing to have to spend time and effort in raising these issues around a process that is undermining a fair and open consultation. The **Group calls on the Council to withdraw this flawed consultation and engage meaningfully with the community to reduce the likelihood of any legal action** which has proved costly to a number of local authorities whatever its outcome.

3 Making a difference to people's lives

The fundamental reason for the Group's objection to the closing of the current Library without a suitable alternative is the negative impact that it

would have on the lives of local residents who use the library and future generations. This is a topic that has been totally ignored in the consultation documentation. Libraries make a real difference to the lives of residents of all ages and backgrounds, and this has been recognised in previous reviews and impact assessments relating to Powys Library Service as a whole. The following selected examples are listed to show the Library's contribution to the *Powys 2025* priorities.

a) Strengthen Learning and Skills

- Welshpool Library works in partnership with other agencies to ensure that children and families have the best start in life. This is achieved through initiatives such as Bookstart supported by a range of activities such as Story and Rhymetimes
- It works with schools to provide resources and assistance to help children improve their educational attainment. This role has become increasingly important since the education funding for the Schools Library Service was withdrawn by the Council.
- It assists people to get online and develop their digital skills to ensure that residents benefit from the advantages of the digital revolution. Providing fast broadband access via libraries is even more important in areas of Powys where broadband access is limited or non-existent!

“76% of respondents in the adult library user survey said that the library has helped them to learn something new.”

b) Health and Wellbeing

- Welshpool Library promotes the health and wellbeing of the community by providing resources that enable people to be proactive in improving their own health and wellbeing; thus saving money for health and social services.
- It works with the health sector by contributing to the Books Prescription Wales initiative to address mental health issues.
- It helps combat both loneliness and isolation with a range of activities such as Knit and Knatter sessions.
- Further evidence of the value of libraries contribution in promoting health and wellbeing is highlighted in the all-Wales document [*The first incomplete guide to wellbeing in libraries*](#). In his introduction, Professor Sir Mansel Aylward CB states:

“Evidence shows that better informed people have a better prognosis and greater wellbeing. The activities and services described in this guide show how libraries

contribute to the public health agenda by tackling health inequalities, supporting health literacy, improving mental health and helping with the prevention and early diagnosis of illness.”

c) Economy

- The proximity of the current Library to the town centre, with its adjacent parking, is a factor in maintaining a vibrant town centre.
- Welshpool Library develops people’s skills by supporting lifelong learning, e.g. providing resources and study spaces for students studying Open University / distance learning courses.
- It improves employability. Employers highlight the importance of literacy (reading and digital) for young people entering the jobs market. Welshpool Library promotes the literacy of young people by delivering initiatives such as the Summer Reading Challenge and a dedicated teenage area.
- It will tackle digital exclusion by providing access to the online Universal Credit resources and the increasing number of public services delivered primarily online.
- It currently provides high quality jobs to 5/6 (not FTE) members of staff.

d) Strong and flourishing communities

- Welshpool Library provides space for community groups run by volunteers to develop group activities.
- It works with external agencies to deliver services/activities that would otherwise not be available for the community.
- It provides local access to Council services as part of the Library+ scheme.

“A great Arteco club session last night in the library. Running it on Monday’s four til six. Aim is for attendees of any age to come together and use art to explore nature, environment and bring community together to support the wildlife of Welshpool”

An essential aspect of ensuring that the public obtain the maximum benefit from their library is motivated staff and in Welshpool we are very fortunate in our staff. The Council proposes to downgrade the library elements of the service, but the survey makes no mention of staff in question 2. Is this an indication of the Council’s support to and value they place on Welshpool Library staff, and that there is no threat to their jobs located in Welshpool? Unfortunately information gathered suggests that there will be significant job

losses in both the library and museum staffing which will result in a major reduction in the range and quality of services.

“Anybody want to see just how good the Library staff are ... just attend a pre school read and sing ...”

Indications are that the available floorspace for a library in the Powysland Museum building will be as little as a third of its current size. The current consultation asks people to prioritise the allocation of space for various services. This would indicate that there is a danger that some services/facilities may be withdrawn, e.g. teenage area or activities space. It also likely to lead to the dilution of services - a little bit of everything - that would not meet anyone's needs and a token gesture of a service. A proportion of the ground floor will have to be allocated to allow the free flow/circulation of visitors including large school groups to access the first floor, a shared reception desk, and essential facilities such as a public toilet (accessible to all) and other staff facilities. This will naturally limit the space available for other aspects of the service.

Evidence from previous downgrading of library services indicates that **it will result in a significant decrease in the number of people visiting and benefitting from library services**. This would also disproportionately impact the vulnerable in our society that cannot afford to buy books and secure fast Internet access. There is no evidence of the Council conducting an impact assessment in relation to this consultation. A previous Council assessment in relation to libraries in 2016 specifically excluded Welshpool Library:

“The 6 main libraries in Newtown, Welshpool, Machynlleth, Llandrindod, Brecon and Ystradgynlais, and the 2 mobile libraries, are outside the scope of this project because of their strategic importance in library+ service delivery,”

4 Understanding the needs of the people of Welshpool and surrounding areas

“Place Based Plans will be agreed with designated localities, setting out an understanding of each localities needs at a local and what interventions are required by 2020”

Powys 2025

The Group welcomes the Council's aim to develop Place Based Plans based on local needs. Welshpool is the fourth largest town in Powys with a population of over 6,600. Services in Welshpool are also used by residents of surrounding areas. These include some of the largest villages in Powys such

as Guilsfield (population (1,729) and Berriew (population 1,335) as well as the more rural areas surrounding Welshpool. Welshpool Library's strategic role in serving these areas has been recognised by Powys in the documentation accompanying an earlier review of libraries in Powys. See the above quote at the end of section 3.

Further evidence published by the Council indicates that it is the second busiest library in the county in terms of items loaned and extremely close to the top in terms of items loaned per hour - 45.1 compared to Newtown Library's 46.1 items.

Welshpool Castle and Welshpool Gungrog 1 are amongst the 10 most deprived Lower Super Output Areas in Powys.

The evidence above underlines the significant catchment area of the Library in the context of Powys and that it is a well-used high performing public Library meeting the needs of local residents. This is also reflected in the Council's current provision of a refurbished library providing a full range of resources. The usage and demographic evidence certainly does not indicate the need to significantly reduce the service to the residents in terms of size, resources and staffing as proposed by the Council in this consultation.

The important wider community role of the six strategic libraries in Powys has been recognised with two recent significant investment projects to co-locate libraries in Llandrindod Wells and the new cultural hub in Brecon. These innovative projects have and we hope will lead to enhanced services and benefits to their communities as well as developing a more sustainable public service.

These two developments are in stark contrast to what is on offer in relation to Welshpool; with the proposal to severely downgrade both the library and museum provision leading to a significant loss of benefits to local residents!

There is no mention in the consultation, but are the Council proposing a similar significant investment (from various sources as in the case of Brecon and Llandrindod) to expand the facilities to develop a library and museum that meets the future needs of the local residents in and around Welshpool? Discussions with Welshpool Town Council have been ongoing for months and has any innovative solutions to this issue been discussed involving securing grant funding from external sources to enhance facilities? There are ample examples of innovation in relation to Welsh libraries and across the UK and the Group would have welcomed some evidence in the consultation that various models had been actively appraised in detail.

It is clear from the evidence gathered to date that this process is being driven solely by funding issues, especially the need to sell Neuadd Maldwyn and relocate Council staff. However no evidence regarding the cost/income from adapting or selling the various buildings has been provided. Information gathered indicates that space allocation will be challenging, adaptations to a Grade II listed building will be costly and an additional investment in museum storage is required. It is highly likely that the Council has these costings available and it would have been a welcome addition to the evidence available to the public in responding to the consultation.

There are indications that there may be a multiple phase development that may consider co-locating other Welshpool services at a later date. Surely it would be more cost effective to carry out work once rather continually adapting buildings.

Preparing a Place Based Plan for Welshpool and the surrounding area by 2020 will be too late for the residents of Welshpool and surrounding areas as the Library, Museum and council services in Welshpool may have been already downgraded without a transparent evidence-based planning process. It would be common sense to review the full range of publicly funded services in Welshpool in a single coherent process as part of a Place Based Plan in order to deliver value for money in the long term.

5 Conclusion

Based on the evidence (or lack of evidence, provided to date) the Group has no choice but to object in the strongest terms possible to the proposed closure of the current Library and its transfer to Powysland Museum. Based on the evidence above, the main reasons for this standpoint are:

1. The significant impact that the indicative downgrading of services will have on local residents. The value that people place on the current service is reflected in the number of signatures collected to oppose the closure of the current Library. The proposed level of service will not be “an acceptable level of service provision”.
2. No evidence has been provided by the Council to show that it has fully assessed the needs of the local community in relation to the co-location.
3. No evidence has been provided by the Council in terms of the cost of the proposed co-location or that it has fully costed at a range of innovative solutions to address these issues.
4. From the information gathered from various sources, the decision to co-locate the Library at Powysland Museum is at an advanced stage, or as recent information suggests a ‘done deal’. The latter view is strengthened by the Council’s recent response to the efforts of the Welshpool Town

Council to work constructively in trying to maintain the best possible services as outlined on the My Welshpool Facebook post of 20 November 2018. On the one hand Council representative states that Welshpool Town Council's plans:

"...will be considered along with other comments generated through the public consultation."

But the Council seems to have already dismissed these plans prior to the consultation:

"Regrettably they do not provide us with the confidence that they are deliverable and will protect the county council's assets in the town and staff employment rights."

While the Council claims that it has detailed evaluations available, they are conspicuous by their absence from the consultation website! This and the lack of information forthcoming from the Council totally undermine the consultation process.

It is clear from the evidence that the Council is not implementing its *Powys 2025* vision and the key principles outlined in the document, such as evidence based decision making and being open and transparent in engaging with communities.

The Group calls on the Council to:

- call a halt to their proposal to co-locate the Library in Powysland Museum by 1 April 2019 and avoid potential costly legal implications.
- undertake meaningful consultation with the public and potential partners with the aim to deliver services that both meet the needs of the public in an efficient way; and
- meet in person with the community and other partners to identify innovative solutions as has been the case in Llandrindod Wells and Brecon. Re-engage with Welshpool Town Council and other interested parties that may come forward.

In the meantime the Save Welshpool Library Group has no choice but to continue to fight to save Welshpool Library, located in Brook Street, on behalf of the people of Welshpool and surrounding areas.

Thank you for this limited opportunity to share our views with the Council.

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Appendix C - Due regard given to alternative proposals for Welshpool Library and Powysland Museum

Context:

Each of the alternative co-location ideas put forward during the consultation period by staff and the public were noted and considered by the Library Service and Museum Service using their agreed criteria.

The criteria was based on the relocation building being:

- To provide a sustainable and long term future for both the museum and library in Welshpool
- Able to provide space for both services, including library stock, public access computers, children's area, study and activities space, temporary and permanent exhibition galleries
- Council owned wherever possible. Renting a private property was unlikely to be financially viable based on the budgetary pressures facing the council and the need to make substantial savings.
- Low refurbishment and conversion costs

The table below sets out each of the alternative venues which were put forward by respondents as options to house the library and the museum and the reasons why these have been ruled out.

Alternative venues	Response
The Town Hall	This building is owned by the town council. PCC is reviewing its own assets and running costs currently and is not seeking to increase its property portfolio. The building was not considered as an option. This Town Hall was also included as an option for the library in Welshpool Town Council's Business Case, but it lacked clarity its financial information, which did not show a realistic revenue budget for running the library.
The Old Iceland Building	This building is privately owned. PCC is reviewing its own assets and running costs currently and is not seeking to increase its property portfolio.
Dolanog House	The rental cost is high and the Council is seeking to reduce its revenue costs and therefore leasing an external building is not an option.
The Visitor Centre	This building is owned by the town council. PCC is reviewing its own assets and running costs currently and is not seeking to increase its property portfolio. The building was not considered as an option.
The Job Centre	This building is privately owned. PCC is reviewing its own assets and running costs currently and is not seeking to increase its property portfolio.

Police Building	This building is privately owned. PCC is reviewing its own assets and running costs currently and is not seeking to increase its property portfolio.
New school site	There are no surplus schools or any schools under review due to be completed within the timeframe in which the council needs to make these savings.
Youth Centre	The building was deemed insufficient to provide enough space to accommodate both the museum and library, but would have been sufficient for the library. However the edge of town location was considered a significant disadvantage for service users. The building is also part leased commercially to a crèche.
Co-locating the museum in the library building; Neuadd Maldwyn staff in Powysland Museum	<p>The library building could accommodate the museum. However Powysland Museum building is insufficient to provide an open plan layout for 60+ staff operating in an agile manner. Since there are no other Council services seeking accommodation in Welshpool then the alternative would be disposal.</p> <p>Local organisations, supported by the town council and PCC wish to develop the wharf area into a cultural hub. Disposing of the building at this time for commercial/residential development would significantly impact on those plans.</p> <p>The building occupied by Powysland Museum is Grade II listed and in itself presents a popular visitor attraction, and contributes to the historic presentation of displays and exhibitions.</p>
Housing the relocated staff from Neuadd Maldwyn in the current library with the library	The building was deemed insufficient to provide an open plan layout for 60+ staff operating in an agile manner and to provide sufficient space for the library
Nat West bank	This building is privately owned. PCC is reviewing its own assets and running costs currently and is not seeking to increase its property portfolio.

All of the Council 'owned' assets were reviewed when establishing which building would be most suitable for the library and/or museum. Powysland Museum was determined as the most adaptable property that would enable the delivery of the library to continue in Welshpool.

The co-location of the library and the museum provides integrated support to service users and enables revenue cost savings to be made by the service directorate.

Co-locating the library with the museum provides a sustainable future for both services, and allows the current library building to be reconfigured for agile working practices to take place in a safe and secure setting.

Co-locations projects have been done successfully in other locations – most notably Llanidloes. Libraries and museums naturally enjoy symbiotic relationships and work well if housed together.

Powysland Museum is located on the canal in Welshpool which is recognised as one of the county's most significant tourism assets, and plans to regenerate the canal will bring significant economic benefits to the town.

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Libraries and Museums	Head of Service	Stuart Mackintosh	Strategic Director	Ian Budd	Portfolio Holder	Cllr Rachel Powell Cllr Phyl Davies
Proposal	To co-locate Welshpool library into Powysland Museum, creating one public resource.						
Outline Summary / Description of Proposal							
To co-locate and integrate collections and services provided by both the library and museum into the one physical location in the town, releasing the library building for other internal use or capital receipt. The proposal includes a staff restructure and merger, with most impact and efficiency saving to be made in this area.							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£		£	£	£	£

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public and Staff consultation required	31/10/18	Choose an item.

3. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V1	Kay Thomas	Principal Librarian	26/07/2018
V2	Kay Thomas Catherine Richards	Principal Librarian Principal Lead Museums, Archives and Information Management	19/10/18
V3	Kay Thomas Catherine Richards	Principal Librarian Principal Lead Museums, Archives and Information Management	31/12/2018

4. Impact on Other Service Areas

<p>Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY</p>	
<p>Corporate Property</p>	
<p>Service Area informed:</p>	<p>Contact Officer liaised with:</p>
<p>Mitigation</p>	

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How does your proposal impact on the council's strategic vision?

<p>Council Priority</p>	<p>How does the proposal impact on this priority?</p>	<p><u>IMPACT</u> Please select from drop down box below</p>	<p>What will be done to better contribute to positive or mitigate any negative impacts?</p>	<p><u>IMPACT AFTER MITIGATION</u> Please select from drop down box below</p>
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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>The Economy We will develop a vibrant economy</p>	<p>Branch libraries and museums draw people into town centres and attract tourists too, both of which benefit the local shops and businesses. In addition, libraries support job seekers and self-employed/small businesses through the IT and information provision which offers supported access to jobseekers online and government gateways. Maintaining both services in Welshpool ensures the continuation of such benefits.</p> <p>Co-location should improve these outcomes through broadening the offer in one location.</p> <p>In the adult library user survey 2015, 63% of Welshpool library users said that the local library has saved them money or provided economic benefit to them, higher than the Powys average response of 57%.</p>	<p>Good</p>	<p>Potential to further develop visitor attractions and associated spend e.g. shop, cottages, wharf/canal usage</p> <p>Consider use of outside space for range of cultural activities in summer period</p>	<p>Unknown</p>

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Page 40</p> <p>Health and Care We will lead the way in effective, integrated rural health and care</p>	<p>Health promotion and access to health information is one of the universal offers provided by libraries across the UK.</p> <p>Visits to the branch library and museum improve the health and wellbeing of residents and reading boosts mental health, along with social interaction. Book prescription schemes and access to health information is already provided, and volunteer opportunities enhance the offer.</p> <p>Volunteering contributes to community wellbeing and helps improve service delivery of the museum service, in addition to enabling personal development and involvement with heritage.</p> <p>Access to arts and cultural services overall enhances wellbeing.</p> <p>Maintaining both services in Welshpool ensures the continuation of such benefits.</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve health and wellbeing outcomes for residents through partnerships and joint working with others.</p> <p>Opportunities to develop local partnership working to promote health and care outcomes e.g. volunteers taking books to housebound people, reading aloud in the home or in the library etc</p>	<p>Unknown</p>

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Learning and skills We will strengthen learning and skills</p>	<p>Branch libraries support learners of all ages and abilities through provision of quality resources and help with accessing and using those resources, including independent study space and providing a location for 1-1 tuition and courses.</p> <p>Across Powys, 76% of respondents in the adult library user survey 2015 said that the library has helped them to learn something new, and 48% said it helps them with education.</p> <p>In Welshpool, these results were 56% and 23% respectively.</p> <p>Museums have proved to be ‘safe’ places in which people can learn and develop. This learning experience can come about either as a visitor or a volunteer giving people the opportunity to learn more about their local history and heritage.</p> <p>For volunteers the payback can be significant in terms of skills and employability. Volunteering helps people with their sense of being part of a workplace; helps them learn or improve their IT or other work-related skills; and improves their confidence to look for work.</p> <p>Museums have always been a vital resource of educational attainment, providing source material for a range of qualifications from GCSEs to PhDs. Museum collections have been widely used to bring a wide range of school subjects to life such as history,</p>	<p>Neutral</p>	<p>Volunteer opportunities can offer the chance to develop new skills (however, previous attempts to recruit volunteers for Powysland museum have been unsuccessful due to competition for such support in the area.)</p> <p>Less books and artefacts will be available on site - further promote county wide library stock including electronic resources – customers not limited to stock of one library only, but can access full stock of the library service. Museum exhibitions will continue to change regularly to show wider range. Staff will support and enable access to other resources.</p> <p>Opportunities to develop local partnership working to promote learning opportunities</p> <p>Opportunities to work with N&PT College group and other learning providers to offer more in the community (e.g. Adult Learners Wales classes in libraries</p>	<p>Unknown</p>

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Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
	geography and provide the stimulus for projects as such as art and drama productions. This proposal may improve this outcome by offering increased opportunity in one location. However, lack of space may also hinder provision to some extent e.g. space to sit to study.			

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Residents and Communities We will support our residents and communities</p>	<p>Museum and Branch library services support residents to live fulfilled lives and to feel part of their community. Powysland Museum holds, cares for and continues to develop collections for the county which represents our rich and diverse culture.</p> <p>Across Powys, 90% of respondents in the adult library user survey 2015 said that their local library makes them feel part of their community, 99% find their library an enjoyable, safe and friendly environment, 91% said it makes them feel better, and 97% said that their library makes a difference to their lives.</p> <p>In Welshpool in particular, 75% said that the library makes them feel part of the community, 96% find the library an enjoyable, safe and friendly environment, 77% said that the library makes them feel better, and 94% said that the library makes a difference to their lives.</p> <p>Co-location with the museum will offer 2 community based services in one location, an improvement for this outcome.</p> <p>Public consultation during 2016 endorsed the need to maintain local service delivery with trained staff to meet a multitude of requirements.</p> <p>Volunteer opportunities should support a feeling of belonging to the local community.</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.</p> <p>Try to work with the community to overcome any fears about the change in location – positive communication strategy needed.</p> <p>Staff will need to be proactively consulted and engaged in the project.</p> <p>Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential.</p>	<p>Unknown</p>

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
	Public concern about a lack of space for both services will need to be addressed. Concern for the well known and well-loved staff in both locations could also cause concern from the public. Stock and collections will need to be substantially reduced, and a sensitive and inventive design of the space will be needed.			

Source of Outline Evidence to support judgements

Responses to public consultation about proposal, Oct/Nov 2018
 Adult library user survey data, Nov 2015
 Results of public consultation over libraries, July 2016
 Results of PCC residents satisfaction survey 2015
 Powys Residents Attitude Survey 2015/16
 List of services provided by branch libraries
 "Libraries making a difference" Welsh Public Library Standards framework 5, 2014 – 2017
 Libraries – bridging the digital divide. Libraries Wales 2016
 Powys Museum's visitor surveys
 Powys Museum's Accreditation documentation submitted to Welsh Government
 Expert Review of Local Museum Provision in Wales 2015
 A museum Strategy for Wales 2010-2015
 Spotlight on Museums 2016

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How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Branch libraries and museums already provide an efficient use of resources through the same materials and facilities being shared and used over and over by a multitude of users. Work experience and volunteer opportunities in both develop skills for employability. The co-location should not affect these outcomes</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve opportunities for residents</p>	<p>Unknown</p>

<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>N/A</p>	<p>Choose an item.</p>		<p>Choose an item.</p>
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Health promotion and access to health information is one of the universal offers provided by libraries across the UK.</p> <p>Visits to cultural/heritage services such as libraries and museums improves the overall health and wellbeing of residents, and reading boosts mental health, along with social interaction. Book prescription schemes and access to health information is already provided, and will continue to be provided in the future.</p> <p>In Welshpool, 38% of respondents to the adult library user survey Nov 2015 reported that the library had helped them with information about health matters, and 77% said that going to the library makes them feel better.</p> <p>Colocation with the museum should not impact negatively on these beneficial outcomes for residents.</p> <p>Volunteer opportunities also boost health related outcomes.</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.</p>	<p>Unknown</p>

<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>In Welshpool, 75% of respondents in the most recent adult library user survey said that their local library makes them feel part of their community, 96% find their library an enjoyable, safe and friendly environment, 77% said it makes them feel better, and 93% said that their library makes a difference to their lives. These outcomes are all above the average across Powys.</p> <p>Powysland museum promotes the cultural life of our county, it encourages active participation in culture, protects our heritage, helps expand our international profile and contributes to our tourism industry.</p> <p>Co-location with the museum offers 2 important community services in one location.</p> <p>It is important that the integration of stock and services is done sensitively and does not negatively impact on these outcomes through lack of space for the previous levels of stock/collections on display.</p> <p>Volunteer opportunities also help to build community cohesion and a sense of belonging and contributing.</p> <p>Staff highlighted the wide ranging population that use the library</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.</p> <p>Try to work with the community to overcome any fears about the change in location – positive communication strategy needed.</p> <p>Staff will need to be proactively consulted and engaged in the project.</p> <p>Engage with experts to design the most comprehensive and efficient layout, to maximise diverse service delivery potential.</p>	<p>Unknown</p>
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<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>Library and museum services support the UN Rights of the Child. Access to wide range of information and democratic process. Access to cultural wellbeing. No change to outcomes achieved as services maintained within the town</p>	<p>Neutral</p>		<p>Unknown</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Currently provided through range of stock, resources and bilingual displays and exhibitions including Welsh speaking staff – it is important to sustain this and develop staff/volunteer skills, as well as to maintain links with partners who improve the offer e.g. Welsh for Adults, Mudiad, Adult Learners Wales, Menter Iaith.</p> <p>12% of Welshpool library users stated that they can speak Welsh in the most recent library user survey, and 15% stated that they can read Welsh. 5% of respondents stated that Welsh is their main language. Welsh language storytimes for young children are well attended and will continue.</p> <p>Providing access to museums for everyone must include developing services that reflect the importance of the Welsh language. Our language is an important part of our heritage, and many tourists who come to Powys are drawn by our heritage and culture.</p>	<p>Neutral</p>	<p>Staff restructure must ensure Welsh speaking staff provision, plus opportunities for Welsh speaking volunteers.</p>	<p>Unknown</p>

<p><i>Opportunities to promote the Welsh language</i></p>	<p>Currently provided through range of stock and resources, including bilingual displays and exhibitions and Welsh speaking staff – it is important to sustain this and develop staff/volunteer skills, as well as to maintain links with partners who help libraries with this e.g. Welsh for Adults, Mudiad, Adult Learners Wales, Mentrau Iaith.</p>	<p>Neutral</p>	<p>Staff restructure must ensure Welsh speaking staff provision. Continue to investigate all possible partnerships to improve Welsh language opportunities for staff and residents. It may prove possible to enhance this through community partnerships and use of volunteers.</p>	<p>Unknown</p>
<p><i>Welsh Language impact on staff</i></p>	<p>Welshpool Library staff language skills as at July 2018: 1 x level 0 1 x level 1 2 x level 2 1 x level 3 1 x level 5 (first language speaker)</p> <p>Depends on outcome of management of change process.</p>	<p>Unknown</p>	<p>Consider needs as part of the Management of Change process. Continue to investigate all possible partnerships to improve Welsh language opportunities for staff and residents. It may prove possible to enhance this through community partnerships and use of volunteers.</p> <p>Seek to recruit Welsh speaking members of staff and volunteers wherever possible</p>	<p>Unknown</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>Improvement to this outcome through co-location of 2 cultural services offering arts and recreational opportunities. Lack of space may curtail some potential though.</p> <p>Branch libraries and museums currently offer a wide range of opportunities for cultural, educational and recreational activities, and it is important that these opportunities are maintained through a regular programme at the new facility. The range of activities and events offered, which meet a wide variety of strategic outcomes such as digital inclusion, literacy, health and wellbeing and support for the Welsh language, has been impressive in the context of reduced budgets, and has been supported by partner organisations and volunteers.</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve this participation for residents through partnerships and joint working with others. Consider use of outdoor space to broaden activities available. Investigate further partnership working with local schools and leisure facilities, to broaden offer and to provide a larger venue if needed</p>	<p>Unknown</p>
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>				

	<p>The age breakdown of 62,151 registered library members shows the following: 0-4 years 1502 5 – 10 years 6116 11-13 years 3569 14-17 years 3792 18-59 years 28175 60+ years 16292</p> <p>Not all registered members have given this information. This equates to 24% under 18, 45% aged 18-59 years, and 26% over 60 years old.</p> <p>Welshpool library has 8629 registered readers, with the following age profile: 0-4 years 165 5-10 years 711 11-13 512 14-17 616 18-59 4045 60+ 2374</p> <p>This equates to 23% under 18, 47% aged 18-59 years, and 28% over 60 years (Not all records contain the age data). Welshpool library therefore has more adult and older customers than the average across Powys.</p> <p>Strong usage by elderly residents was endorsed by the responses to the public consultation over library savings 2016, and shown again by the consultation over this proposal. 43% of respondents were aged 65 years+, and a further 21% of respondents were aged 55-64 years.</p> <p>However, this proposal should not impact significantly on older people, as both services are being maintained in the town. Concerns about accessibility need to be addressed.</p>	<p>Neutral</p>	<p>Continue to investigate all possible partnerships and ways to improve outcomes for residents of all ages. Investigate bus routes and parking facilities</p>	<p>Unknown</p>
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<p><i>Disability</i></p>	<p>In the library user survey Nov 2015, the overall figure for respondents living with a long term disability or conditions for Welshpool library was 13%, lower than the Powys wide average of 25%, with mobility issues, stamina, hearing and sight loss the main conditions highlighted.</p> <p>The proposal should not impact significantly on these groups, as the services are being maintained locally. There will be less public parking available on site, but spaces will be designated for disabled blue badge parking. Morrison’s car park is adjacent to the site, with flat level access to the main door. There is lift access to the upper floor, and a large disabled toilet on site.</p> <p>Parking was highlighted as a concern in the public consultation about the proposal, and disabled and pushchair accessibility has been raised by staff.</p>	<p>Neutral</p>	<p>Ensure onsite parking is reserved for disabled people Investigate local bus stops/drop-off points nearby Complete review of H&S aspects and DDA accessibility of the building generally, and ensure that any issues highlighted are addressed. Consider highways concerns raised through staff consultation with relevant department. Lighting and flooring concerns will also be reviewed.</p>	<p>Unknown</p>
<p><i>Gender reassignment</i></p>	<p>There is no specific impact on this characteristic which is not already addressed through age, gender, disability or language. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question</p>	<p>Neutral</p>	<p>Continue to investigate all possible partnerships to improve opportunities for residents.</p>	<p>Unknown</p>
<p><i>Marriage or civil partnership</i></p>	<p>There is no specific impact on this characteristic which is not already addressed through age, disability or language. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question.</p>	<p>Neutral</p>	<p>Continue to investigate all possible partnerships to improve opportunities for residents.</p>	<p>Unknown</p>

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Race	<p>In the adult library user survey Nov 2015, 89% gave their ethnicity as white, 2% other, and 9% declined to answer. In Welshpool, the response was 86% white, 1% other ethnic group, 1% mixed/multiple ethnic groups, and 12% declining to answer. There is a known Polish community in Welshpool.</p> <p>No specific impact identified as both services are being maintained in the town.</p>	Neutral		Choose an item.
Religion or belief	<p>There is no specific impact on this characteristic which is not already addressed through age, disability or language. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question.</p>	Neutral		Choose an item.
Sex	<p>The membership database shows that 23472 registered library members are male (38%), and 35811 are female (58%). Not all of the 62151 members have given this information.</p> <p>This is mirrored in Welshpool, with 38% males and 59% female. The public consultation about the co-location in Welshpool also reflects higher female use – 67% of respondents were female, 33% male.</p> <p>This suggests that any change will affect females more than males. However, there is no specific impact on this characteristic which is not already addressed through age, disability or language. Impact is neutral as both services are being maintained in the town.</p>	Neutral	Continue to investigate all possible partnerships and ways to improve opportunities and outcomes for residents of both genders.	Unknown
Sexual Orientation	<p>There is no specific impact on this characteristic which is not already addressed through age, disability or language. Data is gathered using PCC Equality Monitoring form, however many respondents refuse to answer this question.</p>	Choose an item.		Choose an item.

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<p><i>Pregnancy and Maternity</i></p>	<p>No specific data. Anecdotal evidence in comments to surveys state that new parents enjoy coming to the library with their babies whilst on maternity leave. Parents who cannot drive also state that they find the local library a lifeline, and very important to their wellbeing, preventing isolation. Preschool rhyme and storytimes are well attended at Welshpool library, and this boost to early literacy skills and family bonding will continue in the new location.</p>	<p>Neutral</p>	<p>Continue to investigate all possible partnerships and ways to improve outcomes and opportunities for residents of all ages and gender. Space for parking of pushchairs has been highlighted as a concern – consider use of covered area outside front door, providing bike style locks for security.</p>	<p>Choose an item.</p>
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Source of Outline Evidence to support judgements
Public consultation into combined Welshpool library and museum co-location proposal Oct/Nov 2018
Adult library user survey data, Nov 2015
“Libraries making a difference” Welsh Public Library Standards framework 5, 2014 – 2017
Library usage data
Powys Museum’s visitor surveys
Powys Museum’s Accreditation documentation submitted to Welsh Government
Expert Review of Local Museum Provision in Wales 2015
A museum Strategy for Wales 2010-2015
Spotlite on Museums 2016

7. How does your proposal impact on the council’s other key guiding principles?

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Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	This proposal aims to sustain the delivery of the next generation of library and museum service within the town for the long term, with all of the associated beneficial outcomes which contribute to the Wellbeing of Future Generations	Good		Choose an item.
Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	The proposal epitomises a collaborative solution	Good	Further collaboration with community needed to overcome concerns about lack of space and reductions in facilities, stock and exhibits. Further efforts are needed to blend the staff team into one which focuses on the promotion and usage of the centre as a whole, as one seamless facility.	Unknown

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	Public consultation was carried out about what matters most to residents in the new facility; the survey was available electronically and in paper format at both the library and museum. Press and social media were used to publicise the survey, which ran for 1 month. Links were sent to the high school, family information service, youth service to gather the views of future generations in particular.	Neutral	Further collaboration with community needed to overcome concerns about lack of space and reductions in facilities, stock and exhibits.	Unknown
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	Concerns raised through the consultation process will be considered and addressed where possible	Neutral	<p>In the public and staff consultations, concerns were expressed about:</p> <ul style="list-style-type: none"> • Sufficient stock, resources, exhibits and space for services to meet national criteria • Disabled accessibility and sufficient space for service users and visitors to enjoy their visits and engage successfully with wide ranging resources and facilities • Parking and accessibility within the town <p>It will be necessary to work with staff and the public going forward, to overcome these concerns. It will also be necessary to ensure that adequate public information about the scheme is provided through press coverage and social media.</p>	Unknown
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	The new facility will continue to provide beneficial outcomes which meet wellbeing objectives.	Neutral	Further collaboration with community needed to overcome concerns about lack of space and reductions in facilities, stock and exhibits.	Unknown

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below										
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Libraries and museums contribute significantly through being free at the point of delivery, and the new facility will continue to do so	Neutral		Choose an item.										
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	The consultation survey will be distributed through Credu Carers' Association.	Neutral		Choose an item.										
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	The new facility will continue to provide a safe and welcoming environment, and follow service and corporate policies around safeguarding. Potential volunteers will be DBS checked as standard.	Neutral		Choose an item.										
Impact on Powys County Council Workforce	<p>There will be redundancies through this proposal, as the staffing complement can be reduced through operating from the same building. The PCC Management of Change and other relevant policies and procedures will be followed. The staff are all female.</p> <p>Trent shows the age breakdown of library staff as follows:</p> <table border="0"> <tr><td>Under 25 years</td><td>0</td></tr> <tr><td>25-34</td><td>0</td></tr> <tr><td>35-44</td><td>1</td></tr> <tr><td>45-54</td><td>1</td></tr> <tr><td>55-64</td><td>3</td></tr> </table> <p>Therefore this proposal will affect older females in the workplace most significantly.</p>	Under 25 years	0	25-34	0	35-44	1	45-54	1	55-64	3	Poor	Use redeployment and other training opportunities for staff at risk of redundancy, working with HR and Unions as appropriate.	Unknown
Under 25 years	0													
25-34	0													
35-44	1													
45-54	1													
55-64	3													

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Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Source of Outline Evidence to support judgements				
<p>Public consultation into combined Welshpool library and museum co-location proposal Oct/Nov 2018</p> <p>Adult library user survey data, Nov 2015</p> <p>“Libraries making a difference” Welsh Public Library Standards framework 5, 2014 – 2017</p> <p>Library usage data</p> <p>Powys Museum’s visitor surveys</p> <p>Powys Museum’s Accreditation documentation submitted to Welsh Government</p> <p>Expert Review of Local Museum Provision in Wales 2015</p> <p>A museum Strategy for Wales 2010-2015</p> <p>Spotlite on Museums 2016</p>				
Achievability of proposal?				
Impact on Service / Council		Risk to delivery of the proposal		Inherent Risk
Low		Low		Low
Mitigation				
Every effort will be made to minimise impacts on service users through maximising use of space, rotation of stock and exhibits, provision of disabled parking, etc. The same services will continue to be provided, although may require new ways of delivery e.g. outreach , use of outdoor space, supported use of online services				

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Public opposition to the scheme	Medium	Communication with public around how quality service delivery will be maintained and designing solutions to concerns	Low
	Choose an item.		Choose an item.
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Physical Co-location	1 st April 2019	Opening of new facility	
Public consultation	22 nd Oct – 22 nd Nov 18	Understanding of public concerns	
Staff consultation	24 th Oct – 24 th Nov 18	Staff structure for new facility	
Portfolio Holder decision required	Choose an item.	Date required	
Cabinet decision required	Choose an item.	Date required	
Council decision required	Choose an item.	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Building support from HoWPS			X	X	X							

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
This colocation secures the future of the next generation of library and museum service in Welshpool, with a continued wide range of beneficial outcomes and opportunities for community involvement and volunteering which will enhance the offer.	

13. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Regular library and museum monitoring, feeding into PCC quarterly performance monitoring, and national Museum Accreditation and Welsh Public Library Standards outcomes. Reported to Library and Museum Project Board bi-monthly.
Please state when this Impact Assessment will be reviewed.

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:			
Head of Service:			
Strategic Director:			
Portfolio Holder:			

16. Governance

Decision to be made by	Choose an item.	Date required	
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FORM ENDS

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Appendix E - Due regard given to alternative proposals around co-location

Context:

Preliminary work carried out as part of the North Office Review concluded in March 2018 that the sale of Neuadd Maldwyn would help to reduce the ongoing running costs of £100k a year and save the council £1m worth of renovation costs.

In selling the building front line staff would need to relocate to another building in the town so as to sustain the current service offer to residents.

Each of the alternative co-location ideas put forward during the consultation period were noted and considered by the council's property team using their agreed criteria.

The criteria was based on the relocation building being:

- council owned wherever possible. Renting a private property was unlikely to be financially viable based on the budgetary pressures facing the council and the need to make substantial savings.
- able to provide the best possible solution for all residents in the town and surrounding area who needed to access front line services (planning, environmental health, social services, housing issues) whilst also sustaining both the library and museum service.
- big enough to house the front line staff moving out of Neuadd Maldwyn
- easy to renovate to provide for both front line and agile working needs and with costs kept to a minimum

The table below sets out each of the alternative venues which were put forward by respondents as options to house the relocated staff from Neuadd Maldwyn and the reasons why these have been ruled out.

Alternative venues	Response
The visitors centre	This building is owned by the town council. PCC is reviewing its own assets and running costs currently and is not seeking to increase its property portfolio. The building was not considered as an option.
New school site	There are no surplus schools or any schools under review within the timeframe in which the council needs to make these savings.
Dolanog house	The rental cost is high and the Council is seeking to reduce its revenue costs and therefore leasing an external building is not an option.
Ladywell house	It is proposed to relocate a number of back office functions to Newtown whilst retaining a front facing presence in Welshpool. PCC does not seek to relocate all services from Welshpool and therefore needs to retain an office facility in the town.
Youth Centre	The building was deemed insufficient to provide an open plan layout for 60+ staff operating in an agile manner and to provide sufficient space for front facing services and facilities. The building is also part leased commercially to a crèche.
Neuadd Maldwyn	Retention of space within the building is not an option as PCC intend to transfer the freehold of this Grade 2 listed building.

Town Hall	This building is owned by the town council. PCC is reviewing its own assets and running costs currently and is not seeking to increase its property portfolio. The building was not considered as an option.
Museum	The building was deemed insufficient to provide an open plan layout for 60+ staff operating in an agile manner and to provide sufficient space for front facing services and facilities.
Old Iceland building	This building is privately owned. PCC is reviewing its own assets and running costs currently and is not seeking to increase its property portfolio. Additionally, the building is not large enough for use by PCC.
The job centre building	This building is privately owned. PCC is reviewing its own assets and running costs currently and is not seeking to increase its property portfolio. Additionally, the building is not large enough for use by PCC.
The police building	This building is privately owned. PCC is reviewing its own assets and running costs currently and is not seeking to increase its property portfolio. Additionally, the building is not large enough for use by PCC.

All of the Council 'owned' assets were reviewed when establishing which building would be most suitable for a front facing office. The library was determined as the most adaptable property that would enable the delivery of the services to continue in Welshpool.

The co-location of the library and the museum provides integrated support to service users and enables revenue cost savings to be made by the service directorate.

To allow PCC services to continue in Welshpool without withdrawing totally from the town requires a building which can be utilised by all service areas. Services will need a building which allows agile working practices to take place in a safe and secure setting.

The library is the only building that meets this criteria as it will allow new modern working practices to take place and allow improved access to council services.