

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	The Executive Committee
Date:	14/2/17
Subject:	Draft Library Service Strategy
Portfolio Holder(s):	Cllr. Kenneth P Hughes
Head of Service:	Delyth Molyneux
Report Author: Tel: E-mail:	Rachel Rowlands 752094 rfxlh@ynysmon.gov.uk
Local Members:	Relevant to all Members

A –Recommendation/s and reason/s
<p>Recommendations</p> <ul style="list-style-type: none"> • The Executive Committee Members are asked to consider the process followed to develop the strategy and the reasoning behind what is being proposed within the Draft Library Service Strategy. • The Executive Committee Members are asked to consider the Equality Impact and Needs Assessment. • The Executive Committee Members are asked to give permission to proceed to a public consultation on the Draft Library Service Strategy in line with the timetable below (Item 9) • The Executive Committee Members are asked to note that the service will continue to discuss and consult with interested parties and that no final decisions have yet been made. <p>1. Purpose</p> <p>1.1. This report presents the Draft Library Service Strategy 2017-2022¹. The purpose of this strategy is to ensure firm sustainable foundations that will allow us to meet the needs of our residents and fulfil the statutory requirements over the coming years.</p> <p>1.2. It is important to note at the outset of this paper that while various papers have been prepared for, and discussed by the Council members, no final decisions have been made on the future of the library service on Anglesey.</p>

¹ Appendix 1: Draft Library Service Strategy 2017 -2022

1.3. Officers, as far as they are able, can provide assurance to members that the process which has been conducted so far, and is recommended to move forward, has been, and will be comprehensive and inclusive and will provide a fair and reasonable opportunity for all those wishing to do so, to submit their views and responses.

2. Background

2.1. Anglesey County Council is committed to providing a statutory library service that is comprehensive and efficient as required by section 7 of the **Public Libraries and Museums Act 1964**²

2.2. **The Welsh Public Library Standards**³ (WPLS) are set and assessed by the Welsh Government. Whilst not directly linked to statute, they are a means of benchmarking library services across Wales, and give the responsible Minister assurances over service use, standards and quality; the Standards are one of the measures of whether a Library Authority is fulfilling its statutory duty.

2.2.1. Total spending per capita is above the median for Wales (7/21). The average cost per visit in 2014-15 was £2.32, below the median for Wales (12/21). % spend on total staffing is 48%; with the lowest in Wales being 40%, the median 58% and highest 79%.

2.2.2. Staffing levels fall below the standards set, in both total staffing levels per % population and professional (qualified) staffing levels per % population. Staffing levels, as noted in the return and the Welsh Government assessment remain a cause of concern for the operation and development of the service.

2.2.3. In terms of performance over the 2015-16 period there was a slight fall in the number of library (physical) visits compared to the previous year, virtual visits were slightly up with the second highest number in Wales, and Use of IT was also the second highest number in Wales.

2.3. In 2013 the County Council was challenged with finding £16m of efficiencies in the following 3 years.

2.4. **The Isle of Anglesey Corporate Plan 2013-17**⁴ states an aim to reduce the overall costs of services Leisure, culture and libraries to the Council by 60% over the period of this plan.

2.5. As a result of these commitments a Libraries, Youth Service, and Museums & Culture Transformation Program Board was established with the aim of overseeing the delivery of the promises made in the IoACC Corporate Plan 2013 – 2017 to:

² <http://www.legislation.gov.uk/ukpga/1964/75/contents>

³ <http://gov.wales/topics/culture-tourism-sport/museums-archives-libraries/libraries/public-library-standards/?lang=en>

⁴ <http://www.anglesey.gov.uk/Journals/2014/04/02/u/s/p/corporate-plan-2013-2017.pdf> p.13

- explore options and implement a revised Library provision model

2.6. Anglesey Library Service undertook a **Library Service Review**⁵ with the aim of ensuring that the best possible service can be delivered within the available resources. The Review analysed topics such as performance, usage, needs, and options for transformation. The review identified several options for the future development of the service. The key drivers for change are financial and technological.

3. Consultation and Community Engagement

3.1. A public and stakeholder consultation was held during October 2015 to gather views on the options identified and to invite any alternative ideas. There were nearly 2,000 responses to the consultation between questionnaires, face to face sessions and workshops. Although there was not a clear favoured option, there was evidence that it would be beneficial to seek opportunities for 'community support' models, working with social enterprises or alternative providers to work with the Council to maintain the service rather than any potential withdrawal of service.

3.2. Three meetings were held in Amlwch, Menai Bridge and Rhosneigr (and also the Llangefni stakeholder's subgroup) to openly discuss the potential transition process. Following these meetings there have been meetings with: Llanbadrig Community Council (25/5/16), Llanfair Mathafarn Eithaf Community Council (25.05.16), Menai Bridge Town Council (19.05.16) and Representatives of Canolfan Beaumaris (19.05.16) Amlwch Town Council (15.06.16) and Beaumaris Town Council (04.07.16); meeting of the 5 Town's group (15/06/16 and 7/05/16); meeting between the officers and Menter Môn (6/7/16); a meeting between officials of the Library Service and Adult Services (17/06/16); and met with officials from MALD (08/7/16). In addition Officers were invited to attend a public meeting in Menai Bridge which had been organized by the Town Council (18.5.16).

All Staff Meeting : 11/11/2015 and 1/2/2017

3.3. During these meetings a number of opportunities to develop the service by transforming the way the Library Service is delivered were highlighted. The opportunities have been discussed by the Service during the Service Review and the extensive consultation process that took place at the October 2015 term.

3.4. The 5 Towns Group (Town Councils) commissioned a formal study through Menter Môn to look at the practicalities of providing library service in partnership with the local communities.

3.5. The draft Library Service Strategy presents a preferred model for consultation, this preferred model has the potential to ensure firm sustainable foundations that will allow us to meet the needs of our residents and fulfil the statutory requirements over the coming years. The viability of the options for the various ways of delivering the Library Service

⁵ <http://www.anglesey.gov.uk/download/47802>

which informed the initial public consultation in October 2015 was assessed⁶. The assessment is RAG rated on 3 criteria:

- Will the Service reach the Welsh Public Library Standards 5th Framework (Assessment will be updated to reflect the 6th Framework when released)
- Will there be a negative effect on the island's residents
- What are the cost implications.

This viability assessment has informed the Draft Library Service Strategy

4. Draft Library Service Strategy

4.1. The draft Library Service Strategy has been developed to respond to challenges and needs outlined above.

4.2. The draft library service strategy has been included as Appendix 1

4.3. We have listened to residents views and have embedded them into this draft strategy. These include ensuring that libraries:

- Maintain book lending which is highly valued
- Maintain strong ICT and Network provision
- Continue to help children, young people and adults to improve skills and learn
- Have suitably trained staff to deliver services
- Demonstrate a clear link to Well-being of Future Generations (Wales) Act 2015⁷

5. The Vision

5.1. The strategy outlines a vision for Anglesey Library Service and sets out a delivery framework that has the potential to meet the needs of the Library Standards, and respond to the needs of our customers:

Anglesey's libraries are welcoming places to read, learn and discover – the trusted guide at the heart of our communities.

5.2. Underpinning the vision are the core aims:

⁶ Appendix 2 : Viability Assessment

⁷ <http://www.legislation.gov.uk/anaw/2015/2/contents/enacted>

Promoting equality and inclusion – We recognise that public libraries have always been driven by the principles of equality and inclusion.

Making it easy for everyone to use our services – We recognise that not everyone can, or wishes to access the library service in the same way, we will ensure our service is inclusive to all.

Providing a high quality customer focused service - We will deliver high quality resources in welcoming spaces

Being a trusted guide – We are available to help access information in a trusted environment.

Partnership with organisations and agencies – We recognise that successful partnerships have clear roles and responsibilities, managed expectations and tangible outcomes for each partner.

Staff – We want our staff and volunteers to help you get the most from your libraries. We also know that our staff are our greatest asset and we want to be a great place to work. We want to create opportunities for volunteers.

5.3. In light of the above this draft Strategy recommends moving to a pattern of provision based on:

- Area Libraries
- Authority led Community Supported Libraries
- Mobile Services (Mobile library, Housebound Service, The Schools Library Service)
- Potential community access points (dependent on distribution of A and B)

5.4. In more detail the proposed provision is as follows:

Area Libraries: Full time, fully staffed library open approximately 40 hours per week, supported by a professional team on a County wide level. This is the existing pattern.

Authority led Community Supported Libraries: Approximately 20 hours of core staffed opening hours provided by the Authority this front-line (branch level), staffing will be supported by a professional team on a County wide level. This is the existing pattern.

Authority Led Community Supported libraries: Approximately 10-12 hours of core staffed opening hours provided by the Authority this front-line (branch level), staffing will be supported by a professional team on a County wide level. This is the existing pattern.

However, with this third tier, if there is no support from the communities or other parties there is a possibility that the library will close. In this case, mitigating factors will be required for example a 'contact point' within the community or increased Mobile Library

presence.

Mobile Services: Alongside the above will be a full review of routes and stops of the housebound and Mobile Service. Changes are foreseen in this area of service going forward, to meet changing patterns of usage, however equality and needs information show that our mobile services are an important element of provision to our rural County. It is a possibility that alternative models may be developed, for example, partnering with the third sector to deliver elements of Housebound Service.

6. Impact of the draft library service strategy

6.1. The Library Equality and Needs Assessment⁸ (EINA) assesses the need for the service and the impact of any proposed changes on the population who may want to make use of the service. All options need careful consideration in terms of the impact on the residents of Anglesey as well as the Authority's ability to provide a 'comprehensive and efficient' library service in accordance with the 1964 Public Libraries and museums act. In addition, consideration is given to the Welsh Public Library Standards and the need for Library Authorities in Wales to report on their annual performance in respect of these Standards.

6.2. When developing proposals for the Draft Library Service Strategy, amongst other indicators, the following were taken in to account as part of the EINA :

- Library usage (number of users) and operating costs
- Demographic information about Anglesey communities, including future growth
- Location of static libraries and mobile library stops
- Patterns of library use by customers
- Size of library catchments including travel distances
- Levels of deprivation in library catchment areas
- Car ownership
- Needs of people who have protected characteristics under the Equalities Act
- Library Service Performance: The Welsh Public Library Standards Framework 5 and 6

6.3. Work is currently being undertaken in relation to latest data. However, the most disadvantaged communities are within the catchment area of the Llangefni and Holyhead

⁸ Appendix 3 Equality Impact Needs Assessment

Libraries which will be least affected by any changes to the service delivery model as suggested within the Library Service Strategy.

- 6.4. Areas where individuals may be disadvantaged due to rurality and poor connections are being mapped and considerations will be made to increasing community access to the service should any changes to the delivery model result in any library closures.
- 6.5. The EINA finds that there are opportunities to develop and build community cohesion and resilience in communities where there is an appetite to collaborate with the Local Authority to deliver services in new ways.
- 6.6. It is likely that some groups could see the proposal as unfair as there is a potential that service points may close in some communities while they may be retained in others. The Local Authority is however open and receptive to suggestions regarding different ways of working which may result in the service improving and not declining as a result of a long term strategy.
- 6.7. In developing the Strategy it has been seen as imperative that all sections of the communities are given an opportunity and encouraged to work together to develop ideas which will benefit the whole community.
- 6.8. In some areas there may be differences of opinion between established groups whose ideas regarding the future delivery of a Library service differ, however by offering ample opportunities for discussion it is envisaged that there should not be any lasting effect as a result of the proposal.

The Library Equality and Needs Assessment (EINA) is a living document and findings from the consultation process will be fed in as appropriate.

7. Financial Considerations

- 7.1. Budget for the Library Service in 2013/14 was £865,360 (inc NNDR, excluding central charges and capital financing)
- 7.2. Due to the possible variables in terms of the final model within the Library Service Strategy, the savings below illustrate the 2 extremes within the strategy; the final model may be somewhere in between. The Maximum community involvement column illustrates a model where all Authority Led Community Supported Libraries are successful and the minimum community involvement column illustrates where no community involvement has been possible resulting in Tier 3 libraries closing (5 libraries).
- 7.3. Table showing potential savings if **staffing levels are retained** within the service (but with a different staffing structure) thus mitigating impact on the Welsh Public Library Standards.

	Library Service Strategy with maximum community involvement (Tier 2 and 3) This would see the strategy fully implemented in all 10 static libraries with no closures		Library Service Strategy with minimum community involvement (potential for 5 closures from Tier 3 with mitigating factors put in place)	
	Transferring car park income* to 3 rd party group	Service retaining Library car park income within service budget	Car park income no longer in service budget	Retaining Library car park income within service budget
Total saving of the strategy against 13/14 budget	-£70,459.46 -8.14%	-£78,459.46 -9.11%	-£39,515.88 -4.57%	-£47,855.28 -5.53%
Service savings already achieved during 2013-17	£61,000 -7%	£61,000 -7%	£61,000 -7%	£61,000 -7%
Total Library Service Savings during 2013-17 (savings already achieved + Strategy savings)	£131,459.46 -15.14%	£139,459.46 -16.11%	£100,515.88 -11.57%	£108,855.28 -12.53%

*car parking income relates to income received into the service budget from the carpark adjacent to Beaumaris library

7.4. Table showing potential savings if **staffing levels are not retained** within the service. The Service is below minimum staffing levels already. Further reduction will impact performance and service levels.

	Library Service Strategy with maximum community involvement (Tier 2 and 3) This would see the strategy fully implemented in all 10 static libraries with no closures		Library Service Strategy with minimum community involvement (potential for 5 closures from Tier 3 with mitigating factors put in place)	
	Transferring car park income* to 3 rd party group	Service retaining Library car park income within service budget	Car park income no longer in service budget	Retaining Library car park income within service budget

Total saving of the strategy against 13/14 budget	£115,509.46 -13.35%	-£123,848.86 -14.32%	-£121,865.88 -14.09%	-£130,205.28 -15%
Service savings already achieved during 2013-17	£61,000 -7%	£61,000 -7%	£61,000 -7%	£61,000 -7%
Total Library Service Savings during 2013-17 (savings already achieved + Strategy savings)	£176,509.46 -20.35%	£184,848.86 -21.35%	£182,865.88 -21.09%	£191,205.28 -22%

*car parking income relates to income received into the service budget from the carpark adjacent to Beaumaris library

7.5. Appendix 4 outlines these costings in more detail

8. Next Steps

8.1. The Library Service is now planning to hold a public consultation on the Draft Library Service Strategy, and progress discussions with interested parties. This step of the process will be a way of gathering feedback to our recommendations.

8.2. Following the public consultation, the Cabinet Member will recommend the Final Library Service Strategy to the Executive for a final decision in the Autumn 2017.

9. Timetable

- Present the Draft Library Service strategy and draft Library Equality and Need Impact Assessment to the Executive Committee in 13 February 2017.
- Consultation on the Draft Library Service Strategy with stakeholders and users following the local election May. The Consultation will take place between June and August 2017.
- To report on the Draft Library Service Strategy, in light of the public consultation findings, to the Executive Committee by November 2017.
- Final decision on the strategic direction of the Isle of Anglesey Library Service to be agreed by the Executive Committee by November 2017 following due regard to the public consultation and equality legislation.

B – What other options did you consider and why did you reject them and/or opt for this option?

The transformation process has considered and consulted on a wide range of possible options.

--

C – Why is this a decision for the Executive?
The remodelling is being carried out in response to a specific Corporate request under the remit of the Lifelong Learning Transformation Board.

CH – Is this decision consistent with policy approved by the full Council?

D – Is this decision within the budget approved by the Council?

DD – Who did you consult?		What did they say?
1	Chief Executive / Senior Leadership Team (SLT) (mandatory)	Support the principles
2	Finance / Section 151 (mandatory)	
3	Legal / Monitoring Officer (mandatory)	No observations
4	Human Resources (HR)	Any staffing matters arising from the Strategy should be dealt with in accordance with consultation and other recognised HR processes. If HR support is required regarding consultation there may be a need to build capacity in the unit in order to include this in the workload.
5	Property	
6	Information Communication Technology (ICT)	
7	Procurement	
8	Scrutiny	
9	Local Members	
10	Any external bodies / other/s	

E – Risks and any mitigation (if relevant)	
1	Economic
2	Anti-poverty

3	Crime and Disorder	
4	Environmental	
5	Equalities	
6	Outcome Agreements	
7	Other	

F - Appendices:
<p>Appendix 1 : Draft Library Service Strategy Appendix 2 : Viability Assessment Appendix 2b: Mapping Appendix 3: Equality Impact and Needs Assessment Appendix 4 : Costings</p>

FF - Background papers (please contact the author of the Report for any further information):
Background papers included as links in the report

Isle of Anglesey Draft Library Service Strategy 2017-2022

1. Introduction

Anglesey Library Service has undertaken a Library Service Review with the aim of ensuring that the best possible service can be delivered within the available resources. The key drivers for change are financial and technological. In 2013 Anglesey County Council was challenged with finding £16m of efficiencies in the following 3 years¹.

It is also necessary to review the public library service in light of technological change which is impacting on: how people access and consume the core offer (reading); how people satisfy their information needs, and how people who are digitally excluded are being increasingly disadvantaged as we move ever closer to a 'digital first' society.

The County Council is committed to providing a statutory library service that is comprehensive and efficient as required by section 7 of the Public Libraries and Museums Act 1964². This strategy aims to lay firm sustainable foundations that will allow us to serve our residents and meet the statutory requirements over the coming years.

The County Council is also mindful of the Welsh Public Library Standards (WPLS), which are administered by the Welsh Government. Whilst not directly linked to statute, the Council acknowledges that they are a useful means of benchmarking library services across Wales, and give the responsible Minister assurances over service use, standards and quality.

It is important to note at the outset of this paper that while various papers have been prepared for, and discussed by the Council members, no decisions have been made on the future of the library service on Anglesey. The Decision on how to deliver the best possible service within the available resources will be informed by the consultation the Council will undertake and the comments made by stakeholders, consultees and users during the process.

¹ <http://www.anglesey.gov.uk/Journals/2014/04/02/u/s/p/corporate-plan-2013-2017.pdf>

² <http://www.legislation.gov.uk/ukpga/1964/75/contents>

2. Context / Process so far

The Isle of Anglesey Corporate Plan 2013-17³ states:

We want to keep our place and presence at the heart of communities with our library provision becoming a 'universal front door' for us as a council

The Council would;

explore options and implement a revised Library provision model.

It was noted that the success measure would be:

- *New Library and cultural heritage management models being implemented*
- *A focused and sustainable library provision*

and that the aim of the Council would be:

..to reduce the overall costs of these services (Leisure, culture and libraries) to the Council by 60% over the period of this plan.

As a result of these commitments a Library Service Review was undertaken⁴ which analysed topics such as usage, needs, and options for transformation. The review identified several options for the future development of the service.

³ <http://www.anglesey.gov.uk/Journals/2014/04/02/u/s/p/corporate-plan-2013-2017.pdf> p.13

⁴ <http://www.anglesey.gov.uk/download/47802>

A public and stakeholder consultation was held during October 2015 to gather views on the options identified by the Library Service Review and to invite any alternative ideas. There were nearly 2,000 responses to the consultation provided in questionnaires, face to face sessions and workshops⁵. Although there was no clear preferred option has emerged from these responses, there was evidence that it would be beneficial to seek opportunities for 'community support' models, working with social enterprises or alternative providers to work with the Council to maintain the service rather than any potential withdrawal of service.⁶

We have listened to respondents views and have taken their comments into account in devising this strategy. These include the proposal to ensure that libraries:

- Maintain book lending which is highly valued
- Maintain strong ICT and Network provision
- Continue to help children, young people and adults to improve skills and learn
- Have suitably trained staff to deliver services
- Act as a hub within the community providing information and activities
- Facilitate seamless access to Council services
- Demonstrate a clear link to Well-being of Future Generations (Wales) Act 2015⁷

3. Anglesey Library Service.

The demand for library services is changing. Nationally there is declining demand in book issues and library visits. This trend is visible across Anglesey Library Service, albeit to a lesser degree than in many other areas in the UK

When developing proposals for this Library Strategy, the following were taken in to account as part of a detailed Equality Impact and Needs Assessment⁸

- Library usage (number of users) and operating costs

⁵ <http://www.anglesey.gov.uk/council-and-democracy/consultations/previous-consultations/library-service-review-consultation/127248.article>

⁶ <http://www.anglesey.gov.uk/findings-of-the-libraries-consultation/128045.article>

⁷ <http://www.legislation.gov.uk/anaw/2015/2/contents/enacted>

⁸ Appendix 3 EINA assessment

- Demographic information about Anglesey communities, including future growth
- Location of static libraries and mobile library stops
- Patterns of library use by customers
- Size of library catchments including travel distances
- Levels of deprivation in library catchment areas
- Educational attainment by children
- Car ownership and public transport
- Needs of people who have protected characteristics under the Equalities Act
- Library Service Performance: The Welsh Public Library Standards Framework 5 and 6

4. The Vision for the Future

Anglesey's libraries are welcoming places to read, learn and discover – the trusted guide at the heart of our communities.

Underpinning the vision are the core aims:

Promoting equality and inclusion – We recognise that public libraries have always been driven by the principles of equality and inclusion.

Making it easy for everyone to use our services – We recognise that not everyone can, or wishes to access the library service in the same way, we will ensure our service is inclusive to all.

Providing a high quality customer focussed services - We will deliver high quality resources in welcoming spaces

Being a trusted guide – We are available to help access information in a trusted environment.

Partnership with organisations and agencies – We recognise that successful partnerships have clear roles and responsibilities, managed expectations and tangible outcomes for each partner.

Staff – We want our staff and volunteers to help you get the most from your libraries. We also know that our staff are our greatest asset and we want to be a great place to work. We want to create opportunities for volunteers.

5. How we will deliver the Anglesey Library Service to achieve this vision

Looking to the future we must be realistic regarding the current economic climate. The library service is a statutory service that must operate within the available budget. This draft strategy therefore aims to lay firm sustainable foundations that will allow us to serve island residents and meet the statutory requirements in the coming years.

The Library Service Review coupled with the Library Equality Impact and Needs Assessment and the public consultation required allows us to present a draft strategy that will meet the requirements of the library service as well as offering the best possible service to the residents of Anglesey.

Evidence from the Library Equality Impact and Needs Assessment⁹ shows that Anglesey Library Service could move to a three-tier statutory Library Service in Anglesey in terms of usage, need, impact and strategic location. A pattern of static libraries would be in addition to the Mobile Library Service, Housebound library Service and the School Library Service.

The above categories have been compiled from good practice and from consideration of the recommendations from the Welsh Government in their latest report on the future of public library services in Wales 'scoping a New Public Library Service for Wales'¹⁰ and they draw on the requirements of the Welsh Public Library Standards 6th Framework.¹¹

The Council is open to the possibility of 'community support' models, such as working with social enterprises or alternative providers including a Trust model for Anglesey Library Services and this draft strategy does not dictate a Governance model.

In light of the above and specifically the Library Service Review, the public and stakeholder consultation undertaken to date and the Council's vision and objectives, this draft Strategy recommends moving to a pattern of provision based on:

- A. Area Libraries
- B. Authority led Community Supported Libraries
- C. Mobile Services (The Community Mobile, Housebound Service and Schools Library Service)
- D. Potential community access points

⁹ Appendix 3 EINA

¹⁰ <http://gov.wales/docs/drah/publications/151019-scoping-a-future-for-public-libraries-en.pdf>

¹¹ <http://gov.wales/topics/culture-tourism-sport/museums-archives-libraries/libraries/public-library-standards/?lang=en>

The potential model is as follows:

Tier 1 Area Libraries: Full time, fully staffed library open approximately 40 hours per week, supported by a professional team on a County wide level as is the existing pattern.

Tier 2 Council led Community Supported Libraries: Approximately 20 hours of core staffed opening hours provided by the Authority this front-line (branch level), staffing will be supported by a professional team on a County wide level as is the existing pattern.

Tier 3 Council Led Community Supported libraries: Approximately 10-12 hours of core staffed opening hours provided by the Authority this front-line (branch level), staffing will be supported by a professional team on a County wide level as is the existing pattern. However, with this third tier, if there is no support from the communities or other parties there is a possibility that the library will close. In this case, mitigating factors will be required for example a 'contact point' within the community or increased Mobile Library presence; this provision will take into account Equality Impact measures.

Alongside the above will be a full review of routes and stops of the housebound and Mobile Library Services. Changes are inevitable in this area of service going forward and it is a possibility that alternative models, for example, partnering with the third sector to deliver elements of Housebound Service, may be implemented.

6. Table detailing what each category means:

Category (draft)	The facilities that will be available: (Draft)
<p>Area Library</p> <p>with:</p> <p>Over 50,000 Annual visits and, Over 50,000 Annual Loans and Over 8,000 sessions computers Use</p>	<ul style="list-style-type: none"> • The library is situated in the catchment area of the main shopping area. • Opening hours between 25 and 40 hours per week • At least 10,000 items of stock in a wide variety of formats, with between 10,000 and 15,000 items of stock in the larger libraries. • Link to e-government and e-learning and provision of specialist collections, e.g. - Local History, Health and Welfare, sets of books for Reading Groups, • at least 16 computers, free Wi-Fi service, lap-top space and tablets available for use • Space within the children's area for activities or easy access to an appropriate space

	<ul style="list-style-type: none"> • Space, or access to space, for holding community events and arts • Ongoing consideration to co-location with similar services or partners
<p>Council Led Community Supported library: approximately 20 hours of core service provided by the Council</p> <p>with:</p> <p>Over 12,000 Annual visits and Over 20,000 Annual Loans and Over 1500 Computer sessions</p>	<p>The library is located near the centre of town / village or in / adjacent community centre / school</p> <ul style="list-style-type: none"> • Co-located with partners from the community / council or others where it is possible • Opening hours: minimum 20 hours • Element self-service depending on local needs and any other use made of the community site. • least 6 computers available to the public • Free Wi-Fi • A variety of sources of information on paper and online • Space to hold community meetings or events where it is possible • Use of volunteers for additional activities or extended non-core opening hours
<p>Council Led Community Supported library:</p> <p>Approximately 10-12 hours of core service provided by the Council.</p> <p>with:</p> <p>under 12,000 Annual visits and, under 20,000 Annual Loans and, under 1500 Computer sessions</p>	<p>The library is located near the center of town / village or in / adjacent community centre / school</p> <ul style="list-style-type: none"> • Opening hours: minimum 10 hours • At least 5,000 items of stock • At least 6 computers available to the public • Free Wi-Fi • A variety of sources of information on paper and online • Element of self-service depending on local needs and any other use made of the community site. • Space to hold community meetings or events where it is possible • Co-located with partners from the community / council or others where it is possible • Use of volunteers for additional activities or extended opening hours
Mobile Libraries	

Hyfywedd Opsiynau | Option Viability

Asesiad o hyfywedd opsiynau ar gyfer ffyrdd amrywiol o gyflwyno'r Gwasanaeth Llyfrgell. Rydym yn defnyddio system RAG i wneud yr asesiad a hynny ar 3 ffactor;

Assessment of the viability of options for the various ways of delivering the Library Service. The assessment is RAG rated on 3 criteria:

1 – A fydd y Gwasanaeth yn cyrraedd Safonau Llyfrgelloedd Cyhoeddus(5ed Fframwiath) Llywodraeth Cymru; (**Gwyrdd** – Bydd, **Amber** – Rhannol, **Coch** – Na)

Will the Service reach the WPLS (5th Framework); (Green – yes, Amber – Partially, Red – No)

2 – A fydd yna effaith negyddol ar drigolion yr ynys (**Gwyrdd** – Dim, **Amber** – Peth, **Coch** – Mawr)

Will there be a negative effect on the island's residents (Green – None, Amber – Some, Red – Great)

3 – A fydd yna oblygiadau cyllidebol (**Gwyrdd** – Arbediad, **Amber** – Yr un fath, **Coch** – Costio Mwy)

Will there be budgetary implications (Green – Saving, Amber – Neutral, Red – More expensive)

Opsiynau / Options	Safonau / Standards	Effaith / Effect	Cyllideb / Budget	RAG
Opsiw 1. Cynnal y gwasanaeth presennol Option 1. Maintaining the Current Service	Dim newid byddwn yn parhau i gyflawni yr un nifer o Safonau No change, continue to achieve the same Standards	Dim newid No Change	Dim newid (nid yw hyn yn gynaliadwy yn y sefyllfa ariannol bresennol) Neutral (however, this is not sustainable in the current financial climate)	
Opsiw 2. Lleihau'r Gwasanaeth Llyfrgell Option 2. Reducing the Library Service				
I. Lleihau oriau agor Reducing opening hours	Er mwyn cyrraedd y safon WPLSQ16 Oriau agor rhaid cael 120 awr y flwyddyn i bob 1,000 o'r boblogaeth – golyga hyn y gellir colli 21 awr yr wythnos a chyrraedd y safon.	Posibl y bydd yn amharu ar allu pobl i gyrraedd y pwyntiau gwasanaeth It could have an impact on people's ability to reach service points during opening hours	£11,000 (oddeutu) Pe collir yr oriau staffio yn unig. £11,000 (approx.) If staffing hours alone are lost.	

	Fodd bynnag os collir yr oriau staffio byddwn yn bellach o gyrraedd y safon WPLSQ13 <i>In order to reach the WPLSQ16 Opening Hours we must have 120 hours per annum for every 1,000 population – we could reduce by 21 opening hours per week across the service and reach the standard</i>			
II. Cau rhai llyfrgelloedd a pharhau gyda'r gwasanaeth teithiol <i>Closing some libraries and maintain mobile service</i>	Gellir cyrraedd y safon WPLSQ15 lleoliad pwyntiau gwasanaeth yn rhannol – ni fydd gan 70% o'r boblogaeth fynediad at wasanaethau amrywiol ond byddan yn gallu benthyg ac archebu llyfrau <i>WPLSQ15 could be partially met (depending on how many closures) – 70% of the households may not be within 3m of a static or 1/4m to a mobile and as a result would have limited access to the service</i>	Dim argaeledd cyfrifiaduron i aelodau'r cyhoedd sydd heb fynediad i offer TG /gysylltiad Band eang <i>Reduced access to ICT infrastructure to those who do not have access to equipment/reliable and affordable connectivity</i>	Bydd arbediad tymor byr yn ddibynol ar y model a ddewisir, ond gan y bydd rhaid adnewyddu'r Llyfrgell deithiol o fewn y 5 mlynedd nesaf(amc. £100,000) mae'n anodd darganfod arbedion tymor hir <i>There would be a short term saving dependant on the model however capital cost of replacing mobile library (£100,000 approx) may impact in the long term</i>	
III. Cau rhai llyfrgelloedd a rhoi'r gorau i'r gwasanaeth teithiol <i>Closing some libraries and withdraw mobile service</i>	Byddwn yn methu a chyrraedd y Safon (70% o fewn 3 milltr i lyfrgell statig/ .25 milltr o arhosfan symudol) O ganlyniad 5/9 Safon fyddwn yn ei gyrraedd. <i>Failure to meet WPLSQ15 can be expected if branch libraries close and the mobile is to be withdrawn</i>	Aelodau'r gymuned yn methu a chael mynediad at y Gwasanaeth Llyfrgell yn lleol. Posibl na fydd yn cael ei weld fel gwasanaeth 'cynhwysfawr ac effeithlon'. <i>Residents would not be able to access the service locally. Could be seen as failing to be a "comprehensive and efficient" service</i>	Bydd arbediad yn ddibynol ar pa lyfrgelloedd fyddai'n cau... Gweler costau isod (Opsiynau unigol) <i>The saving would depend on which libraries would close... See costings below (individual options)</i>	
IV. Rhoi'r gorau i'r gwasanaeth	Byddwn yn parhau i gyrraedd y	Aelodau'r gymuned yn methu a	Byddai arbediad o	

<p>Llyfrgell deithiol Withdrawing the mobile library service</p>	<p>Safon (70% o fewn 3 milltr i lyfrgell statig/ .25 milltr o arhosfan symudol)ond bydd pobl mewn ardaloedd gwledig ac i ganol yr ynys yn cael eu hallgau We could meet WPLSQ115 should the mobile be withdrawn, however it would exclude people living in rural and central parts of the island</p>	<p>chael mynediad at y Gwasanaeth Llyfrgell yn lleol. Posibl na fydd yn cael ei weld fel gwasanaeth 'cynhwysfawr ac effeithlon'. Residents would not be able to access the service locally. Could be seen as failing to be a "comprehensive and efficient" service</p>	<p>£29,337 Gan gymryd y byddai'r gwasanaeth CIT yn cael ei allanoli i wirfoddolwyr A saving of £29,337 could be achieved Assuming that the Housebound service is outsourced to volunteers/3rd sector</p>	
<p>V. ailstrwythuro'r gwasanaeth Llyfrgell deithiol (yn dilyn II.) restructuring the mobile library service (following II.)</p>	<p>Byddai modd Cyflawni'r un nifer o safonau a rwan It would be possible to maintain our current attainment against the Standards</p>	<p>Byddai rhoi ystod ehangach o deithiau yn cyfoethogi'r gwasanaeth. Byddai cynnig teithiau hwyrol yn rhoi mwy o gyfle i unigolion sydd yn gweithio a phlant ysgol ddefnyddio'r gwasanaeth. Byddai aros yn hirach mewn rhai manau yn bosiblirwydd. Byddai modd cynnig mwy o wasanaeth CIT trwy recriwtio gwirfoddolwyr i gyflwyno'r gwasanaeth. Offering a broader route/timetable would enrich the service. Evening and weekend routes would give working adults and school children the opportunity to make use of the service. Longer stops in certain areas may encourage use and could possible result in the ability to offer a greater IT offer on the Mobile.</p>	<p>Mae'n anhebygol y gellir cyflawni arbediad ac yn bosibl y byddai'n costio mwy na'r hyn sydd gennym yn bresenol. Byddai'n rhaid cael gyrrwr ychwanegol ac aelod o staff cefndirol yn gwneud gwaith rheoli stoc. Golyga hyn gynnydd o oddeutu £43,000 (dibynna'r arbediad ar pa lyfrgelloedd fyddai'n cael eu cau) It is unlikely that a saving could be made and costs would probably increase. An additional driver would be required and possibly a library assistant to undertake stock management activity. This could mean an increase of £43,000 (the saving would depend on which libraries would close)</p>	
<p>VI. Lleihau'r costau staffio</p>	<p>Rydym eisoes yn methu a</p>	<p>Ni fyddai modd i'r Gwasanaeth fod</p>	<p>Byddai arbediad yn ddibynol ar</p>	

<p>Reducing overall staffing costs</p>	<p>chyrraedd y safon WPLSQ113 am nifer o staff 0.37/ 1000 o boblogaeth fel ag y mae yn Fframwaith 4 (0.33 ydym ni'n gyrraedd) Mae'r lefel fymryn yn is yn Fframwaith 5 ar 0.36/1000 o boblogaeth sydd yn darged o 25.2fte yn seiliedig ar boblogaeth o 70000, fodd bynnag ers ei gyflwyno mae ein lefelau staffio ni wedi gostwng. <i>We have been unable to reach the WPLSQ113 Number of staff 0.37/100 population as it was in Framework 4 (0.33 was attained in the final reporting year)</i> <i>The level is slightly lower in the 5th Framework at 0.36/1000 population which gives a target of 25.2fte based on a population of 70000 however since its introduction our staffing levels have also reduced</i></p>	<p>yn "Comprehensive and efficient" ac o ganlyniad bydd yr Awdurdod yn methu a chyflawni ei dyletswyddau Statudol Byddai risg o ymchwiliad gan Llywodraeth Cymru ac yn y pen draw gallai'r Gweinidog drosglwyddo'r gwasanaeth I'r Llywodraeth neu sefydliad arall gyda Ynys Mon yn talu ar sail beth y mae LIC yn weld yn rhesymol I gynnal y gwasanaeth. <i>It would not be possible for the Service to be "comprehensive and efficient" and as a result it would be difficult for the Authority to demonstrate that it was fulfilling its statutory obligation and duty. There would be a risk of a Welsh Government enquiry and the Minister could transfer the duty either to the Government or another organisation with Anglesey paying based on WG's assessment of what is reasonable to maintain the service</i></p>	<p>faint y lleihad. <i>The saving would depend on the extent of the reduction</i></p>	
<p>VII. Lleihau gwariant ar lyfrau a stoc arall (megis llyfrau llafar ac e-lyfrau) <i>Reducing expenditure on library books and other stock (such as audio books and e-books)</i></p>	<p>Byddwn yn parhau i fethu a chyrraedd y safon ar wariant or isafswm o £1685 / 1000 pop <i>WE would continue to be unable to achieve the minimum spend per 1,000 population</i></p>	<p>Os nad oes buddsoddiad mewn adnoddau yna bydd defnydd yn gostwng (false economy) <i>If there is no investment in resources useage will decrease (false economy)</i></p>		
<p>Opsiwn 3. Cydleoli – rhannu</p>	<p>Dim effaith ar ein cyflawniad</p>	<p>Yn ddibynol ar argaeledd gofod</p>	<p>Yn ddibynol ar gytundebau gyda</p>	

lleoliadau gyda gwasanaethau eraill neu adleoli i adeiladau eraill o eiddo'r Awdurdod Lleol (ee. Ysgolion/canolfannau hamdden) neu adeiladau o eiddo'r gymuned Option 3. Co-Location – sharing premises with other services or relocating to other Local Authority buildings (ie. Schools/Leisure centres) or community owned buildings	parthed y Safonau No impact on our achievement against the Standards	addas Dependant on the availability of suitable space	gwasanaethau eraill neu sefydliadau allanol Dependant on agreement with other services or external organisations	
Opsiwn 4. Cydweithio Option 4. Collaboration		Angen gyriant gwleidyddol Political steer needed		
I. Lleol (gyda gwasanaethau eraill) Local (with other services)		Angen gyriant gwleidyddol Political steer needed		
II. Rhanbarthol (SRhLI a Gwasanaethau llyfryddol) Regional (LMS and Bibliographic Services)	Dim effaith ar ein cyflawniad parthed y Safonau No impact on our achievement against the Standards	Cynlluniau i sefydlu LMS cenedlaethol, wedi cychwyn yn rhanbarthol ar draws Gogledd Cymru – Modd ehangu TalNET i gydfynd a'r ardal hon (Economies of scale yn cael effaith) Plans for an all Wales LMS, has begun regionally across the 6 North Wales authorities – could develop TALNET to mirror this region (economies of scale could come into play)	Mae arbediad wedi ei gyflawni yn ystod 2015-16 (£10,000) Efficiency was achieved in 2015-16 (£10,000)	
III. Cenedlaethol (fel uchod a chaffael) National (as above plus)	Dim effaith ar ein cyflawniad parthed y Safonau No impact on our achievement	Fel uchod As above	Bydd arbediad, ond mae'n ddibynol ar y cytundeb a'r cwmni fydd yn ennill y cytundeb beth fydd eu	

<p><i>procurement</i>)</p>	<p>against the Standards</p>		<p>math y cytundeb! Savings will be made however their extent will depend on the agreement and the companies which win any tenders and their nature</p>	
<p>Opsiwn 5. Rhannu adnoddau gyda Chynghorau eraill Option 5. Sharing services with other Councils</p>		<p>Yn gwbl ddibynnol ar ewyllys wleidyddol ac ar hyn o bryd nid yw'n opsiwn – Hynny ydi'n bellach na Opsiwn 4.II a 4.III Completely dependent on political will and currently not an option – that is, no further than options 4.11 and 4.111</p>		
<p>Opsiwn 7. Darparwyr allanol (cynghorau cymuned/ grwpiau gwirfoddol / menter gymdeithasol / cwmni preifat) Option 6. External providers (community council / voluntary group/Social enterprise/private company)</p>	<p>Effaith ar ein gallu i gyflawni'r Safonau yn ddibynnol ar y model – posibl na fydd modd defnyddio fel rhan o'r Gwasanaeth Sirol - Dibynnol ar y cytundeb lefel gwasanaeth fyddai'n bodoli. Our ability to achieve against the Standards would depend on the model – it is possible that it would not be possible to use it as part of the County Service for reporting. Dependent on the SLA</p>	<p>Dim sicrwydd o safon gwasanaeth – Perygl i'r Awdurdod gan fod y gyfrifoldeb statudol yn parhau gyda'r Cyngor – pe methir a chyflawni'r gwasanaeth i lefel o 'comprehensive and efficient'. NO guarantee of service quality - Risk to the Authority as the legal responsibility remains with the Council should an organisation fail to deliver a 'comprehensive and efficient' level of service</p>	<p>Byddai unrhyw arbedion yn ddibynnol ar y model a'r CLG a gytunir Level of saving would depend on the model agreed and the SLA put in place</p>	
<p>Opsiwn 7. Cymunedau'n cynnal yr adnoddau Option 7. Community-run Facilities</p>				

<p>I. Rheolaeth cymunedol o'r adeiladau Community management of buildings</p>	<p>Dim newid i'n cyflawniad os oes Cymunedau/Grwpiau a diddordeb rhedeg yr adeiladau No change to our provision if there are Communities/Groups interested in running buildings</p>	<p>Mae'n bosibl y byddai modd gwella'r gwasanaeth i'r cyhoedd – ehangu mynediad a chyflwyno gweithgareddau eraill (ambell i Gymuned) os oes digon o wirfoddolwyr ar gael It is possible that the service to the public could be improved – extended access and introduction of new activities(in some communities) if sufficient volunteers are available</p>	<p>Arbediad yn ddibynol ar pa gymunedau fyddai yn dangos diddordeb a'r modd ganddynt i gynnal yr adeiladau. Rhwng Saving dependent on which communities would be interested and their ability to maintain the buildings Between</p>	
<p>II. Gwasanaeth Llyfrgell wedi ei reoli gan y gymuned Community managed library service</p>	<p>Ni fyddai modd cynnwys yn ein adroddiadau ni tuag at y Safonau – Ni fyddai modd i ni gyflawni..... It would not be possible to include this in reports against standards.</p>	<p>Mae'n bosibl y byddai modd gwella'r gwasanaeth i'r cyhoedd – ehangu mynediad a chyflwyno gweithgareddau eraill (ambell i Gymuned) Mae'n ddibynol ar bersonoliaethau It may be possible to improve the service to the public – extend access and introduce new activities however success dependent on volunteers and personalities</p>	<p>Byddai'r arbediad yn ddibynol ar pa leoliadau £££ Savings would depend on which locations</p>	
<p>III. Adeilad wedi ei reoli gan y gymuned gyda oriau craidd gan yr Awdurdod ac oriau pellach gan wirfoddolwyr Community managed building with Authority staffed core hours and further staffed by volunteers</p>	<p>Byddem yn parhau i fethu a chyrraedd y safon staffio ac fe fyddem yn adrodd lleihad mewn oriau o'i gymharu a'r hyn sydd yn weithredol ar hyn o bryd. Failure to achieve the staffing Standard would continue and we would be reporting a reduction in hours to those in operation</p>	<p>Mae'n bosibl y byddai modd gwella'r gwasanaeth i'r cyhoedd – ehangu mynediad a chyflwyno gweithgareddau eraill (ambell i Gymuned) It is possible to improve the service to the public by expanding access and introducing activities (some communities)</p>	<p>Costau adeiladau fyddai'r arbediad yma gyda posibilrwydd am rhywfaint o leihad mewn oriau (byddai rhaid ystyried y WPLS a'r safon ar lefelau staffio) Gweler costau yn yr opsiynau unigol isod Savings here would be building costs and a possible reduction in</p>	

	<i>currently</i>		<i>staff hours (WPLS would have to be carefully considered) See costing in the individual options below</i>	
Opsiwn 8. Pwyntiau mynediad cymunedol. Er enghraifft mewn ysgol/siop/neuadd gymuned Option 8. Community Library Access Points for example in shop/school/community hall	Ddim yn Llyfrgell – ac ni fydden nhw'n cyfrif tuag at Safonau Not a library and therefore would not be counted towards the Standards	Caniatau i ddarllenwyr fenthyg ac archebu llyfrau – dim modd defnyddio TG – dim cefnogaeth broffesiynol i ddefnyddwyr. Fodd bynnag byddai modd defnyddio ambell leoliad l grynau unrhyw fodel cyflenwi newydd a gyflwynir Allows the reader to borrow and order books – no access to ICT – no professional support to users. However, it may be possible to use these to supplement any new (reduced) delivery model	Yn y tymor hir byddai arbedion, ond byddai rhaid buddsoddi mewn RFID a pheiriannau hunan wasanaeth neu sefydlu system o fenthyg 'trust based' gyda'r potensial i golli stoc. In the long term there would be savings but there may be set up cost (investment in RFID technology) or the development of a trust based model with the possibility of loss of stock.	
Opsiwn 9 Statws ymddiriedolaeth Option 9. Trust status	Byddai rhaid cael cyngor cyfreithiol manwl iawn parthed cytundebau a fyddai'n angenrheidiol er mwyn galluogi i'r Awdurdod fod yn cyflawni ei dyletswydd cyn belled ac y mae'r Ddeddf Detailed legal advice would need to be obtained regarding the required contracts to allow the Authority to fulfil its statutory duty	Mae'r gyfrifoldeb Statudol yn parhau gyda'r Awdurdod ac o ganlyniad mae risg y gall methiant Ymddiriedolaeth olygu costau ychwanegol yn y pendraw. The Statutory duty remains with the Authority and there is a risk that should a trust fail there may be additional costs in the long term	Byddai rhaid sicrhau fod adeiladau, stoc etc yn cael eu trosglwyddo yn y cyflwr gorau posibl – Byddai rhaid dod i gytundeb parthed cyfraniad yr Awdurdod tuag at gynnal yr ymddiriedolaeth wedyn. Stock, buildings etc would have to be transferred in the best possible condition – an agreement regarding any financial support would have to be agreed	
Opsionnau unigol Individual Options				

<p>Torri'r oriau i'r isafswm posibl a chyrraedd y safon <i>Cut hours to minimum possible to achieve standards</i></p>	<p>Er mwyn parhau i gyrraedd y Safon rhaid cynnig 120 o oriau i bob 1000 o boblogaeth (21 o oriau yr wythnos ellir eu colli) Fodd bynnag pe collir yr oriau staffio o'r sefydliad byddwn yn perfformio yn waeth yn erbyn y safon ar lefelau staffio. <i>In order to reach the standard there must be a minimum of 120 hours/annum/1000 population (hours could be reduced by 21 per week) However, if those hours are lost from the staffing establishment we would reduce our performance against the standard</i></p>	<p>Gellir ddewis canghenau lle mae nifer uchel o oriau er mwyn cyflawni'r arbediad heb effaith mawr ar y gymuned <i>It would be possible to select the libraries with the highest proportion of hours in order to achieve the saving with the minimum impact on users</i></p>	<p>Oddeutu £11,000 Approx</p>	
<p>Cau – Llyfrgell Cemaes a cholli'r oriau staffio <i>Close – Cemaes Library and lose staffing hours</i></p>	<p>Byddai prefformiad yn erbyn y safon staffio yn gwaethygu Lleihad o 3.2% o boblogaeth o fewn 3m i lyfrgell Statig <i>Performance against the staffing standard would worsen Reduction of 3.2% of population within 3m of a static library</i></p>	<p>Bydd rhaid gweithio ar asesiad effaith i'r lleoliadau i gyd <i>An impact assessment will need to be conducted for each location</i></p>	<p>Oddeutu £ 16,691.00 Approx</p>	
<p>Cau – Llyfrgell Amlwch a cholli'r oriau staffio <i>Close – Amlwch Library and lose staffing hours</i></p>	<p>Byddai prefformiad yn erbyn y safon staffio yn gwaethygu Lleihad o 7.27% o boblogaeth o fewn 3m i lyfrgell Statig <i>Performance against the staffing standard would worsen Reduction of 7.27% of population within 3m of a static library</i></p>		<p>Oddeutu £ 28,610.00 Approx</p>	

<p>Cau – Llyfrgell Moelfre a cholli'r oriau staffio <i>Close – Moelfre Library and lose staffing hours</i></p>	<p>Byddai prefformiad yn erbyn y safon staffio yn gwaethygu Lleihad o 1.57% o boblogaeth o fewn 3m i lyfrgell Statig <i>Performance against the staffing standard would worsen Reduction of 1.57% of population within 3m of a static library</i></p>		<p>Oddeutu £ 6,927.00 Approx</p>	
<p>Cau – Llyfrgell Benllech a cholli'r oriau staffio <i>Close – Benllech Library and lose staffing hours</i></p>	<p>Byddai prefformiad yn erbyn y safon staffio yn gwaethygu Lleihad o 5.56% o boblogaeth o fewn 3m i lyfrgell Statig <i>Performance against the staffing standard would worsen Reduction of 5.56% of population within 3m of a static library</i></p>		<p>Oddeutu £ 29,896.00 Approx</p>	
<p>Cau – Llyfrgell Biwmares a cholli'r oriau staffio <i>Close – Beaumaris Library and lose staffing hours</i></p>	<p>Byddai prefformiad yn erbyn y safon staffio yn gwaethygu Lleihad o 3.98% o boblogaeth o fewn 3m i lyfrgell Statig <i>Performance against the staffing standard would worsen Reduction of 3.98% of population within 3m of a static library</i></p>		<p>Oddeutu £ 26,854.00 Approx</p>	
<p>Cau – Llyfrgell Porthaethwy a cholli'r oriau staffio <i>Close – Menai Bridge Library and lose staffing hours</i></p>	<p>Byddai prefformiad yn erbyn y safon staffio yn gwaethygu Lleihad o 11.8% o boblogaeth o fewn 3m i lyfrgell Statig <i>Performance against the staffing standard would worsen Reduction of 11.8% of population within 3m of a static library</i></p>		<p>Oddeutu £ 42,656.00 Approx</p>	
<p>Cau – Llyfrgell Niwbwrch a</p>	<p>Byddai prefformiad yn erbyn y</p>		<p>Oddeutu £ 4,483.00 Approx</p>	

chollli'r oriau staffio Close – Newborough Library and lose staffing hours	safon staffio yn gwaethygu Lleihad o 3.55% o boblogaeth o fewn 3m i lyfrgell Statig Performance against the staffing standard would worsen Reduction of 3.55% of population within 3m of a static library			
Cau – Llyfrgell Rhosneigr a chollli'r oriau staffio Close – Rhosneigr Library and lose staffing hours	Byddai prefformiad yn erbyn y safon staffio yn gwaethygu Lleihad o 2.74% o boblogaeth o fewn 3m i lyfrgell Statig Performance against the staffing standard would worsen Reduction of 2.74% of population within 3m of a static library			Oddeutu £ 15,490.00 Approx
Cau – Llyfrgell Llangefni a chollli'r oriau staffio Close – Llangefni Library and lose staffing hours	Byddai prefformiad yn erbyn y safon staffio yn gwaethygu Lleihad o 9.98% o boblogaeth o fewn 3m i lyfrgell Statig Performance against the staffing standard would worsen Reduction of 9.98% of population within 3m of a static library			Oddeutu £133,332.00 Approx
Cau – Llyfrgell Caergybi a chollli'r oriau staffio Close – Holyhead Library and lose staffing hours	Byddai prefformiad yn erbyn y safon staffio yn gwaethygu Lleihad o 17.72% o boblogaeth o fewn 3m i lyfrgell Statig Performance against the staffing standard would worsen Reduction of 17.72% of population within 3m of a static library			Oddeutu £126,302.00 Approx
Cau – Llyfrgell Cemaes a	Byddai prefformiad yn erbyn y	Bydd rhaid gweithio ar asesiad		Oddeutu £ 10,000.00 Approx

<p>throsglwyddo'r oriau i ran arall o'r gwasanaeth Close – Cemaes Library and transfer staffing hours to another part of the service</p>	<p>safon staffio yn parhau yn gyson ac fe fyddai modd dangos fod staff yn gallu gwneud mwy o ymgysylltu a datblygu darllenwyr Performance against the staffing standard would remain the same and it would be possible for staff to undertake more engagement and development work</p>	<p>effaith l'r lleoliadau I gyd An impact assessment will need to be conducted for each location</p>	<p>Bydd rhaid ystyried costau adleoli a allai ostwng y ffigwr hwn Need to consider the possibility of relocation expenses which may reduce this figure</p>	
<p>Cau – Llyfrgell Amlwch a throsglwyddo'r oriau i ran arall o'r gwasanaeth Close – Amlwch Library and transfer staffing hours to another part of the service</p>	<p>Byddai perfformiad yn erbyn y safon staffio yn parhau yn gyson ac fe fyddai modd dangos fod staff yn gallu gwneud mwy o ymgysylltu a datblygu darllenwyr Performance against the staffing standard would remain the same and it would be possible for staff to undertake more engagement and development work</p>		<p>Oddeutu £ 8,610.00 Approx Bydd rhaid ystyried costau adleoli a allai ostwng y ffigwr hwn Need to consider the possibility of relocation expenses which may reduce this figure</p>	
<p>Cau – Llyfrgell Moelfre a throsglwyddo'r oriau i ran arall o'r gwasanaeth Close – Moelfre Library and transfer staffing hours to another part of the service</p>	<p>Byddai perfformiad yn erbyn y safon staffio yn parhau yn gyson ac fe fyddai modd dangos fod staff yn gallu gwneud mwy o ymgysylltu a datblygu darllenwyr Performance against the staffing standard would remain the same and it would be possible for staff to undertake more engagement and development work</p>		<p>Oddeutu £ 1,927.00 Approx Bydd rhaid ystyried costau adleoli a allai ostwng y ffigwr hwn Need to consider the possibility of relocation expenses which may reduce this figure</p>	
<p>Cau – Llyfrgell Benllech a throsglwyddo'r oriau i ran arall o'r gwasanaeth Close – Benllech Library and</p>	<p>Byddai perfformiad yn erbyn y safon staffio yn parhau yn gyson ac fe fyddai modd dangos fod staff yn gallu gwneud mwy o ymgysylltu a</p>		<p>Oddeutu £ 14,896.00 Approx Bydd rhaid ystyried costau adleoli a allai ostwng y ffigwr hwn Need to consider the possibility of</p>	

<i>transfer staffing hours to another part of the service</i>	datblygu darllenwyr Performance against the staffing standard would remain the same and it would be possible for staff to undertake more engagement and development work		relocation expenses which may reduce this figure	
Cau – Llyfrgell Biwmares a throsglwyddo'r oriau i ran arall o'r gwasanaeth Close – Beaumaris Library and transfer staffing hours to another part of the service	Byddai perfformiad yn erbyn y safon staffio yn parhau yn gyson ac fe fyddai modd dangos fod staff yn gallu gwneud mwy o ymgysylltu a datblygu darllenwyr Performance against the staffing standard would remain the same and it would be possible for staff to undertake more engagement and development work		Oddeutu £ 10,854.00 Approx Bydd rhaid ystyried costau adleoli a allai ostwng y ffigwr hwn Need to consider the possibility of relocation expenses which may reduce this figure	
Cau – Llyfrgell Porthaethwy a throsglwyddo'r oriau i ran arall o'r gwasanaeth Close – Menai Bridge Library and transfer staffing hours to another part of the service	Byddai perfformiad yn erbyn y safon staffio yn parhau yn gyson ac fe fyddai modd dangos fod staff yn gallu gwneud mwy o ymgysylltu a datblygu darllenwyr Performance against the staffing standard would remain the same and it would be possible for staff to undertake more engagement and development work		Oddeutu £ 14,656.00 Approx Bydd rhaid ystyried costau adleoli a allai ostwng y ffigwr hwn Need to consider the possibility of relocation expenses which may reduce this figure	
Cau – Llyfrgell Niwbwrch a throsglwyddo'r oriau i ran arall o'r gwasanaeth Close – Newborough Library and transfer staffing hours to another part of the service	Byddai perfformiad yn erbyn y safon staffio yn parhau yn gyson ac fe fyddai modd dangos fod staff yn gallu gwneud mwy o ymgysylltu a datblygu darllenwyr Performance against the staffing standard would remain the same		Oddeutu £ 1,000.00 Approx Bydd rhaid ystyried costau adleoli a allai ostwng y ffigwr hwn Need to consider the possibility of relocation expenses which may reduce this figure	

	<i>and it would be possible for staff to undertake more engagement and development work</i>			
Cau – Llyfrgell Llangefni a throsglwyddo'r oriau i ran arall o'r gwasanaeth <i>Close – Rhosneigr Library and transfer staffing hours to another part of the service</i>	Byddai perfformiad yn erbyn y safon staffio yn parhau yn gyson ac fe fyddai modd dangos fod staff yn gallu gwneud mwy o ymgysylltu a datblygu darllenwyr <i>Performance against the staffing standard would remain the same and it would be possible for staff to undertake more engagement and development work</i>		Oddeutu £ 6,490.00 Approx Bydd rhaid ystyried costau adleoli a allai ostwng y ffigwr hwn <i>Need to consider the possibility of relocation expenses which may reduce this figure</i>	
Cau – Llyfrgell Llangefni a throsglwyddo'r oriau staffio i ran arall o'r gwasanaeth <i>Close – Llangefni Library and transfer staffing hours to another part of the service</i>	Byddai perfformiad yn erbyn y safon staffio yn parhau yn gyson ac fe fyddai modd dangos fod staff yn gallu gwneud mwy o ymgysylltu a datblygu darllenwyr <i>Performance against the staffing standard would remain the same and it would be possible for staff to undertake more engagement and development work</i>		Oddeutu £ 52,332.00 Approx Bydd rhaid ystyried costau adleoli a allai ostwng y ffigwr hwn. Hefyd adleoli staff canolog a staff y Gwasanaeth Llyfrgell Ysgolion (a'r stoc) <i>Need to consider the possibility of relocation expenses which may reduce this figure. Relocation of central staff and the Schools' Library Service (and it's stock) also need to be considered</i>	
Cau – Llyfrgell Caergybi a throsglwyddo'r oriau staffio i ran arall o'r gwasanaeth <i>Close – Holyhead Library and transfer staffing hours to another part of the service</i>	Byddai perfformiad yn erbyn y safon staffio yn parhau yn gyson ac fe fyddai modd dangos fod staff yn gallu gwneud mwy o ymgysylltu a datblygu darllenwyr <i>Performance against the staffing standard would remain the same and it would be possible for staff</i>		Oddeutu £ 50,302.00 Approx Bydd rhaid ystyried costau adleoli a allai ostwng y ffigwr hwn <i>Need to consider the possibility of relocation expenses which may reduce this figure</i>	

	to undertake more engagement and development work			
Rhoi'r gorau - Gwasanaeth Teithiol Cease – Mobile Service	Byddwn 28.29% yn is yn erbyn y safon 70% o'r boblogaeth o fewn 3 milltr i Lyfrgell statig neu 0.25 milltr i arosfan We would be 29.29% lower against the standard of 70% of population within 3m of a static library or 0.25m from a mobile stop		Van(ffigurau 13-14) £5900 Staffio = £21510 gorfod cynnig CIT – ond modd cynnig allan i'r 3ydd Sector (posibl arbed £1927 ychwanegol) Van (13-14 figures) = £5900 Staffing = £24844.12 Have to offer housebound but could offer out to 3rd sector (could potentially save a further £1927)	
Cynnal – 2 fan gwasanaeth mawr llawn amser 60 awr Maintain – 2 large fulltime 60hr Service points	Yn seiliedig ar y lefelau staffio presennol byddai'n amhosibl cyflawni'r Safon (nid ydym yn ei gyrraedd ar hyn o bryd). Buasai cyrraedd 70% o'r boblogaeth yn ddaearyddol bron yn amhosibl. Byddai'n rhiad i'r ddwy lyfrgell fod ar agor am 85 awr yr wythnos er mwyn cyrraedd y Safon SLICCQ16. Ni fyddem yn cyrraedd y safon ar fynediad at gynnig digido (ni fyddai digon o le ar gyfer y caledwydd fyddai'n angenrheidiol i leihau'r effaith o golli llyfrgelloedd). Based on current staffing levels it would be impossible to achieve staffing Standard (we do not meet this currently). Reaching 70% of the population geographically would be almost impossible. Both libraries would have to be	Byddai'n rhaid cynnal cyfres o weithgareddau allgyrraedd er mwyn lleihau'r effaith ar y gymuned yn ogystal â chynnal y dyletswydd statudol i hyrwyddo'r gwasanaeth. Amhosibl gwneud gwaith allgyrraedd gyda'r lefelau staffio presennol Would need to have a programme of outreach in order to lessen impact and maintain Statutory obligation to promote the service. Impossible to do necessary outreach work with current staffing level	Staffio = £193,014 Arall = £70,486 Adeiladau = £79,659 Gwariant cyffredinol gan gynnwys staff proff a cronfa lyfrau = £351,200 Cyfanswm=£694,359 Gallasai hyn weld y Gwasanaeth yn cyflawni arbediad o £162,451 (19% o'r gyllideb weithredol / 13% o'r gyllideb gyflawn) (ffigurau yn seiliedig ar fodel staffio (14-15), fodd bynnag, rhagwelir y byddai angen am staffio ychwanegol yn seiliedig ar y cynnydd disgwylidig mewn defnydd o'r 2 lyfrgell ac i gyflawni gwaith allgyrraedd) Staffing=£193,014	

	<p><i>open for 85 hours a week in order for us to achieve WPLSQI16. Would not reach standard for access to Digital offer (no space for additional PC's to negate effect of closures.</i></p>		<p><i>Other=£70,486 Building=£79,659 PlusGeneral inc prof staff and Book fund =£351,200 Total =£694,359 This could see the service achieving a saving of £162,451 (19% Of Operational / 13% of Gross)</i></p> <p><i>(figures based on (14-15)staffing model, however it is envisaged that there would be an increase in staffing needed to cover anticipated footfall in the 2 libraries and to cover additional outreach activities)</i></p>	
<p>Cynnal – 2 fan Gwasanaeth mawr, llawn amser 60awr & gwasanaeth teithiol wedi ei ehangu Maintain – 2 large fulltime 60hr Service points & an enhanced mobile service</p>	<p>Byddai'n bosibl gyflawni'r safon o gynnig arhosfan Llyfrgell deithiol o fewn 0.25 neu lyfrgell statig o fewn 3 milltr o 70% o'r boblogaeth. Fodd bynnag, buasai'r safon staffio yn sylweddol is na'r presennol. Mae nifer o risgiau i'r model hwn, er fod modd disgrifio'r Gwasanaeth Llyfrgell Deithiol yn effeithlon nid yw'n gynhwysfawr ac fe allasai'r Cyngor fethu yn ei ddyletswydd statudol It would be possible to achieve the standard of offering a mobile stop within 0.25miles or having a static library within a distance of 3 miles</p>	<p>Byddai'r effaith yn fawr gan na fyddai digon o staff nac adnoddau i gynnal gwasanaeth cynhwysfawr ac effeithlon ac i hyrwyddo darllen a llythrennedd fel y nodir yn neddfwrieth 1964. The effect would be great as there would be insufficient staff and resources to maintain a 'comprehensive and efficient' service and to promote reading and literacy as stipulated in the 1964 statute.</p>	<p>Fel uchod yn nhermau'r llyfrgelloedd statig, fodd bynnag byddai'n rhaid ailstrwythuro'r gwasanaeth teithiol er mwyn cynnwys arhosiadau hirach mewn rhai ardaloedd yn ogystal a theithiau ar benwythnosau a gyda'r nose r mwyn lleihau yr effaith. Amcangyfrifir y buasai'n rhaid cael gyrrwr llawn amser ychwanegol er mwyn cyflawni hyn a'r gwasanaeth Caeth i'w Tai ar gost o odeutu £39,000. Fe fyddai costau tanwydd a chynnal a chadw ychwanegol o tua £2,000 Byddai'r model hwn yn costio</p>	

	<p><i>to 70% of the population. However the standard for staffing would be considerably lower than at present. There are considerable risks to this as the mobile service while it may be efficient cannot be described as comprehensive and the Council could be at risk of failing to meet its statutory duty</i></p>		<p>$£93,337 + £694,359 = £788,356$ fyddai'n arbediad o tua £68,454 (8% gweithredol / 6% o'r cyflawn)</p> <p>Mae'r Llyfrgell deithiol presennol yn 10ml oed ac fe fydd yn rhaid caffael un newydd o fewn y 5 mlynedd nesaf ar gost o tua £120,000</p> <p><i>As above in terms of the static sites, however the mobile service would need to be restructured allowing for longer stops in some areas to compensate for closures as well as adding evening stops and a weekend run. It is estimated that we would need an additional FTE driver to fulfil this remit and to continue with the Housebound service at approx. £32,000. There would also be additional fuel and maintenance costs and the housebound van at approx. £2,000 Therefore this model would cost £93,337 + £694,359 = £788,356 giving a saving of £68,454 (8% of Operational / 6% of Gross)</i></p> <p><i>The current mobile library is 10 years old and will need to be replaced in the next 5 years at a cost of circa £120,000.</i></p>	
--	---	--	---	--

<p>Cynnal – 2 fan gwasanaeth llawn amser 60awr ac 1 canolig 35awr Maintain – 2 large fulltime 60hr & 1 medium 35hr Service points</p>	<p>Byddai'n amhosibl cyrraedd y safon o 70% o'r boblogaeth o fewn 3 milltir neu 15 munud gyda trafndiaeth cyhoeddus. Byddai'r model hwn hefyd yn lleihau lefel staffio sydd eisoes yn isel ac ni fyddai yn caniatáu digon o weithgareddau addysgu a hyrwyddo.</p> <p><i>It would be impossible to achieve the standard of 70% of the population within 3 miles or 15 minutes buy public transport. This model would also exasperate the already low staffing level and would not enable sufficient promotional/educational activities.</i></p>	<p>Rhaid cynnal asesiad effaith cydraddoldeb manwl yn ogystal ag asesiad effaith cymunedol. <i>There would need to be a thorough equalities impact assessment as well as a community impact assessment.</i></p>	<p>Fel yr opsiwn am 2 x 60 awr - £694,359 Gyda'r costau adeilad ychwanegol o tua £15,000 Staffio 3.5clla = tua £60,000 Yn rhoi amcangyfrif o £769,359 yn rhoi arbediad o oddeutu £87,451 (10% o'r Gweithredol / 7% o'r gyllidef llawn) <i>As the option for 2 x 60hr = £694,359 With the addition of building costs of approx. £15,000 Staffing 3.5FTE = £60,000 approx. giving a total estimated cost of £769,359 giving a saving of £87,451 (10% of Operational / 7% of Gross budget)</i></p>	
<p>Cynnal – 2 fan gwasanaeth mawr llawn amser 60 awr & 1 ganolig 35 awr & gwasanaeth teithiol wedi ei ehangu Maintain – 2 large fulltime 60hr & 1 medium 35hr Service points & an enhanced mobile service</p>	<p>Byddai'n amhosibl cyrraedd y safon o 70% o'r boblogaeth o fewn 3 milltir neu 15 munud gyda trafndiaeth cyhoeddus. Ond buasai modd cyrraedd o fewn 0.25milltir i arhosfan deithiol Byddai'r model hwn hefyd yn lleihau lefel staffio sydd eisoes yn isel ac ni fyddai yn caniatáu digon o weithgareddau addysgu a hyrwyddo.</p> <p><i>It would be impossible to achieve the standard of 70% of the population within 3 miles or 15</i></p>	<p>Rhaid cynnal asesiad effaith cydraddoldeb manwl yn ogystal ag asesiad effaith cymunedol. <i>There would need to be a thorough equalities impact assessment as well as a community impact assessment.</i></p>	<p>Fel uchod = £769,359 £93,337 yn rhoi cyfanswm o £862,696. Bydd hyn yn gwneud y gwasanaeth £5,886 yn ddrytach i'w redeg Mae'r Llyfrgell deithiol presennol yn 10ml oed ac fe fydd yn rhaid caffael un newydd o fewn y 5 mlynedd nesaf ar gost o tua £120,000 <i>As above = £769,359 plus £93,337 Giving a total cost of £862,696 This will give a service which is</i></p>	

	<p><i>minutes buy public transport. However, it would be possible to be within 0.25m of a mobile stop. This model would also exasperate the already low staffing level and would not enable sufficient promotional/educational activities.</i></p>		<p><i>£5,886 more expensive to run</i></p> <p><i>The current mobile library is 10 years old and will need to be replaced in the next 5 years at a cost of circa £120,000</i></p>	
<p>Cynnal – 2 fan gwasanaeth mawr llawn amser 60 awr a 2 canolig 25 awr Maintain – 2 large fulltime 60hr & 2 medium 25hr Service points</p>	<p>Byddai'n amhosibl cyrraedd y safon o 70% o'r boblogaeth o fewn 3 milltir neu 15 munud gyda trafndiaeth cyhoeddus, ond, gallai fod yn bosibl i gyrraedd 51% neu 55% o'r boblogaeth (yn ddibynnol ar pa llyfrgelloedd ychwanegol a gedwir). Byddai'r model hwn hefyd yn lleihau lefel staffio sydd eisoes yn isel ac ni fyddai yn caniatáu digon o weithgareddau addysgu a hyrwyddo. <i>It would be impossible to achieve the standard of 70% of the population within 3 miles or 15 minutes buy public transport, however it may be possible to reach between 51% and 55% of the population(dependant on which 2 additional libraries were maintained).</i> <i>This model would also exasperate the already low staffing level and</i></p>	<p>Rhaid cynnal asesiad effaith cydraddoldeb manwl yn ogystal ag asesiad effaith cymunedol. <i>There would need to be a thorough equalities impact assessment as well as a community impact assessment.</i></p>	<p>£694,359 + Cost 2 adeilad oddeutu £15,000 yr un = £30,000 Hefyd staffio 2 lyfrgell 25 awr = £65,650 yn rhoi cost gweithredol o = £791,009 Arbediad o £65,801 (7.5% Gweithredol / 5% o'r gyllideb gyflawn) £694,359 + <i>The cost of 2 buildings approx. £15,000 each = £30,000</i> <i>Also staffing of 2 x 25 hr libraries = £65,650 giving an operational cost of = £791,009</i> <i>Giving a saving of £65,801 (7.5% Operational / 5% Gross Budget)</i></p>	

	would not enable sufficient promotional/educational activities.			
<p>Trosglwyddo cyfrifoldebau adeiladau i drydydd parti (pob safle) tra'n cynnal gwasanaeth cyfredol</p> <p>Transfer building responsibilities to third parties(all sites) while maintaining current service</p>	<p>Byddem yn parhau i gyflawni yn yr un modd yn erbyn 5ed fframwaith SLICC ond byddai gostyniad yn y gwariant fesul 1000 o'r boblogaeth</p> <p>We would continue to achieve to the WPLS 5th framework as we would currently with a further fall behind the average on spend / 1000population on the provision of a Library Service</p>	<p>Ni fydd pob cymuned mewn sefyllfa i gymryd cyfrifoldeb am adeilad cyhoeddus arall. Byddai perygl i ni wneud Llyfrgelloedd yn anhygyrch i rai o drigolion Môn ac o ganlyniad yn methu y neid dyletswydd statudol i ddarparu gwasanaeth Llyfrgell 'cynhwysfawr ac effeithlon' i'r holl 'drigolion sydd yn dymuno gwneud defnydd ohono'</p> <p>Buasai rhaid cael trefniadau mewn lle rhag ofn i drydydd parti fethu</p> <p>Not all communities will be in a position to take on another community building. We would be in danger of making Libraries inaccessible to some of Anglesey's population and therefore of failing in our statutory duties to provide a 'comprehensive and efficient' library service for all 'resident who wish to make use thereof'</p> <p>Would need to have arrangements in place should the third party fail</p>	<p>Gallasai gyflawni arbediad o £171,067 yn seiliedig ar gyfartaledd gwariant dros 3 blynedd (12-13, 13-14 a 14-15) 20% o'r gyllideb weithredol / 14% o'r gyllideb lawnHeb ei warantu a byddai angen cael trefniadau mewn lle pe byddai'r 3ydd parti yn methu â chynnal yr adeilad yn ariannol</p> <p>Could give a saving based on average of past 3 year (12-13, 13-14 a 14-15) property spend of approx. £171,067 20% of Operational / 14% of Gross budget</p> <p>Not guaranteed and would need to have arrangements in place should the 3rd party fail to maintain the building financially</p>	
<p>Trosglwyddo cyfrifoldebau adeiladau i drydydd parti (7 safle - Amlwch, Cemaes, Rhosneigr, Porthaethwy, Biwmares,</p>		<p>Drwy gynnal y 2 brif Llyfrgell o fewn y gwasanaeth, byddem yn osgoi rhoi baich treuliau yr adeiladau hyn ar yr boblogaeth,</p>	<p>Arbedion posib o £ 68,433 (8% o'r gyllideb weithredol a 5.5% o'r Gyllideb Gros)</p> <p>Heb ei warantu a byddai angen cael</p>	

<p>Benllech, Moelfre) tra'n cynnal gwasanaeth cyfredol Transfer building responsibilities to third parties (7 sites – Amlwch, Cemaes, Rhosneigr, Menai Bridge, Beaumaris, Benllech, Moelfre) while maintaining current service</p>		<p>byddai cynnal staffio ar y lefelau presennol ar bob safle yn negyddu unrhyw effaith bosibl o gau a gall rhai o'r cymunedau weld gwelliant yn y gwasanaeth gan y gall fod parodrwydd yn y gymuned i gynnig oriau Llyfrgell pellach neu weithgareddau eraill / gwasanaethau. By maintaining the 2 main Library sites within the service we would avoid burdening the population with the expense of these buildings, however maintaining staffing at the current levels at all sites would negate any possible impact of closure and some of the communities may see an enhancement of service as there may be willingness within the community to offer further Library hours or other activities/services from the building.</p>	<p>trefniadau mewn lle pe byddai'r 3ydd parti yn methu â chynnal yr adeilad yn ariannol Possible saving of £68,433 (8% Of the operational budget and 5.5% of the Gross Budget) Not guaranteed and would need to have arrangements in place should the 3rd party fail to maintain the building financially</p>	
<p>Trosoglwyddo cyfrifoldebau adeilad i 3ydd partion tra'n cynnal 15 awr (neu'r oriau cyfredol os yn is na 15awr) o amser staffio a chymorth proffesiynol 'ystafell gefn' llawn (Model Conwy o Lyfrgelloedd a gefnogir gan y Cymuned) Transfer building responsibilities to 3rd parties</p>		<p>Ni fyddai hyn yn opsiwn mewn rhai safleoedd heb effaith sylweddol i'r Gwasanaeth a'i defnyddwyr. Fodd bynnag, gallai fod yn model ymarferol o fewn rhai cymunedau Er mwyn osgoi disgyn ymhellach o dan y safon ar gyfer lefelau staffio gallai'r oriau sydd yn cael eu tynnu oddi ar rai safleoedd gael eu hailgyflwyno mewn eraill i gynnal</p>	<p>Bydd costau'r adeilad bras yn cael eu harbed o'r gyllideb weithredol fel a ganlyn: Amlwch = £ 7,500 Benllech = £ 12,000 Biwmares = £ 15,500 pont menai = £ 10,500 Cemaes = £ 7,000 Moelfre = £ 200 Niwbwrch = £ 850</p>	

<p>while maintaining 15 hours(or maintain current if below 15hrs) of staffed time and full professional back room support (Conwy model of Community supported Libraries)</p>		<p>gweithgareddau, i hyrwyddo darllen, llythrennedd a llythrennedd digidol. Byddai hyn yn lleihau'r effaith a allai ychwanegu gwerth pellach i waith y gwasanaeth.</p> <p><i>This would not be an option in some sites without considerable impact to the Service and its users. However it could be a workable model within some communities. To avoid falling further behind the standard for staffing levels the hours removed from some sites could be reintroduced in others to conduct activities to promote reading, literacy and digital literacy. This would lessen the impact and could add further value to the service's works</i></p>	<p>Rhosneigr = £ 7,500 Cyfanswm = £ 61,050</p> <p>Bydd y costau staffio naill ai'n gyfartal i'r rhai cyfredol neu ychydig yn is yn dibynnu ar nifer y cymunedau sydd â diddordeb.</p> <p><i>Approximate building costs would be saved from the Operational budget as follows:</i></p> <p><i>Amlwch= £ 7,500</i> <i>Benllech= £12,000</i> <i>Beaumaris= £15,500</i> <i>Menai bridge= £10,500</i> <i>Cemaes= £ 7,000</i> <i>Moelfre= £ 200</i> <i>Newborough= £ 850</i> <i>Rhosneigr= £ 7,500</i> <i>Total= £61,050</i></p> <p><i>There would be staffing costs either equalling current or a little lower depending on the number of communities interested.</i></p>	
<p>Trydydd partïon yn cymryd rheolaeth dros 8 llyfrgell ac ymgymryd â chostau sy'n gysylltiedig a rhedeg yr adeilad gan gynnwys rhent, trethi a gwasanaethau 2 grwp o 4 llyfrgell (Amlwch, Benllech, Biwmares, Porthaethwy) a (Cemaes, Moelfre, Niwbwrch,</p>		<p>Ni fyddai hyn yn opsiwn mewn rhai safleoedd heb effaith sylweddol i'r Gwasanaeth a'i defnyddwyr. Fodd bynnag, gallai fod yn fodel ymarferol o fewn rhai cymunedau. Er mwyn osgoi disgyn ymhellach o dan y safon ar gyfer lefelau staffio gallai'r oriau staff sydd yn cael eu tynnu oddi ar rai safleoedd yn cael</p>	<p>Grŵp 1 - Amlwch = £ 7,500 Benllech = £ 12,000 Biwmares = £ 15,500 pont menai = £ 10,500 Cyfanswm = £ 45,500</p> <p>Arbediad ychwanegol gan leihau oriau ac nid adleoli allai gyflawni arbediad o £ 80,460 ond rydym yn</p>	

<p>Rhosneigr) Third parties taking control of 8 libraries and taking over the associated costs of running the building including rent, rates, utilities 2 groups of 4 libraries (Amlwch, Benllech, Beaumaris, Menai Bridge) and (Cemaes, Moelfre, Newborough, Rhosneigr)</p>		<p>eu hailgyflwyno mewn i eraill i gynnal gweithgareddau i hyrwyddo darllen, llythrennedd a llythrennedd digidol. Byddai hyn yn lleihau'r effaith a allai ychwanegu gwerth pellach i waith y gwasanaeth</p> <p><i>This would not be an option in some sites without considerable impact to the Service and its users. However it could be a workable model within some communities. To avoid falling further behind the standard for staffing levels the hours removed from some sites could be reintroduced in others to conduct activities to promote reading, literacy and digital literacy. This would lessen the impact and could add further value to the service's works</i></p>	<p>rhedeg y risg o gael eu dal yn atebol gan y Gweinidog am beidio â chydymffurfio â'r WPLSQ13</p> <p>Grŵp 2 - Dim arbedion ychwanegol o staffio (eisoes o dan 15awr)</p> <p>Cemaes = £ 7,000 Moelfre = £ 200 Niwbwrch = £ 850 Rhosneigr = £ 7,500 Cyfanswm = £ 15,550</p> <p>Group 1 – Amlwch= £ 7,500 Benllech= £12,000 Beaumaris= £15,500 Menai bridge= £10,500 Total= £45,500 Additional saving from reducing hours and not redeploying could achieve a saving of £80,460 but we run the risk of being held accountable by the Minister for non-compliance with the WPLSQ13</p> <p>Group 2 – No additional savings from staffing (already below 15hrs) Cemaes= £ 7,000 Moelfre= £ 200 Newborough= £ 850</p>	
--	--	--	---	--

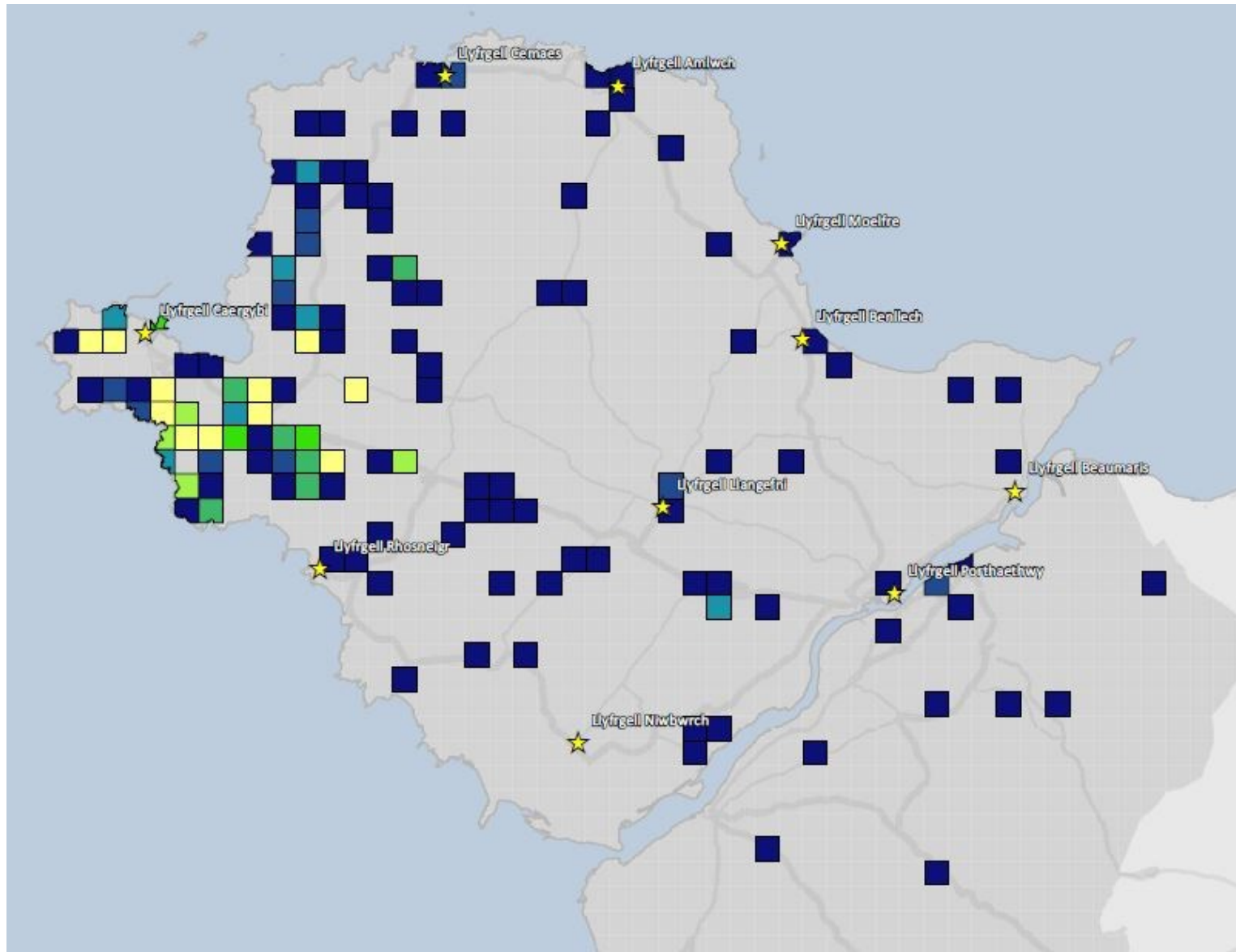
			Rhosneigr= £ 7,500 Total= £15,550	
Adleoli'r gwasanaeth i fodel cydleoli Relocate services into collocated model				
Rhosneigr i'r ysgol Rhosneigr into school		Dim ond 47m2 ar gael a byddai angen i greu pwynt mynediad ar gyfer y cyhoedd sydd ar wahân i fynedfa'r ysgol. Only 47m² available and would need to create an access point for the public which is separate from the school entrance.	Byddai angen buddsoddiad ymlaen llaw er mwyn creu mynediad addas Up front investment would be needed to create suitable access	
Cemaes i'r ysgol Cemaes into school		Nid oes lle ar gael ar gyfer darparu gwasanaeth llyfrgell o fewn adeilad yr ysgol ar hyn o bryd There is currently no available space for the provision of a library service within the school building		
Niwbwrch i'r ysgol Niwbwrch into school		Nid oes lle ar gael ar gyfer darparu gwasanaeth llyfrgell o fewn adeilad yr ysgol ar hyn o bryd. Fodd bynnag, gallai o bosibl fod lle os yw cynlluniau i ailfodelu addysg yn ardal Rhosyr yn digwydd. (2018) There is currently no available space for the provision of a library service within the school building. However there could potentially be space if plans to remodel education in the Rhosyr area come		

		about. (2018)		
Amlwch i'r ysgol Amlwch into school		Nid oes lle ar gael ar gyfer darparu gwasanaeth llyfrgell o fewn adeilad yr ysgol gynradd ar hyn o bryd. Mae yna le o fewn Ysgol Syr Thomas Jones. There is currently no available space for the provision of a library service within the primary school building,. However there is space within Ysgol Syr Thomas Jones.		
Porthaethwy mewn i'r ysgol Menai Bridge into school		Nid oes lle ar gael ar gyfer darparu gwasanaeth llyfrgell o fewn adeiladau'r ysgol ar hyn o bryd There is currently no available space for the provision of a library service within the school buildings		
Caergybi mewn i ddatblygiad Neuadd y farchnad Holyhead into proposed Market Hall development		Os bydd caffael yr adeilad yn mynd yn ei flaen, mae cyllid yn ei le i leoli llyfrgell newydd o fewn datblygiad Neuadd y Farchnad. Byddai'r llyfrgell yn brif denant a byddai'r datblygiad yn arwain at lyfrgell sy'n 'darparu at y dyfodol'. If the acquisition of the building goes ahead there is funding in place to locate a new Library within the Market Hall development. The Library would be the anchor tenant and the development would result in a library which is 'future proof'	Byddai angen cael buddsoddiad cyfalaf i ddechrau, fodd bynnag, effallai bydd rhywfaint o ryddhau cyfalaf o werthu safle llyfrgell bresennol. Bydd y Neuadd Farchnad yn rhatach i'w rhedeg na'r adeilad presennol ac mae tua £ 210,000 o waith adfer gael ei wneud yn y safle presennol. There would need to be capital investment initially, however there could be some release of capital from the sale of the current library site. The Market Hall will be cheaper to run than the current building and	

			<i>there is approx £210,000 of remedial works to be done in the current site.</i>	
--	--	--	---	--

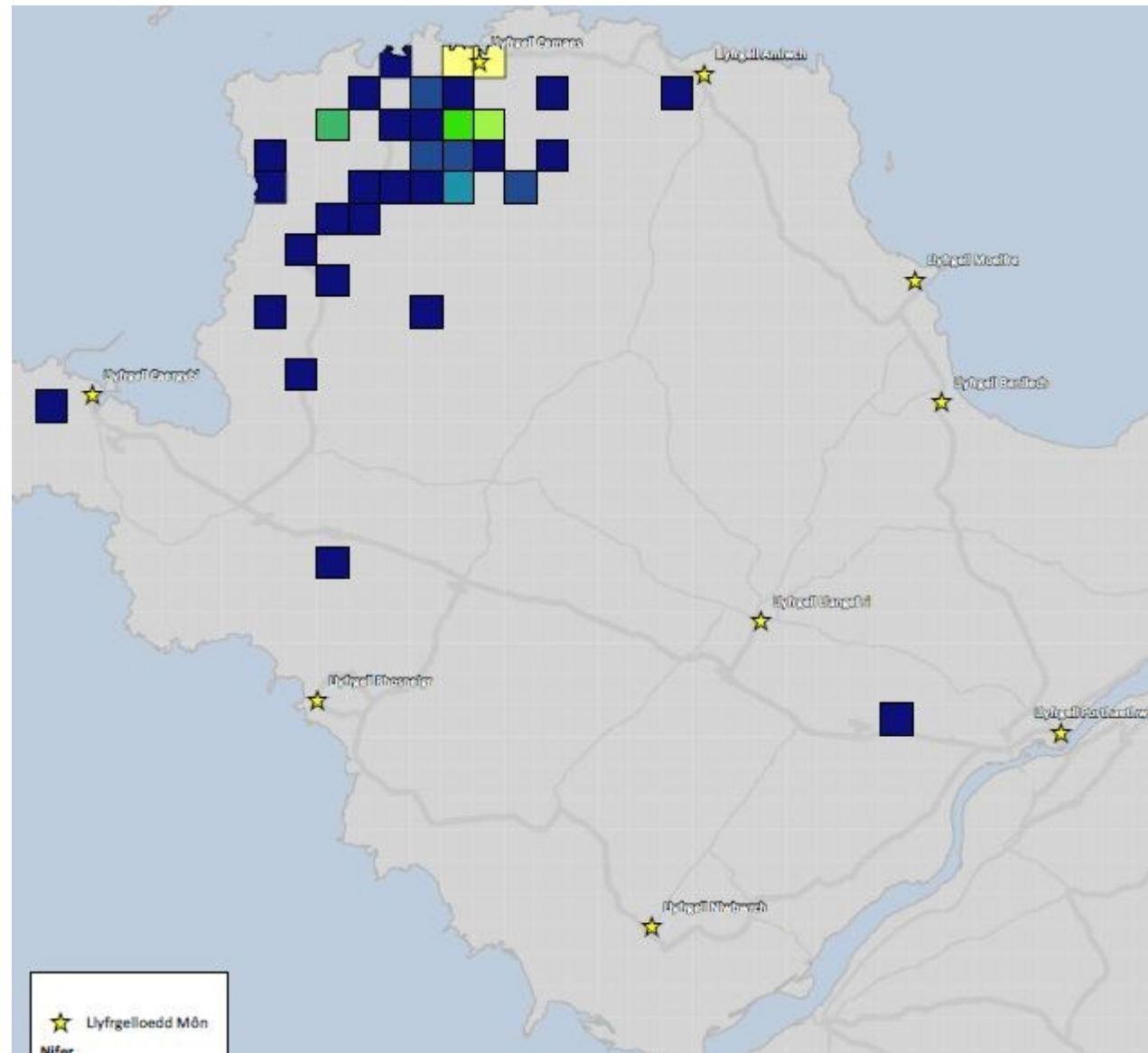
Defnyddwyr Llyfrgell Caergybi

Holyhead Library Users



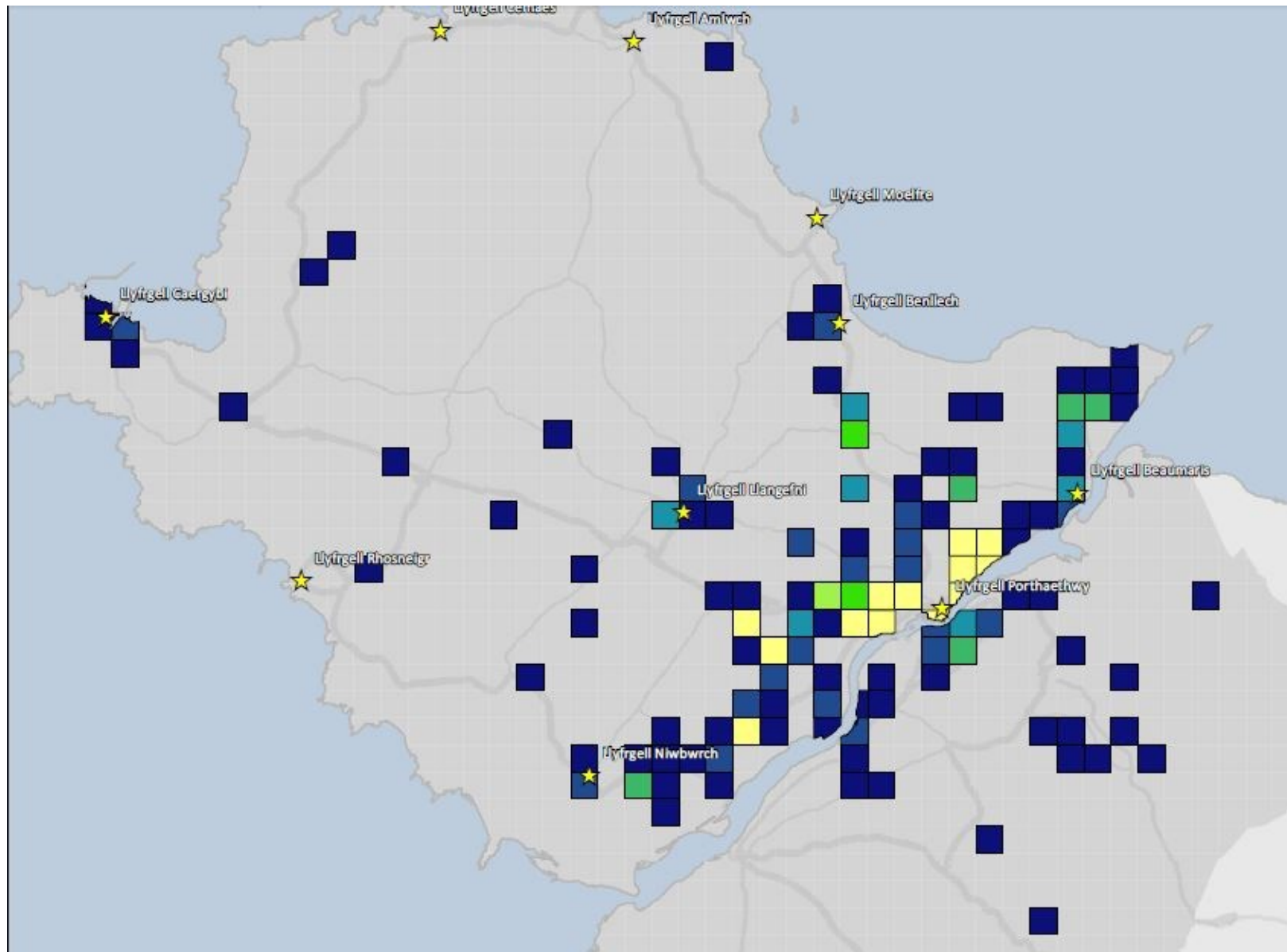
Defnyddwyr Llyfrgell Cemaes

Cemaes Library Users



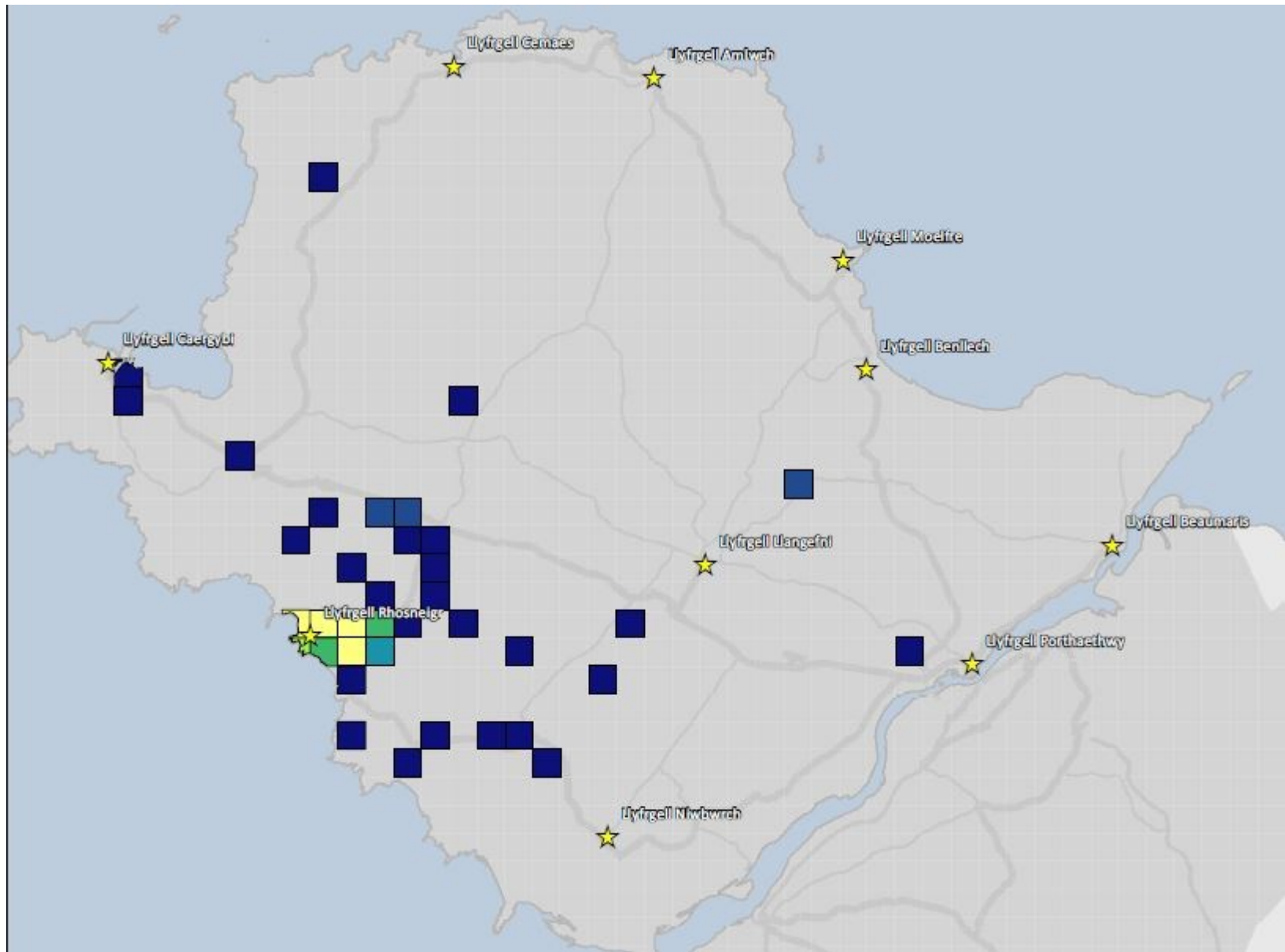
Defnyddwyr Llyfrgell Porthaethwy

Menai Bridge Library Users



Defnyddwyr Llyfrgell Rhosneigr

Rhosneigr Library Users



Equality Impact and Needs Assessment (EINA)

Library Service

Proposal	Transformation of the Library Service – Introduction of a new management model offering a focussed and sustainable library service
Date of assessment	On going
Officer responsible for EINA	
Assessment Team	Bethan Hughes-Jones, Rachel Rowlands,
Review Date	

1. The proposal

This section should outline details of the proposal. This could include (where applicable):

- Information on the current approach to the service
- Description of the proposal
- Aim or purpose of the proposal
- Who should benefit from the proposal
- What outcomes you want to achieve from the proposal
- Details of other services the proposal could impact on

Following the publication of the Isle of Anglesey County Council (“the Council”) [Corporate Plan 2013-17](#) the Library Service has undergone a [full review](#), which resulted in a long list of possible options for the introduction of a new management model offering a focussed, and sustainable library service.

During the autumn of 2015, the Council conducted a [consultation](#) on the long list of options to gauge the public feeling towards the possible options. The results of the consultation were not conclusive; however, the public’s support for the service was highlighted, and a preference was apparent to have a community supported model rather than losing the service. Following on from the consultation findings, the service began discussions with communities, groups, social enterprises and community councils regarding the possibilities surrounding alternative delivery/management models. The proposal is therefore that the Council develops and introduces a new management model, which offers a focussed and sustainable service with community support where possible.

The EINA will assess the need for the Library Service and the impact of any proposed changes to management structure on the population who may want to make use of it. All options will need careful consideration in terms of the impact on the residents of Anglesey as well as the Council’s ability to provide a ‘comprehensive and efficient’ library service in accordance with the Public Libraries and Museums Act 1964. In addition, there will be consideration to the Welsh Public Library Standards and the needs for Library Authorities in Wales to report on their annual performance in respect of these Standards.

2. Evidence and research

What research, information or other intelligence have you used to develop this proposal?

Research can include monitoring information, satisfaction surveys, desktop research, professional journals, comments from individuals and groups. We must publish details of information considered when assessing the impact.

Information source	What has this told you?
Public Libraries User Survey (PLUS) 2014	Who our users are and what they use us for. It also gives us an idea of the impact the Library Service has on lives
Census 2011	Valuable data regarding groups with protected characteristics, car ownership
NOMIS	Valuable information relating to the Labour Market including JSA and ESA claimants in various wards around the library locations
StatsWales	Demographical information about the population of Anglesey
DWP	How many JSA claimants there are currently (Aug 2016) in the vicinity of the current library locations
Public Consultation and Focussed activity during autumn 2015	The views of the public regarding the possible changes to the Library Service have been gathered and collated.
WIMD	Information regarding deprivation throughout the county by LSOA
Connected Nations 2015(Ofcom report)	Anglesey residents are likely to be digitally excluded when all digital and demographic factors are considered

2.1 Population

The Isle of Anglesey covers 714 km², most of it rural with a population of approximately 70,000 (mid-year estimates) and a population density of 99 people per square kilometre.

There are five main towns Menai Bridge, Beaumaris, Amlwch, Llangefni, and Holyhead. The latter two housing some of the most deprived areas in Wales.

2.2 Demography (Age Sex Race)

The population for Anglesey, like the rest of Wales is equally divided by gender. However, age data shows that the percentage of young people 0-15 at 17.2% is approximately 1% lower than the Wales average. The Island's working age population is 59.2% compared to the national average of 62.5%. And at 23.7% of the population in the post 65 group, Anglesey is second only in Wales to Conwy at 25.7%. Both are areas that attract people in retirement. This analysis is supported by the data on countries of birth where 28.8% of the island's inhabitants were born in England. 3.6% were born outside the UK.

2.3 Race

In figures by Stats Wales, in the year ending 31st of March, 2016; it was found that of all 69,400 people living on Anglesey that:-

- 68,100 said that they are from a white background
- 1,300 said that they are from a non-white background (1.9% of Anglesey's population)

Awaiting GIS mapping from Gwynedd to identify if we should be mindful of any areas which have a higher density of ethnic minority populations.

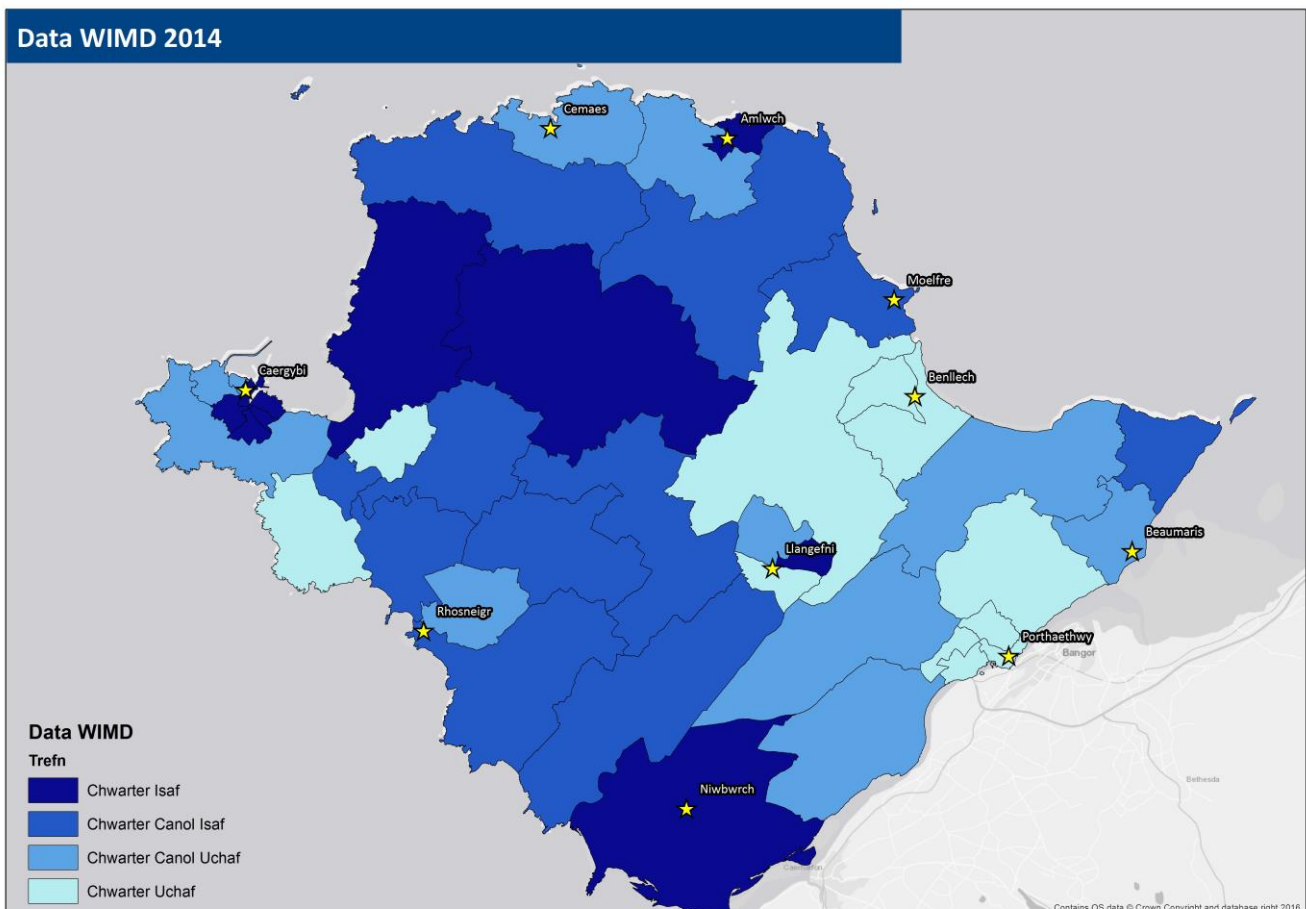
2.4 Deprivation

Communities First

Anglesey is home to some of the most deprived wards in Wales according to the WIMD these areas are in Holyhead (Holyhead Town, Morawelon, London Road, Kingsland, Porthyfelin and Maeshyfyrd) and Llangefni (Tudur). The Communities First Cluster (Mon CF) supports these wards. It aims to reduce the divide that exists between those living in the most deprived areas and the more affluent areas. Holyhead Library is situated on the edge of Holyhead Town and Porthyfelin 1 wards while Llangefni Library is slightly south west of the Tudur ward.

Rural Deprivation

Although the most deprived communities on Anglesey are identified as being in the two main towns it is apparent that some of the more rural communities are also facing deprivation. Some of the rural communities identified as being in the lowest quartile (those with the highest levels of deprivation) are facing issues in relation to housing, transport and lack of services.



Flying Start

The Flying Start Program is aimed at tackling child poverty and supporting families through early intervention. The program is Post Code based which means that it is area specific and not necessarily utilized or accessed by those most in need. The areas covered by the program on Anglesey are in Holyhead, Llangefni, Newborough and Gwalchmai. There are in the region of 630 children living within these areas who are subject to Flying Start intervention (data correct at 3rd August 2016).

Out of Work Benefits

NOMIS data for May 2016 noted that of 5,700(14% of working age population) people claiming benefits on Anglesey, 2,850 (7%) were claiming ESA and incapacity benefits whilst 930 (2.3%) were claiming Job Seekers Allowance. Male claimants for JSA are almost double that of females. This total number has been decreasing slowly since May 2012 (1,786 claims).

Anglesey JSA or UC claimants July 2016 figures within library areas

1. LL65 1 (Holyhead) = 170
 2. LL68 9 (Amlwch) = 123
 3. LL77 7 (Llangefni) = 90
 4. LL64 4 (Rhosneigr) = 46
 5. LL61 6 (Newborough) = 28
 6. LL59 5 (Menai Bridge) = 22
 7. LL67 0 (Cemaes Bay) = 18
 8. LL58 8 (Beaumaris) = 16
 9. LL74 8 (Benllech) = 15
 10. LL72 8 (Moelfre) = 8
- (Data DWP Direct Aug 2016)

Workless households

In the year end data for 2015, there was an estimated 3,800 workless households on the Isle of Anglesey which is 18.7%. This is slightly above the national average for Wales which was 18.3%. Of those households, 1,000 had children living within them which is 9.1% of all households on Anglesey. (Stats Wales)
20.2% of the working age population, excluding students, are classed as economically inactive on Anglesey (Stats Wales – year ending 30th September 2016).

Lone Parents

There are 1811 households on Anglesey which are classed as those with lone parents between the ages of 16 – 74 with dependent children.

Possible Impact

Library closure or reduction in hours could impact negatively on JSA and ESA and Universal Credit claimants who do not have access to a reliable internet enabled device or a reliable and affordable connection to the internet. People's ability to make and manage claims could be affected thus resulting in either no claim being possible or sanctions for non-conformity with the claimant contract.

The figures above demonstrate that the highest numbers claiming JSA in library areas are in the three larger towns and the rural areas of Newborough and the combined wards of Aberffraw and Rhosneigr 1 & 2.

2.5 Digital Exclusion

Residents in rural Wales can expect to have poorer digital connectivity as a direct result of poor fixed and mobile infrastructure according to Ofcom in their [Connected Nations 2015](#) report.

The Go ON UK [Digital Exclusion Heatmap](#), developed with support from the BBC, the Local Government Association and The London School of Economics and Political Science, in association with Lloyds Banking Group uses fresh insight into Basic Digital Skills along with the effect of infrastructure to show where digital exclusion is likely.

The Digital Exclusion Heatmap shows that it is extremely likely that Anglesey residents be Digitally Excluded. Research shows that 40.9% of adults have never been on line although 76% of adults have claimed to have all 5 digital skills (Managing Information, Communicating, Transacting, Problem Solving and Creating). However, only 36% of adults have used all 5 skills in the last three months.

Libraries currently offer a facility within communities enabling those unable to connect digitally in their homes to do so either through PC or WiFi use.

2.6 The Welsh language on Anglesey

Anglesey continues to be an area in Wales with a strong Welsh language presence. The 2011 Census shows that 45.6% of the population were able to speak, read, and write in Welsh. This is the second highest rate in Wales, second only to Gwynedd (56.0%). The overall Welsh average was 14.6% (2011 Census).

Holyhead was the area in Anglesey where the least residents were able to collectively speak, read and write in Welsh. The LSOA around Valley in the west of Anglesey, is where the highest percentage of residents stated they have no skills in Welsh, with 55.2%.

Libraries offer books both physical and electronic, activities and opportunities to use the Welsh language in an informal non-threatening setting.

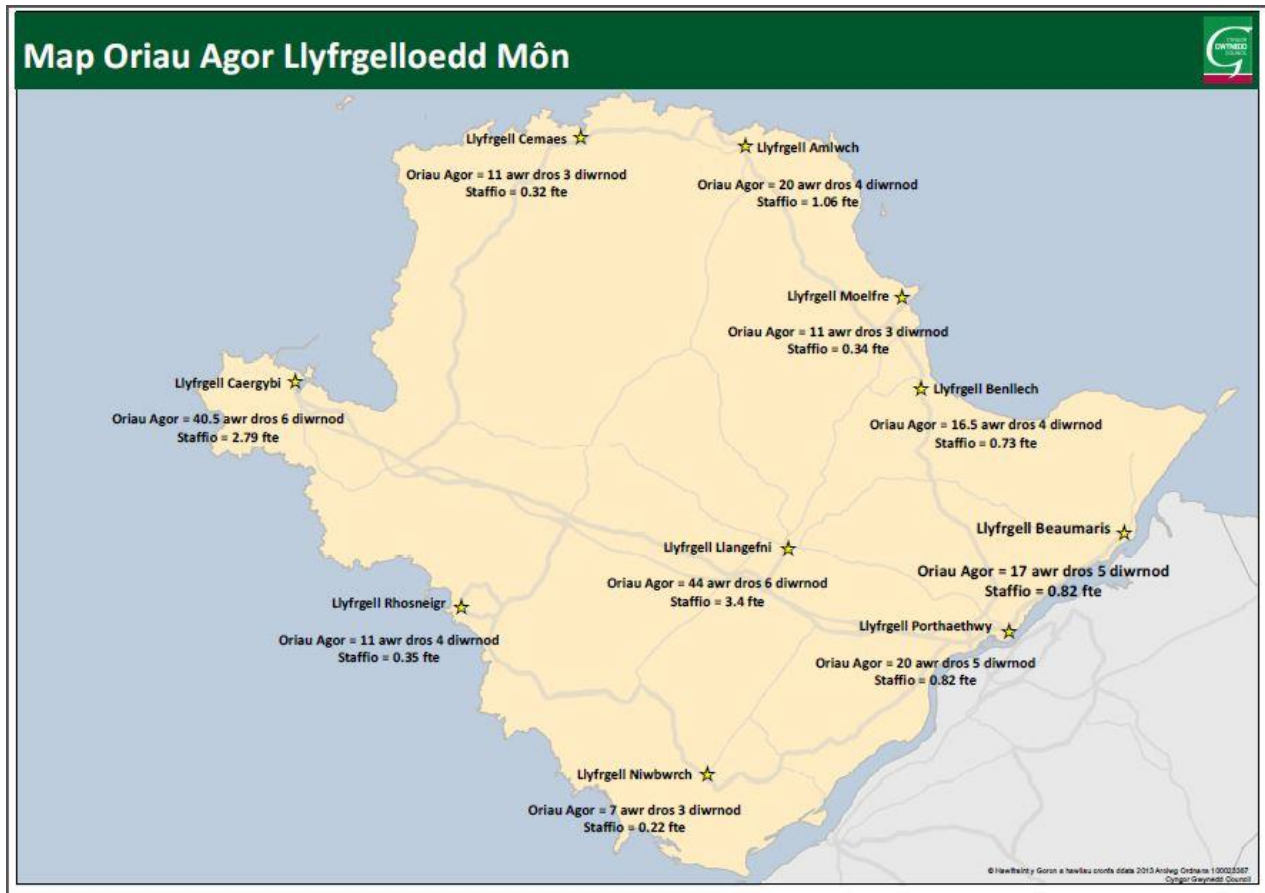
2.7 Library Use on Anglesey

There are 10 static libraries on Anglesey serving the population of approximately 70,000 residents. Stars on the following map note the sites of the static libraries.

Eight of the ten are purpose built libraries with Newborough housed in the Prichard Jones Institute and Moelfre within the community wing of the Primary School.

There is a Housebound and Mobile Library Service that visits over 60 communities within the region of a hundred stops monthly. In addition, the housebound service makes monthly visits to residents who cannot physically attend a static library or get to the mobile stop.

Schools across the county subscribe to the Schools Library Service and receive resource packs to assist with curriculum planning and enhancement as well as having a visit from the School Library van once a term to enable children to experience selecting their own books



Use of the Library Service was demonstrated in detail in Appendix 3 of the [Library Service Review](#). However, the data for the static libraries included within the review documentation is replicated below.

Library	Opening hours per week	Visits per annum	Visits per hour open	Items loaned per annum	Items loaned per hour open	Cost per visit	Cost per item loaned
Amlwch	20	33,133	33.1	23,758	23.8	£0.86	£1.28
Beaumaris	17	10,522	12.4	19,942	23.5	£1.65	£0.87
Benllech	16.5	33,511	40.6	23,634	28.6	£0.61	£0.74
Cemaes	11	3,446	6.3	6,618	12.0	£3.84	£1.84
Holyhead	40.5	69,953	34.5	55,044	27.2	£1.50	£1.78
Llangefni	44	91,388	41.5	74,876	34.0	£1.15	£1.33
Menai Bridge	20	40,787	40.8	40,109	40.1	£0.92	£0.88
Moelfre	11	2,422	4.4	5,348	9.7	£2.47	£1.62
Newborough	7	1,160	3.3	4,289	12.3	£4.03	£0.88
Rhosneigr	11	5,703	10.4	5,539	10.1	£3.22	£2.76
Totals	198	286,254	227.3	273,552	221.3		
					Average Costs	£1.24	£1.30

The costs above are based on direct costs that are attributed to each Library as they were at the time of the Review, they do not include stock, professional support or ICT costs which are

centralised within the service. Average costs are based on an average expenditure of the 3 years prior to publication.

Usage patterns for the libraries vary with some having very localised use while others draw customers from a large geographical area.

Maps showing where library users live have been created using User Data and can be found in Appendix 1.

3. Engagement

- Have you or will you engage with key stakeholder groups?
- Please consider groups such as BME communities, carers, disabled people, LGB communities, religious groups, older people.
- We must publish details of engagement when assessing the impact of proposals.

Engagement - date	Who did you invite	How many attended? What groups did they represent?	Main issues
Oct – Nov 2015	Public Consultation invited all members of the public including Library users and non-users to respond either electronically via Smart Survey or on paper by post or at Libraries or through a face to face street survey in the town centres (Approx. 100)	1081 respondents to public consultation. 90% of which were regular Library users.	Engaging with non-users and difficult to engage groups in order to ascertain their views proved a challenge. Lessons were learnt and a greater emphasis will be placed on these groups in the next round of consultation.
Oct – Nov 2015	Stakeholder Consultation	24 respondents	Detailed list of Stakeholders managed by PM – main issue in terms of the consultation was that only around 5% of those invited to express an opinion through mail out responded. Possibly need resources in order to discover more localised links to some national organisations.

Nov 2015	All Staff within the Service		
9+10/12/2015	Language and Play groups in Holyhead (Parents and guardians of young children living in disadvantaged areas of Holyhead – specifically living in Flying Start areas)	11 – young parents, grandparents of children living in Flying Start areas	Need to be able to walk / access public transport to activities Need to be able to visit at times, which are convenient for other family commitments such as nursery/school run.
14/12/2015	Members of the Llais Ni forum (a 3rd sector/LA partnership engaging specifically with young people from 10-25)	24	Rurality prevented many young people from accessing services as they are reliant on parents/guardians for lifts. Lack of awareness of services available was another barrier
19-25/11/2015	Pupils from 4 of the 5 main stream Secondary Schools	Approx. 200	Rurality prevented many young people from accessing services as they are reliant on parents/guardians for lifts. Lack of awareness of services available was another barrier
	Lleisiau Lleol is a 3rd sector partnership project set up to ascertain the opinions of people who are represented by specific organisations such as Age Cymru, North Wales Deaf Association,		

- If you plan more engagement, when will this happen?

- If you have identified stakeholder groups that may be discriminated against or may receive unfair treatment, please ensure you share the EINA with them for their feedback and challenge.
- Review this section after each engagement. The event may have identified further issues for consideration

Following the Consultation in 2015, a Draft Strategy is being developed and will be presented in final draft form to the executive in February 2017. Following any changes required by the executive, the Strategy would go out to full public consultation in late spring 2017 following local elections. Wide ranging engagement will take place at that point. All previous avenues of consultation will be followed.

4. Assessing the impact

Using the table below, please identify:

- If the proposal could result in some groups being disadvantaged or treated unfairly; or if it could result in an opportunity to promote equality or inclusion.
- Where there is potential for disadvantage or unfair treatment what are your plans to overcome this, mitigate it or justify it.
- If you don't identify any impacts, you must explain how you decided this.

	Do the proposals impact on staff or customers?	Could the proposals lead to any groups being disadvantaged or treated unfairly? Please explain why.	How do you plan to remove, reduce or justify this? Who will have responsibility for the identified action and what are the timescales involved?	Could the proposal promote equality? Please explain how.
Age (younger people or older people)	Customers	Yes – children and babies 0-4 who are reliant on public transport or ability to walk with parent to library. Children 8-14 who visit the local library independently of parents Older people - a higher proportion of library users are over the age of 65 therefore any changes could impact negatively on this age group		
Disability (including carers)		Yes – any closure could result in people with disabilities or their carers being disadvantaged by making it more difficult to access the Library.	Remodelling the Housebound and Mobile Library Service could mitigate against this to a degree. This will not however replace the act of visiting the library as	

			independently as possible. Library Service Transformation team	
Marriage or civil partnerships		There is no identified reason for people to suffer disadvantage for being either married, single, divorced, or in a civil partnership.		
Sex or Gender (Includes Transsexuality, pregnancy and maternity)	Customers	Yes – higher percentage of library users are female reduction in service could impact negatively on older females who rely on the Service for wellbeing. It could also impact on parents (both genders) who bring young children to the library to develop and support the child’s literacy and communication skills as well as for their own wellbeing and to socialise	Remodelling the Housebound and Mobile Library Service could mitigate against this to a degree. This may not be sufficient to replace the interaction that is achieved by visiting a static library, but it may go some way to alleviate the impact.	
	Staff	Majority of the Library Service workforce is female and therefore any changes are likely to disadvantage them greater than males.	Making every possible attempt to maintain staffing hours within the service and where there is a reduction and substantial changes to contractual hours or duties that appropriate action is taken with HR to ensure the impact is minimised.	
Sexual orientation		Any changes to the service should not		

		have a direct effect on individuals as a result of their sexual orientation		
Race		Any changes to the service should not have a direct effect on individuals as a result of their race (detailed analysis of demographic data is under way to ensure that this is true across the geographical area)		
Religion or belief		Any changes to the service should not have a direct effect on individuals as a result of their religion or belief		
Welsh Language	Customers	Changes to the service may have an effect on individuals' ability to use the Welsh language within their communities.	Should a Council led Community Supported model be adopted in some areas robust Service Level Agreements will need to be in place to ensure that people wanting to make use of the Library Service are able to do so in either Welsh or English both during and outside core hours.	

5. Assessing the impact on community cohesion and social inclusion

Under the general equality duty, the law requires us to foster good relations between people who share a relevant characteristic and those who don't (community cohesion). When assessing the impact on community cohesion you should consider the following:

- Could any groups see the proposals as unfair (even if you think that they are fair)?
- Could the proposals bring different groups into greater contact with one another?
- Could the proposals cause or contribute to conflict or tensions between groups?

You should also consider any potential impact of the proposal on social inclusion. Social inclusion is about closing the gap between the least and most advantaged in the county.

Work is currently being undertaken in relation to latest data. However, the most disadvantaged communities appear to be within the catchment area of the Llangefni and Holyhead Libraries which will be least affected by any changes to the service delivery model as suggested within the Library Service Strategy.

Areas where individuals may be disadvantaged due to rurality and poor connections are being mapped and considerations will be made to increasing community access to the service should any changes to the delivery model result in any library closures.

There are opportunities to develop and build community cohesion and resilience in communities where there is an appetite to collaborate with the Council to deliver services in new ways.

The decision on how to deliver the best possible service within the available resources will be informed by the consultation and the final EINA will take into account the comments made by stakeholders, consultees and users during that process.

The Council is however open and receptive to suggestions regarding different ways of working which may result in the service improving and not declining as a result of a long term strategy.

In developing the draft Strategy, we are seeking views from all.

In some areas, there may be tensions between established groups whose ideas regarding the future delivery of a Library service differ, however, by offering many opportunities for discussion it is envisaged that there should not be any lasting tension because of the proposal.

The proposal should not cause any tension between groups with protected characteristics and others with or without.

6. Any other areas for consideration

PLEASE NOTE

Information in this document may be available to the public. This means that any information used in decisions should also be available.

Once the form is complete, your Directorate E&D rep will share this document for review and challenge.

This is a living document.

Actions identified need to be monitored and reviewed.

Date of review	Reviewing officer	Comments

Definitions and requirements

Equality: What the legal duty requires - a quick outline

Public authorities have wide-ranging legal duties on equalities. This includes a general duty to have 'due regard' to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity between people who share a relevant characteristic and persons who do not and foster good relations between persons who share a relevant protected characteristic and persons who do not share it. (the due regard duty')

By law, an equality impact assessment must:

- Reflect information about the potential impact that the draft Strategy may have on its ability to comply with its due regard duty
- Identify ways to mitigate or avoid any negative impact.

This does not have to be contained in one document called an Equality Impact Needs Assessment (EINA), but we must publish details of the analysis we carried out where it shows a substantial impact (or likely impact) on the Council's ability to meet the due regard duty, indicating what information we considered. We need to show we have considered and tried to mitigate impacts, not that we have managed to mitigate them.

Social inclusion and community cohesion:

To ensure a comprehensive approach, we also consider social inclusion and community cohesion in our assessments. **Social inclusion** is our shorthand for assessing the wider potential implications of proposals about how they might affect all potentially excluded people accessing services, resources and opportunities. We need to consider issues like cost, location and transport.

As with inclusion, there is no direct duty to promote **community cohesion**, but there is a strong business case. We need to promote positive relations between groups and minimise tensions associated with any part of our services. If we don't there can be significant costs in public order, community safety, health, and the county's economy and reputation.

Libraries Budget 13/14

Cemaes	6320
Amlwch	21580
Beaumaris	10810
Benllech	14580
Moelfre	4850
Llangefni	77970
Newborough	3580
Rhosneigr	6840
Menai Bridge	27610
Holyhead	95240
Bud Hold	<u>552490</u>
	821870
Less Anglesey Connected	<u>15050</u>
	806820
Mobile	<u>58540</u>
	<u><u>865360</u></u>

Draft Library Service Strategy 2017-2022 Costings reflect not retaining staffing hours within the service that have been released due to restructuring

Model 8 - Authority Led 3 tier with Max community involvement				Authority Led 3 tier : NO community involvement(resulting in closure of 5 libraries)			
Libraries Staffing Cost			241830	Libraries Staffing Cost			204530
Central Staffing Cost			230330	Central Staffing Cost			230330
Total Staffing			472160	Total Staffing			434860
Total Budget	Emp		517210	Total Budget	Emp		517210
	Oth		364750		Oth		364750
			881960				881960
Saving			-45050	Saving			-82350
Saving against 13/14 budget (£865,360)			-5%				-10%
£ saving against 13/14 budget based on 3yr av with maximum Community involvement (but transferring Car Park income - IRO£9k/yr)			-£70,459.46	£ saving against 13/14 budget based on 3yr av with no community involvement (Close tier 3 and lose car park income)			-£39,515.88
% saving against 13/14 budget based on 3yr av			-8.14%	% saving against 13/14 budget on 3yr av			-4.57%
£ saving against 13/14 budget based on 3yr av with maximum Community involvement (but IOACC keeping Car Park income - IRO£9k/yr)			-£78,798.86	£ saving against 13/14 budget based on 3yr av with no community involvement (Close tier 3) retain car park income			-£47,855.28
% saving against 13/14 budget based on 3yr av			-9.11%				-5.53%
Total Saving against 13/14 budget having transferred Car Park			-£115,509.46				-£121,865.88
			-13.35%				-14.09%
Total Saving against 13/14 budget maintaining Car Park			-£123,848.86				-£130,205.28
			-14.32%				-15.05%

Draft Library Service Strategy 2017-2022 Costings reflect retaining the staffing hours that have been released due to restructuring within the service

	Model 8 - Authority Led 3 tier with Max community involvement	Authority Led 3 tier : NO community involvement(resulting in closure of 5 libraries)
£ saving against 13/14 budget based on 3yr av with maximum Community involvement (but transferring Car Park income - IRO£9k/yr)	-£70,459.46	-£39,515.88
% saving against 13/14 budget based on 3yr av	-8.14%	-4.57%
£ saving against 13/14 budget based on 3yr av with maximum Community involvement (but IOACC keeping Car Park income - IRO£9k/yr)	-£78,798.86	-£47,855.28
% saving against 13/14 budget based on 3yr av	-9.11%	-5.53%
Total Saving against 13/14 budget having transferred Car Park	-£70,459.46 -8.14% -£78,798.86	-£39,515.88 -4.57% -£47,855.28
Total Saving against 13/14 budget maintaining Car Park	-9.11%	-5.53%