Draft Library Strategy 2025-2030



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Foreword

Our libraries are at the heart of our communities in Enfield, with over a million visitors per year, over 2 million digital engagements, and working with over 100 external partners. Our library service includes books and access to digital resources, quiet spaces for study and reflection, access to support groups and social activities for all ages, health and wellbeing support, makerspaces, training and employment advice. This diverse offer serves a common goal to improve the lives of Enfield residents.

The way people use and access our libraries has changed over the past 10 years. There is an increased digitalisation of services and new digital opportunities; there is an increasing need for warm public spaces in winter and cool public spaces in summer; and our libraries have become community hubs, offering a breadth of services and support. We have also maintained one of the highest number of libraries of any London borough, and far higher than the average across the capital.

The Council has also changed over the past 10 years. The way people interact with us and the way we deliver services has changed. We also face budget challenges – we are having to do more with less following over a decade of government underfunding, the impact of the Covid-19 pandemic, historic inflation and interest rate rises, and the ongoing cost of living crisis resulting in more residents needing our support.

There is an urgent need to do things differently so that we can continue to deliver accessible and responsive services for our diverse communities, whilst remaining financially resilient. Our draft library strategy outlines our vision for how our library service will evolve to achieve this. We want to improve our libraries, so that they are all hubs for learning, creativity, information, health and wellbeing, welcoming everyone who lives, works or studies in Enfield, as well as ensuring our offer matches other London boroughs.

This draft library strategy for consultation is informed by what residents and stakeholders told us they wanted for their libraries in our phase one engagement which ran from 13th December 2023 to 6th March 2024. In this phase two consultation, we want to gather further feedback to develop and improve our proposals. This consultation will take place between August – October 2024. Using your feedback, we then plan to finalise and publish our final strategy in early 2025.

Thank you to everyone who has contributed to our draft strategy so far and I look forward to working with residents, community groups and businesses to ensure that we have a modern and sustainable library service for everyone in Enfield.

Cllr Chinelo Anyanwu, Cabinet Member for Environment, Culture and Public Spaces

Executive Summary

Vision

Our vision is that all Enfield libraries will be hubs for learning, creativity, information, health and wellbeing, welcoming everyone who lives, works or studies in Enfield.

To achieve this, we have identified five priorities:

- Support life-long reading and literacy for all
- Create hubs of activities for communities
- · Support good health and wellbeing
- Improve skills and access to work
- Deliver a sustainable service that's fit for purpose

Summary of proposals

This draft library strategy sets out how we propose to deliver library services, use our library buildings, and support, develop and empower our staff and volunteers to make a positive impact on people's lives in Enfield.

The draft strategy is informed by analysis on the use of libraries; the varying needs of communities in different parts of the borough (population and deprivation data); the accessibility of our library buildings by different travel modes; feedback from the first phase engagement with stakeholders; and the operating and maintenance costs of library buildings.

Enfield Council's current statutory library provision consists of 16 public libraries, together with the digital library service and a home library service for housebound residents. In addition to these 16 libraries, Angel Raynham library is also classified as a public library, however, it is located inside Raynham Primary School, is not accessible to the general public, and also is not staffed by the Council's library service. Finally, it has its own stock of books and the operating costs of this library are funded by Raynham Primary School.

To meet the Council's principles to deliver accessible and responsive services and be financially resilient, we have considered how our library service can be delivered in a more efficient way, while ensuring that it continues to meet people's needs and is comprehensive. Therefore, the draft strategy proposes to:

- Improve and enhance the library service at Ordnance Unity Centre, Edmonton Green, Ponders End, Fore Street, Millfield House, Palmers Green, Enfield Town and Ridge Avenue, by increasing opening hours at these libraries by a total of 56 hours per week.
- Retain the home library service and digital library service.
- Reduce the number of libraries by closing Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood and John

Jackson. This is a reduction of 281 hours per week in available services across the borough.

Formally declassify Angel Raynham as a public library.

It is estimated that the proposals to close the eight buildings will achieve an annual revenue saving in the range of £0.57 to £0.63 million once fully implemented. These estimated savings are the operating costs and staffing posts for the buildings that are proposed to close. Additionally, the buildings also require maintenance work and by delivering the library service from fewer buildings, the Council will also be saving an estimated £5.3 million in future upkeep and maintenance costs. It is estimated that the buildings could generate a capital receipt of between £2.43 and £3.25 million.

Statutory Duty

We must provide a comprehensive and efficient library service for people who live, work or study in the borough of Enfield in accordance with the Public Libraries and Museum Act 1964. This includes books and access to digital resources, quiet spaces for study and reflection, access to support groups and social activities for all ages, health and wellbeing support, makerspaces, training and employment advice.

National supporting policies

These documents have informed our approach to developing our draft library strategy. These national policies provide a framework for ensuring that we deliver a comprehensive, accessible and responsive library service.

- An independent review of English public libraries
- Universal Library Offer Framework
- Libraries Deliver: Ambition for Public Libraries in England

Local supporting strategies / policies

These interconnected strategies and policies have informed the development of the priorities and principles in our draft library strategy.

- Investing in Enfield, Council Plan 2023 2026
- ❖ Fairer Enfield 2021 2025
- ❖ Early Help for All Strategy 2021 2025
- Empowering Young Enfield 2021 2025
- ❖ A Cultural Strategy for Enfield 2020 2025
- ❖ An Economy that Works for Everyone, Enfield's Economic Development Strategy
- Health and Wellbeing Strategy
- Medium Term Financial Strategy
- Town Centre Action Plans

Key facts about Enfield's library service

- ❖ The number of e-newspapers, e-books, e-audiobooks and e-magazines accessed annually through the digital library service increased by 2,046,200 when comparing 2019/20 to 2023/24.
- ❖ There has been a decrease in library visits by 379,974 when comparing 2023/24 visitor levels to 2018/19.
- ❖ The number of ICT hours used annually across all libraries decreased by 75,536 hours when comparing 2023/24 to 2018/19.
- ❖ There was a decrease in the number of issues and renewals annually across all libraries by 181,897 when comparing 2023/24 to 2018/19.
- ❖ In 2021, our community hubs service opened at Enfield Town and Edmonton Green libraries. In 2023/24 over 3,900 people receiving in-depth support for money, employment and skills, housing, health and wellbeing.

Key services at Enfield libraries:

- ❖ Under 5's
 - Storytime sessions
 - Baby rhyme and time
 - Sensory space
 - Health and wellbeing advice and guidance
- ❖ 5 12-year-olds
 - School holiday activities
 - Summer reading challenge
 - Sensory space
 - Health and wellbeing advice and guidance

Teens

- Study zones
- Home school support
- Homework and study clubs
- Older People
 - Activities and events, including knit and natter, memory cafe and chess club
 - Health and wellbeing advice and guidance
- Computers
 - One-hour slots for adults and children
 - Free e-learning courses and employment support

Impact

The quotes below are feedback we received about the positive impact of our library service in our phase one engagement.

Library Services

'The libraries offer excellent services, computers, books, e-books, digital and educational material'

'Enfield Town library is wonderful. Every time I visit, I am in awe of the facilities provided. It is great to see teenagers studying and others making use of the computers or enjoying browsing the books. The atmosphere is welcoming. It is a lovely, safe space.'

'I feel proud to have such an institution in our town welcoming people from the whole community and providing help and support to those in the most vulnerable groups.'

Library Staff and Volunteers

'We are very lucky in Enfield to have so many lovely libraries and staff who care a lot for the people here.'

Hubs of activities for communities

'I am fortunate in living close to Palmers Green Library, where I find the services provided are outstanding. There is easily viewed information about many Council services and internally, help for visitors and many new initiatives with regard to health, events and activities and useful contact points. Whenever I visit, I am always heartened by the sight of so many people, young and old alike studying and enjoying the environment.'

'Libraries are hugely important to communities in helping them function and empower themselves – they're invaluable.'

'I visited recently with my parents who don't live in Enfield. They were amazed by the activity in the library. There were toddlers enjoying the sensory area, teenagers studying, older people using the computers and people of all ages and ethnicity using the council counter. Enfield Town Library is such a vibrant community hub. My kids love it there.'

Digital Library Service

'I daily use the digital library and feel it is a fantastic tool for residents of Enfield.'

Home Library Service

'Volunteers bring a choice of books to me at my home once a month as I am not able to go to a library any more ... I am very grateful to still have books to read as I reach my 100th birthday'

Why do we need a new strategy?

We want to provide a comprehensive, sustainable and efficient library service for people who live, work or study in Enfield. This includes books and access to digital resources, quiet spaces for study and reflection, access to support groups and social activities for all ages, health and wellbeing support, makerspaces, training and employment advice. As a community leader, we are working with our partners to manage services for all our communities and focusing where possible on the areas of greatest need.

Our library service plays a critical role in helping people realise their full potential - including those living, working, studying in or visiting Enfield and particularly those facing disadvantage. A number of factors have impacted what people need from their library service, including the Covid-19 pandemic, climate change and the cost-of-living crisis.

The Council also faces budget challenges after over a decade of government underfunding, historic inflation levels and recent interest rate rises, and the ongoing cost of living crisis resulting in more residents needing our support. Savings will inevitably need to be made now and in years to come across Council services to balance our budgets. In this context, we need to ensure our libraries are delivering accessible and responsive services in the best and most efficient way to meet local need, and matches the offer delivered by other London boroughs.

As a Council, we want to work with our partners to provide support as early as possible to children, young people, families and adults to prevent problems from escalating. This will ensure that services within our libraries are relevant and address the local needs of each area. To achieve this, we will work closely with our residents and voluntary and community groups to empower them to take positive action in their neighbourhoods. We will also target investment to maintain and refurbish the ageing estate of the library to ensure the service is delivered in the most accessible places possible.

Enfield has 16 public libraries in the borough, including 4 flagship Hubs. The average number of libraries for a London borough is 12; the highest being 17 (Barnet¹) and the lowest being 6 (Brent², Harrow³, Hammersmith and Fulham⁴ and Kensington and Chelsea⁵).

The map below shows the locations of each library in our current estate and our neighbouring authority's library estate and their one-kilometre catchments. Many of the libraries are relatively close to each other.

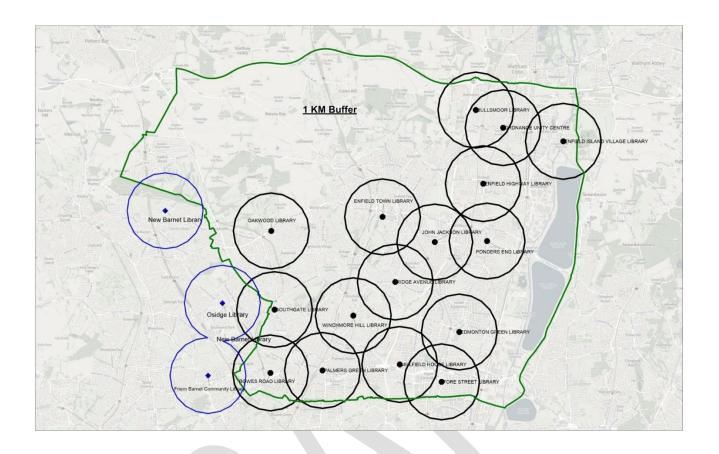
¹ Population: 389,300 (Census 2021)

² Population: 339,800 (Census 2021)

³ Population: 261,300 (Census 2021)

⁴ Population: 183,200 (Census 2021)

⁵ Population: 143,400 (Census 2021)



To meet the Council's principles to deliver accessible and responsive services and be financially resilient, we have considered how our library service can be delivered in a more efficient way, while ensuring that it continues to meet people's needs and is comprehensive.

Principles

To design a sustainable future library service, that enables us to deliver on our five priorities, we have three underlying principles which have informed proposed changes to our library estate:

- Focusing resources in areas of greatest need
- Ensuring an accessible library service for everyone
- Delivering a financially resilient library service

Focusing resources in areas of greatest need

As part of the development of the draft library strategy we have looked at a series of indicators of need at ward level for each library, to determine the different levels of need in the populations living closest to each library. The combined indicators have been used to rank the 25 wards by level of need.⁶

The ranking includes:

- Population demographics This includes the number of younger people, older people, the percentage of households where English is no-one's first language and population density.
- Community safety This includes the number of recorded criminal offences between March 2022 and April 2023.⁸
- Health and disability This includes the percentage of residents in good health and the percentage of residents with a disability.⁹
- Deprivation This includes percentage of children in low-income families, the
 percentage of children eligible for free school meals, the percentage of adults on
 unemployment benefits and universal credit, the percentage of households in fuel
 poverty and indices of deprivation. 10
- Educational attainment This includes the percentage of children achieving expected literacy and reading standards, the percentage of children achieving grade 9-5 in GCSE English and Maths, and the percentage of adults with no qualifications.¹¹

⁶ The indicators we have used are those the Department of Digital, Culture, Media and Sport advises library authorities to use when undertaking a review of their libraries.

⁷ The higher the number, the higher the number of younger people and older people, the higher the percentage of households where English is no-one's first language and the higher the population density.

⁸ The higher the number, the higher the number of recorded criminal offences.

⁹ The higher the number, the greater the level of ill health and disability.

¹⁰ The higher the number, the greater the level of deprivation.

¹¹ The higher the number, the lower the percentage of children achieving expected literacy and reading standards, the lower the percentage of children achieving grade 9-5 in GCSE English and Maths, and the higher the percentage of adults with no qualifications.

 Broadband coverage - The percentage of premises with broadband coverage above 30Mb/s.¹²

The combined indicators have been used to rank the 25 wards by level of local need. The highest level of local need on the criteria used is in wards that are in the east of the borough.

	Population	Community	Health and	Deprivation	Educational	Broadband	Total
	Demographics	Safety	Disability		Attainment	Coverage	
Edmonton Green	22	25	24	25	25	25	145
Upper Edmonton	23	24	15	24	18	19	123
Carterhatch	20	15	23	18	24	22	122
Lower Edmonton	24	17	20	23	20	11	115
Brimsdown	5	23	21	21	23	21	114
Ponders End	11	21	14	22	19	20	107
Jubilee	15	13	17	20	21	15	101
Bullsmoor	13	14	25	17	22	7	98
Haselbury	25	19	16	19	17	1	97
Enfield Lock	12	22	20	16	16	9	95
Southbury	16	18	11	13	12	13	83
Whitewebbs	2	12	22	11	10	26	82
Bowes	21	7	8	15	15	5	71
Southgate	19	10	6	8	9	18	70
Highfield	14	5	18	14	14	3	68
Palmers Green	18	16	3	10	9	8	64
New Southgate	18	9	9	12	13	2	63
Cockfosters	4	6	12	9	11	16	58
Town	8	20	7	7	9	4	55
Ridgeway	1	11	14	5	6	17	54
Bush Hill Park	6	8	11	3	6	14	48
Arnos Grove	10	3	5	6	4	10	38
Grange Park	3	1	2	1	1	23	31
Winchmore Hill	7	4	1	5	2	12	31
Oakwood	10	2	4	2	3	6	27

 $^{^{12}}$ The higher the number, the lower the number of premises with broadband coverage above 30Mb/s (so greatest level of 'digital need').

Ensuring an accessible library service for everyone

As well as focusing on areas of greatest need, we must ensure that our library service is accessible to everyone.

We are proposing to retain 8 library hubs in the borough, this will mean that:

- 85% of residents live within a 25-minute walk from their nearest library, (this was 98% for the 16 library buildings).
- 88% of residents live within a 20-minute public transport journey from their nearest library, (this was 97% for the 16 library buildings).
- 98% of residents live within a 10-minute cycle ride from their nearest library, (this was 99% for the 16 library buildings).
- 100% of residents live within a 10-minute car journey from their nearest library, (this was 100% for the 16 library buildings).

We have proposed to retain libraries in areas with good transport connections across the borough and have focused resources in key shopping and leisure areas, as people are likely to travel to these areas for other reasons as well as to visit the library. All of these libraries are within 137 metres of a bus stop and 5 of the libraries have car parking spaces (57 spaces overall).

We will update the library website with bus and train information, as well as local car parking arrangements, for each library.

For those who would prefer to access the library service online, we have a digital library service, which enables library users to access free e-learning, e-books, e-audiobooks, e-newspapers and e-magazines on their digital devices at their convenience.

If a resident has a mobility, disability or caring responsibility that would make it difficult to visit a library or access our digital library service, the Royal Voluntary Service can deliver services on our behalf to their home. There is no charge for this service and the Royal Voluntary Service visit our home library users once every two weeks.

Delivering a financially resilient library service

The Council is under a duty to set a balanced budget but faces significant budget challenges after 10 years of government cuts and growing pressures. We know we face a budget gap over the next 5 years, so it is inevitable that savings will need to be made now and in years to come to set a balanced budget. In this context, we need to ensure our libraries are delivering accessible and responsive services in the best possible way to meet local need.

We have undertaken a review of our current library offer and developed a proposed approach that intends to deliver a comprehensive library service for all those who live, work and study in the area, with reduced costs, by closing some of our libraries and matching the comparable offer by other London boroughs.

It is estimated that the proposals to close the eight buildings will achieve an annual revenue saving in the range of £0.57 million to £0.63 million once fully implemented. These estimated savings are the operating costs and staffing posts for the buildings that are proposed to close. Additionally, the buildings also require maintenance work and by delivering the library service from fewer buildings, the Council will also be saving an estimated £5.3 million in future upkeep and maintenance costs. It is estimated that the buildings could generate a capital receipt of between £2.43 million and £3.25 million.



Our future library model

Buildings and assets

This strategy is about the library service as whole, not just its buildings, but we understand that many will be concerned about their future. Based on the principles outlined above, we propose to reduce the library service into 8 buildings. This will be complemented by our strong digital offer and home delivery service for house-bound residents.

We are proposing to:

- Improve and enhance the library service at Ordnance Unity Centre, Edmonton Green, Ponders End, Fore Street, Millfield House, Palmers Green, Enfield Town and Ridge Avenue, by increasing opening hours at these libraries by a total of 56 hours per week
- Formally declassify Angel Raynham library as a public library¹³
- Reduce the number of libraries by closing Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood and John Jackson. This is a reduction of 281 hours per week in available services across the borough.

The proposed eight libraries which we will retain represent:

- 85% of visits in 2023/24
- 78% of active users in 2023/24
- 80% of ICT time minutes used in 2023/24

This shows that they are well used by the communities they serve. We have reviewed the opening hours of these eight libraries to ensure they are open at optimal times and in the table below have highlighted where we propose we will increase open hours. This equates to a total of 56 hours per week at these eight libraries.

¹³ Angel Raynham is also classified as a public library, but it is staffed and managed by the primary school and is not open to public.

Library	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Total opening hours	Increase in opening hours
Edmonton Green	9am- 8pm	9am- 8pm	9am-8pm	9am-8pm	9am- 5pm	9am-5pm	12noon- 4pm	64	7.5
Enfield Town	9am- 8pm	9am- 8pm	9am-8pm	9am-8pm	9am- 5pm	9am-5pm	12noon- 4pm	64	1.5
Ordnance Unity Centre	9am- 8pm	9am- 8pm	9am-8pm	9am-8pm	9am- 5pm	9am-5pm	Closed	60	10.5
Palmers Green	9am- 8pm	9am- 8pm	9am-8pm	9am-8pm	9am- 5pm	9am-5pm	Closed	60	10.5
Fore Street	9am- 7pm	9am- 6pm	9am-6pm	9am-6pm	9am- 5pm	9am-5pm	Closed	53	15
Ponders End	9am- 6pm	9am- 6pm	9am-7pm	9am-6pm	9am- 5pm	9am-5pm	Closed	53	11
Ridge Avenue	9am- 6pm	9am- 6pm	9am-6pm	9am-7pm	9am- 5pm	9am-5pm	Closed	53	1.5
Millfield House	10am- 5pm	10am- 5pm	10am-5pm	10am- 5pm	10am- 5pm	Closed	Closed	35	

The closure of the eight library buildings will enable us to invest in our remaining libraries to ensure that they are attractive, comfortable and inspire a love of learning and discovery. To ensure our buildings are modern, accessible and climate resilient we need to invest over £2.9 million in our libraries over the next ten years.

We believe that this will enable us to deliver a comprehensive, accessible and responsive service that is financially resilient, while continuing to meet people's needs.

Priorities

Support life-long reading and literacy for all

Increasing levels of literacy increases life opportunities, earning and health outcomes. We will deliver resources and activities to build literacy skills for all ages and promote a love of reading within libraries and via online platforms.

Nationally, the Government have set a target that by 2030, 90% of children will be reading at the expected level. In 2023/24, 73% of children in Enfield met the expected standard for reading. Our libraries can improve literacy by encouraging people to read for pleasure, through making sure books remain at the heart of all our libraries, and by delivering a range of initiatives and events to inspire a love of reading for all.

Reading for pleasure increases vocabulary growth and reading fluency to such an extent that research shows that if all children in the UK read for pleasure, the number getting five good GCSEs by the age of 16 could increase by 1.1 million with 30 years.¹⁴ Research also shows that libraries play a key role in promoting adult literacy by reengaging adult learners, by supporting referrals to adult education services and identifying adults who need literacy support.¹⁵

Our libraries are a universal service that address one of the key causes of the literacy gap related to socio-economic disadvantage: in a society where book ownership and reading is strongly linked to socioeconomic status, our libraries offer free access to books to everyone.

What we will do:

- Explore introducing automatic library membership and becoming 'fines free' to expand library membership
- Provide access to high quality physical and digital reading materials that are relevant and reflective of all our communities
- Work with early years providers and schools to support early learning and literacy development to give every child the best start in life, through a rolling programme of activities and events for children, young people and families across our libraries
- Support national and local literacy initiatives for all ages
- Expand our programme of author readings and talks for all ages across our libraries

¹⁴ Public libraries and literacy recovery - final version.pdf (literacytrust.org.uk)

¹⁵ Public_libraries_and_literacy_recovery_-_final_version.pdf (literacytrust.org.uk)

 Inspire visitors to discover new books through creative and imaginative book displays and in how we design and use our library buildings

Case Study – Summer reading challenge

The Summer Reading Challenge is an annual reading event aimed at children aged 4-11 years old to encourage reading over the summer holidays, and to teach children the joy of reading for pleasure. Children participate by visiting their local Enfield library to join the challenge and aim to read up to six books over the summer in exchange for stickers, prizes and medals.

In 2023, 1,914 children participated in the Enfield Summer Reading Challenge and 82 children joined the library so they could take part.



Create hubs of activity for communities

The library service is more than just a place to borrow books. Our libraries are hubs which bring communities together and are trusted to provide reliable information and support on a wide range of issues.

We will work with other council services, partners, and community organisations to be responsive to local community need. We will provide welcoming and inclusive library spaces that everyone in our community feels comfortable to access, and where a range of services, support and information can be provided from council services and by our partners in the heart of our communities.

Libraries enable people to connect with other members of their community, helping to tackle social isolation and loneliness and build community cohesion. Our libraries provide a hub for creative and cultural activities, providing spaces for exhibitions, workshops and events, which support development of the local cultural economy and celebrate the diversity of our communities. Our archive service, within our libraries, also provides a unique and irreplaceable source of information and insight into the diverse heritage and history of our borough.

What we will do:

- Train library staff, volunteers and partners working in libraries to connect people to local information, activities, services and support
- Provide locally based services, working in partnership with council services, community groups and organisations that focus on early intervention and prevention
- Develop an integrated cultural offer which celebrates the heritage and culture of our communities and establish libraries as recognised cultural venues for all
- Publish and promote a comprehensive annual programme of events and activities in our libraries and create a new online booking system for attendees
- Facilitate a circular economy in the community through exploring the introduction and support for initiatives such as 'fixing factories' and 'libraries of things'

Case Study - Makerspace at Ordnance Unity Centre

In 2023, a new makerspace opened at Ordnance Unity Centre Library, which provides a collaborative space for residents to learn new skills and participate in activities where they can develop new friendships. Popular activities have included a podcasting workshop, a photography workshop and a writing workshop.

The photography workshop began with demonstrating the way lighting affects photographic images. Participants were shown how to improve their images on their devices and were assigned the task of taking photos to show at the next workshop where suggestions for improvement would be discussed. The writers' workshop provided attendees an opportunity to write a piece on a subject of their choice for the next session where feedback was provided.

Between March 2023 and February 2024, over 480 people participated in makerspace activities at Ordnance Unity Centre.



Support good health and wellbeing

Our libraries promote good mental and physical health and wellbeing by connecting people with knowledge, opportunities, services and with each other. Libraries are a trusted source of information about health conditions, including prevention, treatment and prognosis. This can support people to manage their illnesses and conditions through free and accessible information and signposting to additional support.

Our libraries provide warm public spaces in winter and cool public spaces in summer, which are essential for our response to the cost-of-living crisis and climate crisis. By welcoming communities into our libraries as a safe and comfortable place, events and activities can improve mental wellbeing by reducing isolation and feelings of loneliness, as well as provide physical comfort.

The home library service delivers books directly to people's homes and is essential for children and adults who are unable to access a library due to disabilities that prevent them from leaving their home.

What we will do:

- Provide accredited health information in libraries, books on prescription, and designated spaces for health services to be delivered within our communities
- Work in partnership with healthcare providers and the voluntary sector to deliver a robust programme of healthy initiatives across our libraries
- Signpost people to organisations and activities that could help improve their health and wellbeing
- Provide events, activities and meeting spaces which increase social connection and reduce social isolation and feelings of loneliness
- Provide a home delivery service of books and resources to those restricted at home
- Promote our libraries as warm and cool spaces for communities

Case Study: Grow, Feed, Eat, Read

Outside Edmonton Green Library, a new urban garden is being developed. Through delivery of workshops on food growing, cooking and nutritional education, the Grow, Feed, Eat, Read project will deliver opportunities for young people to learn life skills through basic principles such as understanding where food comes from, food preparation and a healthy diet. The project aims to challenge learned behaviour towards unhealthy food versus healthy options, motivating young people to replicate their newly developed skills at home.

The urban garden and growing space will be designed in collaboration with young people from schools in the east of the borough, where wards are among the 10% and 20% most deprived in England, and children face higher levels of obesity. Many children attending schools in these areas use Edmonton Green Library and the urban garden and growing space will provide a further safe, warm and inviting space for young people in the borough.

Working in partnership with libraries, public health and schools, the project encompasses the priorities of the Enfield Food Action Plan, Enfield Joint Health and Wellbeing Strategy and the Enfield Poverty and Inequality Commission, to tackle the wider determinants of health that limit children and young people's life chances, such as obesity, deprivation and food poverty.

Improve skills and access to work

Enfield residents face higher levels of unemployment than the London average and younger residents are more likely to be unemployed than other age groups. We will use our library service to improve residents' skill levels, help residents into work and promote business enterprise. Our libraries offer free learning resources and quiet places for study that people may not have access to at home.

Our libraries help facilitate inclusive growth in the borough by providing information to support businesses to grow, through our new business and information centre, and working with sector experts to signpost businesses to sources of advice and guidance.

Our employment support programme and job clubs are also based in our libraries, providing free information, advice and guidance and individual needs assessments to develop employment, training and volunteering pathways for Enfield residents aged 16+ who face barriers to entering the workforce.

We know that some residents do not have the digital skills needed to access essential services, support and information online and our libraries are providing support to connect people digitally. We help people who would otherwise be digitally excluded, teaching basic computer skills and providing access to equipment and ongoing learning resources. This will enable residents to increase their confidence, skills and motivation to go online and improve their employability and access to civic life.

What we will do:

- Provide information and signposting for businesses to sources of support and advice
- Explore opportunities to provide affordable spaces for co-working and small businesses to start up and operate
- Provide targeted support to residents looking for volunteering, work experience, training or to find a job
- Support people to develop their digital skills and confidence, and provide up-todate ICT infrastructure to improve digital literacy

Case Study: Skills Training Employment Pillar (STEP)

STEP is based in our libraries and provides free information, advice and support to Enfield residents aged 16+ who face barriers to entering the workforce, to access work experience, training and employment. STEP offers an individual assessment with a personal advisor to identify skills and develop employment, training and volunteering pathways based on the individual's career goals.

STEP achieved the following successful outcomes in 2023:

- 69 economically inactive residents transitioned to actively looking for work
- 101 residents supported into volunteering, education or training
- 43 residents supported into employment
- 10 residents supported into sustained employment for 6 months or more

STEP also offers a free recruitment service to support businesses in Enfield with local recruitment opportunities, to develop work experience and apprenticeships, and help developers and businesses with meeting S.106 employment and skills obligations.

Deliver a sustainable library service that is fit for purpose

We want to deliver a modern, responsive and sustainable library service, with facilities that are attractive, accessible, comfortable and inspire a love of learning and discovery. We want to provide study spaces, assistive technologies, makerspaces, digital suites, and flexible workspaces that are open to everyone. We want to provide spaces that are quiet and reflective and others that are energetic and busy.

We aim to increase income through commercial activities, applying for grants and seeking opportunities to be commissioned to support the delivery of other services.

We will continue to invest in the development of our libraries workforce and volunteers to deliver services that meet the current and future needs of our communities and expectations. Our library service is dependent on a passionate and committed library and volunteer workforce who provide access to free, trusted information and in-person support, which library users rely on to make the most of our services. By employing those who reflect our values and behaviours, we can continue to reach the standards our communities expect from their library service.

We want to ensure that everyone in Enfield is aware of the services, support and facilities that our libraries offer. This can be achieved through delivering high service standards that encourage word of mouth recommendations and creative approaches to service promotion.

As part of the council's asset management programme and our work to deliver a comprehensive and efficient library service in the context of financial pressure for the council, from 2025/26 we will deliver our libraries from a rationalised estate, with 8 libraries. As part of our programme of asset improvement, we will deliver energy efficiency improvements and heat decarbonisation across our library estate to support our ambition of being a carbon neutral council by 2030.

What we will do:

- Design our library spaces to inspire a love of learning and discovery, and enable both quiet spaces for study and reflection, and spaces that allow for busier and more energetic activities
- Promote our volunteering offer to enable residents to get more involved in the running of their local library
- Decarbonise our library estate through energy efficiency investment, heat decarbonisation and utilisation of renewable energy
- Explore digital solutions that enhance library users experience both in libraries and remotely, including self-service options and investment
- Increase income generation and commercialisation to improve the sustainability of the service and explore opportunities to work in partnership to deliver value for money

- Ensure library staff and volunteers have the skills and knowledge to promote the library service and the full range of activities and events that happen across our library estate
- Encourage and support active travel to and from our libraries with the provision of safe and accessible bike and scooter parking

Case Study: Fore Street Library

In July 2022 the refurbished Fore Street Library in Angel Edmonton was opened into the new 'Living Room'. This refurbishment was carried out in response to concerns raised by the local community about a lack of essential spaces to host local groups, workshops and engage with large scale redevelopment in the local area. The Living Room creates an open shop window space in the front of the library for exhibiting drawings and models, as well as hosting talks, presentations and advice surgeries.

This provides residents with a versatile space to take part in community activities, which has allowed for greater community cohesion. As well as this, the 'Living Room' has provided a platform for the diversity of Angel Edmonton to be celebrated. The capacity to hold evening functions has also expanded the opening hours of the library, promoted economic growth and improved security on the high street.

Equality Impact Assessment

The Equality Act 2010 places a duty on public bodies to play an active role in reducing inequality (the Public Sector Equality Duty) through three key aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- ❖ Advance equality of opportunity between people who share a protected characteristic and people who do not share it by minimising disadvantage suffered by people due to their protected characteristics;
- ❖ Foster good relations between people who share a protected characteristic and people who do not share it.

The development of the library strategy has been informed by the findings of a detailed Equality Impact Assessment, which has been completed to identify the impact of the proposed changes on people who share different protected characteristics. This can be found in Appendix 3.

The table below outlines how the proposed changes to library provision will negatively impact different protected groups and how we propose to mitigate this impact. It is acknowledged that despite the mitigations outlined below, it is likely that the proposed closure of a library will have a negative impact on all users of that library, regardless of their protected characteristics, as it is the loss of a community asset. However, we believe that this negative impact is justified by the need to improve and enhance the library service at the retained 8 libraries, and the need to deliver the library service in a more efficient manner.

Potential negative impact	Action required to mitigate the
	potential negative impact
The proposed closure of libraries will impact protected groups who are current library users, and any person who wishes to access our library provision.	Alternative Libraries There will be a network of 8 libraries across the borough that are available for everyone to access.
The groups most likely to be disproportionately impacted are disabled people, older people and families with infants, young children or disabled children.	We will update the library website with bus and train information, as well as local car parking arrangements, for each library.
Grillaron.	The library service will offer familiarisation visits for those who may feel anxious about visiting new libraries. This could help them to feel welcome visiting other libraries, encourage them to attend groups and activities and to help with the

adjustment to the loss of their familiar library space.

Digital Library Service

We have a digital library service, which enables library users to access free elearning, e-books, e-audiobooks, e-newspapers and e-magazines on their digital devices at home.

We will continue to promote awareness of our digital service, providing training for customers on how they can use it access the digital library offer at their convenience.

Library Consortium

Enfield library users can use their library cards at 22 local authorities' libraries, including neighbouring authorities: Waltham Forest, Haringey and Essex.

Home Library Service

If a resident has a mobility, disability or caring responsibility that would make it difficult to visit an alternative library, the Royal Volunteer Service can deliver services on our behalf to their home. There is no charge for this service and the Royal Voluntary Service visits our home library users once every two weeks.

The proposed closure of libraries will impact some disabled people, older people and families with infants and young children who will need to travel to different libraries.

Some may find it difficult to travel to alternative libraries if they are required to walk certain distances, travel longer distances or take a journey which requires them to change buses or trains to get to a library.

Signposting on the Council website
We will update the library website with
bus and train information, as well as local
car parking arrangements, for each
library.

Eligibility for free public transport

People aged over 60, disabled people, and children under 10 are eligible for a free travel with an Oyster photocard, this enables them to travel for free on TFL services (for people aged 60+ this is from 09:00 weekdays and anytime on weekends or bank holidays). This

There may also be financial barriers for people experiencing socio-economic disadvantage to travelling to alternative libraries.

mitigates against the cost of travelling to alternative libraries for children, older people and disabled people who are able to travel.

Digital Library Service

We have a digital library service, which enables library users to access free elearning, e-books, e-audiobooks, e-newspapers and e-magazines on their digital devices at home.

We will continue to promote awareness of our digital service, providing training for customers on how they can use it to access the digital library offer at their convenience.

Home Library Service

If a resident has a mobility, disability or caring responsibility that would make it difficult to visit an alternative library, the Royal Voluntary Service can deliver services on our behalf to their home. There is no charge for this service and the Royal Voluntary Service visits our home library users once every two weeks.

Some groups who are more likely to experience social isolation, (such as older people, carers and disabled people), and rely on regular visits to their local library for social connection. This will negatively impact those whose local library is proposed to close.

Alternative Libraries

There will be a network of 8 libraries across the borough that are available for everyone to access.

The library service will offer familiarisation visits for those who may feel anxious about visiting new libraries. This could help them to feel welcome visiting other libraries, encourage them to attend groups and activities and to help with the adjustment to the loss of their familiar library space.

Staff will signpost vulnerable residents to additional support agencies.

Local schools and nurseries will be negatively impacted if the library they visit is proposed to close.	Alternative Libraries We will consult with schools and nurseries to understand how they will be impacted by the proposed closure of libraries and how we can support them to arrange class visits at alternative provision. As part of the delivery of the strategy, we will increase our partnership working and outreach with schools and early years
	providers to support literacy development in Enfield.
Local voluntary and community sector organisations, partners and businesses which use a library that is proposed to close will be negatively impacted.	Tailored support We will consult with voluntary and community sector organisations, partners and businesses to support them to use alternative libraries across the borough.
The proposed closure of libraries may lead to an increase in users of the Home Library Service.	Home Library Service We will monitor any increases in usage of the home library service and if necessary, target resources to support any increase in demand.
The proposed closure of libraries may lead to an increase in users of the Digital Library Service.	Promote Digital Library Service We have a digital library service, which enables library users to access free elearning, e-books, e-audiobooks, enewspapers and e-magazines on their digital devices at home.
	We will continue to promote awareness of our digital service, providing training for customers on how they can use it to access the digital library offer at their convenience.

2023/24 Engagement Feedback

Between December 2023 and March 2024, we ran a phase one engagement which over 1,000 stakeholders responded to. In this engagement, we asked stakeholders about whether they used our library service, their experience of our libraries and how we could deliver our library service more efficiently.

The table below outlines how feedback from this engagement has informed our draft strategy.

You said	We propose to
Our libraries need a greater variety of books	Improve how we display and promote a greater range of books that are available in our libraries and update displays monthly
	Ensure that resources and reading materials are regularly rotated to enable library users to have access to a diverse range of reading materials
	Encourage greater customer feedback on titles and genres they want to see in our libraries
Increase the opening hours of libraries to be more accessible outside of school and work hours	Review opening hours for all libraries ensuring they are open at optimal times to meet the needs of our communities
Children, young people and older people would be particularly affected by library closures	Work with early years providers and schools to encourage library visits and ensure the continued engagement of children and young people in our library activities
	Provide specific programmes aimed at adults that reduce isolation and improve health and wellbeing
	Map voluntary and community sector organisations near libraries and the activities and events they are running, so that we can signpost people to additional events and activities in the community
Libraries should offer more events and activities	Develop a rolling calendar of events for children and young people in Enfield

	Develop a rolling calendar of literacy initiatives for all ages
	Develop a rolling calendar of cultural events across our library estate
	Provide events, activities and meeting spaces which increase social connection
	Expand our programme of author readings and talks for all ages across our libraries
	Explore opportunity for a 'library of things' store in an Enfield Library
	Organise 'fixing factories' events in makerspaces at our libraries
	Collect feedback after events and activities for service improvement
There should be greater promotion of the activities and services available in our libraries	Develop a marketing plan to advertise, promote and raise awareness of our library activities and services
	Publish a calendar of events and activities online
	Promote events and activities in our libraries on the Council's social media accounts
More library staff, and volunteers should have specialised training	Produce a training and development plan for library staff focused on customer care
	Train library staff, volunteers and partners working in libraries to connect people to local information, activities, services and support
Provide more quiet space for reading and desks for study	Explore opportunities for funding to design our library spaces to enable both quiet spaces for study and reflection, and spaces that allow for busier and more energetic activities
Libraries could be used to generate commercial income	Explore opportunities and interest in opening affordable spaces in our libraries

	for co-working and small businesses to start up and operate
	Explore opportunities to generate income across our library estate, including opportunities to lease or share available library space
	Review libraries that already generate commercial income for further opportunities to maximise income generation.
Community libraries should charge for all printing and photocopying, or limit the amount of free printing per user	Review our practices for printing, photocopying and scanning and explore introducing charges which will generate commercial income

Appendix 1: Library Proposals

Ordnance Unity Centre

We propose that this library remains open. Enfield Lock has an average level of local need (10th of the 25 wards in Enfield). It has the second highest percentage of children aged 0-15 years old (24.5%). The library has a large floorspace which is sufficient to support an increase in usage as a result of the closure of nearby smaller libraries.

The library is co-located with a health centre. It should be further explored how these two services could be integrated to create a holistic health and wellbeing offer. This is important because of the library's proximity to the Bullsmoor ward, which has the highest proportion of disabled residents (15.9%) and the lowest percentage of residents in very good or good health (80%).

We are proposing to increase opening hours by 10.5 hours per week, so that the library will be open on a Saturday and operating hours extended on a Friday.

Bullsmoor

We are consulting on closure of Bullsmoor Library given its relatively low usage, proximity to Ordnance Unity Centre as an alternative provision and the opportunity to reduce library costs whilst ensuring we provide a comprehensive library service that responds to local need.

The library is in Bullsmoor ward which is ranked 8th for level of need out of the 25 wards in Enfield. However, the library is comparatively one of our least used libraries. In 2023/24 it had the lowest visits per hour open (4.4) and percentage of ICT hours used per hour open (6%) of all council run smaller libraries in Enfield. The library is in close proximity to Ordnance Unity Centre, which is 1.5km away.

The large floorspace at Ordnance Unity Centre Library means that it is sufficient to support any increase in usage as a result of the closure of Bullsmoor Library. The current opening hours in Ordnance Unity Centre are over double that of Bullsmoor, it is also open for an extra two days a week and is a fully accessible building.

To mitigate the impact of closing Bullsmoor Library, Ordnance Unity Centre's offer will be further strengthened to ensure it meets the needs of residents in Bullsmoor and Whitewebbs wards.

Enfield Highway (Brimsdown)

We are consulting on closure of Enfield Highway Library given its relatively low usage, proximity to Ordnance Unity Centre and Ponders End as an alternative provision and the opportunity to reduce library costs whilst ensuring we provide a comprehensive library service that responds to local need.

Whilst Brimsdown has a high level of local need, it is ranked 5th for level of local need out of the 25 wards in Enfield. Enfield Highway has below average usage compared to other council run smaller libraries in Enfield. The library is in close proximity to alternative provision at Ordnance Unity Centre (1.6km) and Ponders End (1.5km).

The current opening hours at Ordnance Unity Centre are higher than those of Enfield Highway, it is also open for an extra day a week and is a fully accessible building. To mitigate against the impact of closing Enfield Highway Library, we will build further on the strong existing offer at Ordnance Unity Centre.

• Enfield Island Village

We are consulting on closure of Enfield Island Village Library given its relatively low usage, proximity to Ordnance Unity Centre as an alternative provision and the opportunity to reduce library costs whilst ensuring we provide a comprehensive library service that responds to local need.

It is in the same ward as Ordnance Unity Centre which is 1.6km away. The current opening hours in Ordnance Unity Centre are more than double that those of Enfield Island Village, it is also open for an extra day a week and is a fully accessible building. By focusing resources at Ordnance Unity Centre, we will also seek to increase employment, benefits and skills support from this building, to support the needs of residents, given the high levels of benefit claimants, given the high levels of benefit claimants and low levels of educational attainment and employment in Enfield Lock ward.

Edmonton Green

We propose that this library remains open. Edmonton Green is ranked 1st out of the 25 wards for level of local need in Enfield. It has the highest percentage of children in relative and absolute (48%) low-income families out of all the wards in Enfield, which is significantly higher than the borough average (27%). The ward also has the highest proportion of adults on unemployment benefits (10.6%) and adults with no qualifications (29.8%).

Edmonton Green is a large library which is in a convenient location for residents in neighbouring wards to use, and its size means it can support any increase in usage as a result of the closure of other libraries.

We are proposing to increase opening hours at Edmonton Green by 7.5 hours per week, this will mean that the library will be open on a Sunday and extended operating hours on a Tuesday, Wednesday and Thursday.

Ponders End

We propose that this library remains open. Ponders End is ranked 6th out of the 25 wards in Enfield for level of local need. The ward has the highest percentage of children aged 0-15 (25%) and the second highest percentage of adults receiving universal credit

(46%). The ward also has high levels of fuel poverty (18%) and adults with no qualifications (29%).

We are proposing to increase opening hours at Ponders End Library by 11 hours per week.

Millfield House

We propose that this library remains open. Haselbury is within the top 20% most deprived wards within the country and is ranked 9th out of the 25 wards for level of local need. The ward has a high population density (9,068 people p/sq km). The ward has the highest percentage of households in fuel poverty (21%), so any change to the library service in this area could particularly impact households in fuel poverty.

Millfield House Library will be managed by Platinum Performing Arts, which will be a condition of their lease. Therefore, although the library's usage is low when looking at issues/renewals and ICT equipment usage, given the very low running costs of keeping this self-serve library open, we are not proposing on making any changes to this provision at this time.

Fore Street

We propose that this library remains open. Fore Street Library is located in Upper Edmonton, which is within the top 10% most deprived wards within the country and is ranked 2nd out of the 25 wards in Enfield for level of local need.

Fore Street Library reopened in July 2022 and its refurbishment was supported by the Good Growth Fund. The 'Living Room' Library creates an open shop window space in the front of the library for exhibiting drawings and models, as well as hosting talks, presentations and advice surgeries. It is recommended that this multipurpose space is used as a flagship model for how our other libraries could be redesigned to ensure they are hubs of activities for communities, subject to available funding.

We are proposing to increase opening hours at Fore Street by 15 hours per week, this will mean that the library's opening hours will be extended, and it will be open on a Thursday.

Angel Raynham

Angel Raynham, though currently classed as one of our public libraries, is part of a primary school and is not accessible to the general public. It was historically used as a library as part of a Children's Centre in the building but is now only used as a school library. Taking this into consideration, along with the proximity to alternative library provision, we are proposing that we consult on giving this library permanently to the school and permanent closure of the public library.

Palmers Green

We propose that this library remains open. While Palmers Green is a relatively affluent ward (ranked 16th out of 25 wards in Enfield for level of local need), Palmers Green is a large library which is in a convenient location for residents in neighbouring wards to use, and its size means it can support any increase in usage as a result of the closure of nearby smaller libraries.

We are proposing to increase opening hours at Palmers Green by 10.5 hours per week, this will mean that the library's opening hours will be extended, and it will be open on a Wednesday.

Bowes Road

We are consulting on the closure of Bowes Road Library given its lack of accessibility for users with a disability, low usage and proximity to Palmers Green Library. This is an opportunity to reduce library costs whilst ensuring we provide a comprehensive library service that responds to local need.

The library is in New Southgate ward which ranks 17th out of the 25 wards in Enfield for level of local need. It is considered that it would be reasonable for library users to travel to alternative provision at Palmers Green Library. Bowes Road Library is comparatively one of our least used libraries and during 2023/24 had 7,076 visits. The library is not accessible for users with a disability as it does not have step free access or a public toilet.

Palmers Green Library is 1.8km away and has good transport connections, good facilities and a wide offer of services and activities which could be further enhanced by transferring services at Bowes Road into the library. Currently, the opening hours in Palmers Green are almost double that of Bowes Road, it is also open for an extra day a week and is a fully accessible building.

Winchmore Hill

We are consulting on the closure of Winchmore Hill Library, as it is in area of low need and is located within a reasonable distance of other library provision (Ridge Avenue and Palmers Green respectively). This is an opportunity to reduce library costs whilst ensuring we provide a comprehensive library service that responds to local need.

Winchmore Hill is an affluent ward is ranked 24th out of the 25 wards in Enfield for level of local need, with a relatively high proportion of residents aged over 65 (18%). It is considered that this group can use free public transport to travel to alternative library provision which is on existing bus routes.at Palmers Green and Ridge Avenue.

Palmers Green Library is 1.7km away and has good transport connections, good facilities and a wide offer of services and activities. The weekly opening hours in Palmers Green are currently 10 hours longer than at Winchmore Hill Library and it is a fully accessible building.

Southgate

We are consulting on the closure of Southgate Library, as it is in an area of relatively low need and is located within a reasonable distance of alternative library provision at Palmers Green. This is an opportunity to reduce library costs whilst ensuring we provide a comprehensive library service that responds to local need.

Southgate is a relatively affluent ward and is ranked 14th out of the 25 wards in Enfield for level of local need. It is considered that it would be reasonable for library users to travel to alternative provision at Palmers Green.

Palmers Green Library is 2.5km away and has good transport connections, good facilities and a wide offer of services and activities. The weekly opening hours in Palmers Green are currently 3.5 hours longer than at Southgate Library and it is a fully accessible building.

Oakwood

We are consulting on the closure of Oakwood Library as it is in an area of low need and is located within a reasonable distance of alternative library provision at Enfield Town. This is an opportunity to reduce library costs whilst ensuring we provide a comprehensive library service that responds to local need.

Oakwood ward has the lowest level of local need of all the wards. There is a relatively high proportion of residents aged 65+ in Oakwood and neighbouring Cockfosters and Ridgeway wards, but it is considered that this group can use free public transport to travel to alternative library provision which is on existing bus routes.

Enfield Town Library is 3.4km away. Enfield Town is a transport hub and main shopping and leisure area and residents who visit Oakwood Library are likely to already travel to Enfield Town for other reasons, as well as to visit the library. Enfield Town Library is one of our most popular and well-used libraries. It offers an extensive range of activities and services which include strong early years offer for young children and parents, activities for children and young people and a range of activities for adults and older people, including book clubs and writing clubs and activities to keep older people socially connected and independent. The weekly opening hours in Enfield Town Library are currently 9 hours longer than at Oakwood Library and it is a fully accessible building.

Enfield Town

We propose that Enfield Town Library remains open. While Enfield Town is a relatively affluent ward (ranked 19th out of 25 wards in Enfield for level of local need). Enfield Town is a large library which is in a convenient location for residents in neighbouring wards to use, and its size means it can support any increase in usage as a result of the closure of nearby community libraries.

We are proposing to increase opening hours at Enfield Town by 1.5 hours per week, this will mean that the library's opening hours will be extended on a Wednesday.

Ridge Avenue

We propose that Ridge Avenue Library remains open. While Bush Hill Park and its neighbouring wards have a low level of local need, this library has a high number of visits and maximises value for money, in terms of space, as it is co-located with the borough's archive service.

We are proposing to increase opening hours at Ridge Avenue by 3 hours per week, this will mean that the library's opening hours will be extended on a Wednesday.

John Jackson

We are consulting on closure of this library given its low usage and proximity to Enfield Town and Ponders End as an alternative provision. This is an opportunity to reduce library costs whilst ensuring we provide a comprehensive library service that responds to local need.

Southbury is ranked moderately (11th) for level of local need, with a relatively high percentage of children aged 0-15 (22%). However, given the proximity to Enfield Town (3.3km) and Ponders End (1.7km), there are appropriate alternative provisions for this age group. Enfield Town is a transport hub and main shopping and leisure area, and residents who visit John Jackson Library are likely to already travel to Enfield Town for other reasons, as well as to visit the library.

Enfield Town Library is one of our most popular and well-used libraries. It offers an extensive range of activities and services which includes a strong early years offer for young children and parents, activities for children and young people, and a range of activities for adults and older people, including book clubs and writing clubs, and activities to keep older people socially connected and independent. The weekly opening hours in Enfield Town Library are currently 17.5 hours longer than at John Jackson Library and it is a fully accessible building.

