

Appendix A - Expert Review of Public Libraries in Wales 2014:

Recommendations

1. Managing Change
 - i) Continue to develop good practice guidance
 - ii) Continue to develop good practice to undertake Equality Impact Assessments.
 - iii) Local Authorities only to progress with costed options by taking account of timescales, impact assessments, and opportunities for collaboration
 - iv) CyMAL to take immediate steps to collect evidence and assess the impact of the proposed changes to libraries service provision in RCT, NPT and Blaenau Gwent.

2. Strategic Improvements.
 - v) Every public library authority should develop an evidence and outcomes based strategy to begin in 2015 – 16
 - vi) CyMAL should work with staff, employers, SCL Wales, CILIP Cymru and trade unions to develop a comprehensive five –year workforce development plan to start in 2015 – 16. Volunteers should be provided with tailored as a discrete group to meet their specific needs.
 - vii) Local Authorities should recognise and respond to the need for more urgent and greater emphasis on collaborative schemes. The deputy Minister needs to take into account what constitutes a comprehensive and efficient' service in collaborative service delivery.
 - viii) Community managed libraries (as outlined in par 83 of the report) should not be considered as part of statutory provision at the present time and data not included in returns for WPLS
 - ix) CyMAL should work with stakeholders to develop guidelines/ documents for partnership agreements setting out a minimum requirement. The requirement for a community supported library to be included as part of the statutory provision should be developed by CyMAL by January 2015.

3. Future Models of Service Delivery
 - x) The WG should work with the WLGA and Local Authorities to progress the following strategic actions:
 - a) Promote greater collaboration on a more extensive scale between authorities
 - b) Develop public library services in-line with any future model for local government in Wales,

- c) Develop a regional or national consortium approach in the medium-term (3 – 5 years) to be facilitated by a suitably funding organisation supported by the Welsh Govt.
 - d) create a nationally co-ordinated library service for Wales as the ultimate goal.
- xi) The WG should undertake the necessary legislative process which would make the WPLS statutory guidance in relation to the duties imposed by the Public Libraries and museums Act 1964. The WG should also consider introducing new legislation to reflect the changing requirements for the public library service to deliver services collaboratively in digital environments.