

1. How well informed did you feel about the Libraries and Archives community benefit social media workshops?

	1 Not very well informed	2	3	4	5	6	7	8	9	10 Very well informed
	9.7% (6)	12.9% (8)	9.7% (6)	11.3% (7)	14.5% (9)	9.7% (6)	9.7% (6)	6.5% (4)	8.1% (5)	8.1%
										answered question
										skipped question

2. Thinking about Workshop 1, please tell us how helpful you found the content of the day?

	Unhelpful	Slightly unhelpful	Neither helpful nor unhelpful	Helpful	Very helpful	Rating Average	Rating Count
Question and answer session with Charlie and Fiona	1.9% (1)	3.8% (2)	15.4% (8)	57.7% (30)	21.2% (11)	3.92	52
Take with/ leave behind exercise led by Mutual Ventures	3.8% (2)	1.9% (1)	28.8% (15)	51.9% (27)	13.5% (7)	3.69	52
	Please add your comment.						23
	answered question						52
	skipped question						12

3. Thinking about Workshop 2, please tell us how helpful you found the content of the day

	Unhelpful	Slightly unhelpful	Neither helpful nor unhelpful	Quite helpful	Very helpful	Rating Average	Rating Count
Mutual Ventures - Form and Governance of the new organisation	1.9% (1)	1.9% (1)	7.5% (4)	56.6% (30)	32.1% (17)	4.15	53
Scott Darraugh from Social adVentures	0.0% (0)	9.1% (5)	14.5% (8)	56.4% (31)	20.0% (11)	3.87	55
Values exercise	3.6% (2)	10.9% (6)	25.5% (14)	47.3% (26)	12.7% (7)	3.55	55
					Please add your comment.		19
					answered question		55
					skipped question		9




4. Thinking about Workshop 3, please tell us how helpful you found the content of the day.

	Unhelpful	Slightly unhelpful	Neither helpful nor unhelpful	Quite helpful	Very helpful	Rating Average	Rating Count
Project update & questions - Fiona	4.2% (2)	2.1% (1)	22.9% (11)	50.0% (24)	20.8% (10)	3.81	48
Customer First - Sarah	4.2% (2)	4.2% (2)	29.2% (14)	45.8% (22)	16.7% (8)	3.67	48
					Please add your comment		21
					answered question		48
					skipped question		16

5. What are the most effective ways of communicating with you? Please rank in order of preference.

	1	2	3	4	5	6	Rating Average	Rating Count
Email	32.2% (19)	20.3% (12)	20.3% (12)	15.3% (9)	10.2% (6)	1.7% (1)	2.56	59
Face to face	23.7% (14)	30.5% (18)	15.3% (9)	13.6% (8)	11.9% (7)	5.1% (3)	2.75	59
Meetings of all staff	33.9% (20)	20.3% (12)	15.3% (9)	20.3% (12)	3.4% (2)	6.8% (4)	2.59	59
Meetings of smaller groups	8.5% (5)	20.3% (12)	32.2% (19)	27.1% (16)	8.5% (5)	3.4% (2)	3.17	59
Fiona's blog www.explorethefuture.org.uk	1.7% (1)	0.0% (0)	5.1% (3)	3.4% (2)	30.5% (18)	59.3% (35)	5.39	59
Through the social enterprise staff group	0.0% (0)	8.5% (5)	11.9% (7)	20.3% (12)	35.6% (21)	23.7% (14)	4.54	59
answered question								59
skipped question								5





6. What do you think about the information you have received about the proposals?

		Response Percent	Response Count
Not enough - I needed more detail		33.3%	18
Confusing - too much detail		14.8%	8
Just right		51.9%	28
Other (please specify)			15
answered question			54
skipped question			10

7. Tell us your views about consultation and communication with staff in Libraries and Archives.

	Response Count
	38
answered question	38
skipped question	26

8. I feel that I have had the chance to ask questions and my questions have been answered

		Response Percent	Response Count
Strongly disagree		0.0%	0
Slightly disagree		9.3%	5
Neither agree nor disagree		18.5%	10
Slightly agree		38.9%	21
Strongly agree		33.3%	18
	Other (please specify)		7
	answered question		54
	skipped question		10





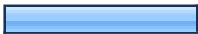
9. I feel I understand the process and how the final decision will be made

		Response Percent	Response Count
Strongly disagree		5.5%	3
Slightly disagree		16.4%	9
Neither agree nor disagree		16.4%	9
Slightly agree		38.2%	21
Strongly agree		23.6%	13
Other (please specify)			4
answered question			55
skipped question			9






10. I feel that my input is valued and will be taken into account when the final decision is made.

		Response Percent	Response Count
Strongly disagree		10.7%	6
Slightly disagree		8.9%	5
Neither agree nor disagree		28.6%	16
Slightly agree		32.1%	18
Strongly agree		19.6%	11
Please add your comment			6
answered question			56
skipped question			8

11. I feel confident talking to members of public about the future of Libraries and Archives

		Response Percent	Response Count
Strongly disagree		3.6%	2
Slightly disagree		16.4%	9
Neither agree nor disagree		9.1%	5
Slightly agree		40.0%	22
Strongly agree		30.9%	17
	Other (please specify)		5
answered question			55
skipped question			9

12. Based on everything you have heard about a Libraries and Archives community benefit society, how do you feel now ?

		Response Percent	Response Count
Against the proposal		7.0%	4
Somewhat against		3.5%	2
Still undecided		19.3%	11
Broadly in favour		49.1%	28
Very much in favour		21.1%	12
	Please add your comment		17
answered question			57
skipped question			7

Page 1, Q2. Thinking about Workshop 1, please tell us how helpful you found the content of the day?

1	Workshop 1 helped in providing clarity about the future of the library and archives service. Some of the information was too detailed.	May 20, 2013 7:56 PM
2	Very little information or explanation about what was intended prior to the workshops, which is a shame as when people feel as though they are being kept in the dark they will always be suspicious and have negative thoughts.	May 20, 2013 5:00 PM
3	Positive support from Charlie was brilliant.	May 20, 2013 4:27 PM
4	I'm always sceptical about how much our views are taken into consideration following brainstorming sessions such as this one - past experience tells me that our views are often disregarded	May 17, 2013 11:44 AM
5	Good to listen to other people's ideas and find out what we see as important for the future of libraries.	May 16, 2013 8:48 PM
6	I would have preferred the take with exercise at a slightly later date in the workshops as now that I am better informed I would give slightly different answers.	May 11, 2013 2:21 PM
7	I was unable to attend this workshop	May 11, 2013 10:12 AM
8	Found very useful as it really focused the mind on what we would want or not want	May 10, 2013 11:29 AM
9	I think if you had or took the time to look into it further or to read the material that was made available it was a lot clearer, not sure everyone had the will or perhaps even the time to do so	May 9, 2013 7:38 PM
10	unable to attend as on sick leave	May 9, 2013 4:55 PM
11	I really enjoyed workshop 1 I found it a very informative and positive experience. It was also encouraging to hear colleagues in agreement as to what to take/leave behind.	May 9, 2013 4:50 PM
12	did not see the point in it	May 9, 2013 1:39 PM
13	The take with/leave behind exercise really helped clarify those things that we do not want to lose in a move and those things that we could choose to leave behind us. A really useful and thought-provoking exercise.	May 9, 2013 10:12 AM
14	Good open Q&A session. Good to share values, good practise and enthusiasm with colleagues across the service. Hope this influences future developments.	May 8, 2013 6:16 PM
15	I was unable to attend this workshop	May 8, 2013 5:19 PM
16	Good to be informed about the political climate and the reasons behind exploring the social enterprise option Day felt very candid and like we were receiving honest information Take with/leave behind exercise helped us to focus on all of the things we do well and think about what we would like to be able to deliver	May 8, 2013 4:17 PM
17	It was very good to find out the reasoning why the Social Enterprise choice was being explored Take with/leave behind exercise was good as a way to focus on our goals and the things that we want to be able to deliver	May 8, 2013 4:12 PM
18	Couldn't attend	May 8, 2013 4:11 PM

Page 1, Q2. Thinking about Workshop 1, please tell us how helpful you found the content of the day?

19	Sounded very positive at the time but still uncertain	May 8, 2013 3:34 PM
20	There are still many questions that Fiona and Charlie are yet to answer about how this will work, particularly the finances and what the plan is to generate income.	May 8, 2013 2:27 PM
21	Unable to attend	May 8, 2013 10:34 AM
22	I did not attend the first workshop	May 7, 2013 4:59 PM
23	I was unable to attend this workshop	May 7, 2013 10:33 AM

Page 1, Q3. Thinking about Workshop 2, please tell us how helpful you found the content of the day

1	Unable to attend this workshop. Saw the values drawn up but was unable to make any comments. Being efficient, effective and friendly would be my choices.	May 20, 2013 7:56 PM
2	not able to attend	May 20, 2013 7:06 PM
3	Really interesting to hear from the 'experts'.	May 20, 2013 5:00 PM
4	I think this exercise confirmed on the whole we all agree which values are important.	May 16, 2013 8:48 PM
5	I didnt attend workshop 2	May 16, 2013 5:27 PM
6	I really like the idea behind the values exercise. My only complaint is not with the idea but I guess that the resulting list was quite heavy with woolly feel good phrases and I would have liked a few more practical ones as well. As people voted for what they wanted I realised that that can not be helped however.	May 11, 2013 2:21 PM
7	Interesting to see that so many people had the same set of values. Very positive	May 10, 2013 11:29 AM
8	I always find the flipchart exercises a little less productive, but it is a good way to see if there is any consensus in large groups	May 9, 2013 7:38 PM
9	I found the information given by Mutual Ventures to be very informative and the speech given by Scott Darraugh was enlightening.	May 9, 2013 4:50 PM
10	We have always had the same values really	May 9, 2013 1:39 PM
11	It was interesting to hear from Scott who has gone through a similar journey as the one we may be embarking on, and the advantages to his team and his work as he sees them. Also the exercise around our values was very useful, these are the things that we can use to build our future successes upon.	May 9, 2013 10:12 AM
12	Unable to attend first session. Group work good for morale in period of uncertainty and change - remembering and reinforcing our core values. We all agreed - so, again, hope results of exercise shape the future. Not sure if experience of other organisations maps exactly onto our organisation (size, nature of business etc.), though useful to hear about others in general.	May 8, 2013 6:16 PM
13	was only there for part of workshop	May 8, 2013 5:29 PM
14	Very good to hear a detailed breakdown of how the new structure could look Interesting to hear from someone who has done this before Great potential for flexibility with terms and conditions within a new organisation	May 8, 2013 4:17 PM
15	Very good detail regarding the potential structure of the new organisation Was interesting to hear about the potential flexibility of the new organisation	May 8, 2013 4:12 PM
16	Values exercise.Done this sort of thing too many times	May 8, 2013 3:34 PM
17	I got the impression that it doesn't matter what we feel about whether the library service should do this or not. It felt more like we were being told this WAS going to happen regardless and the workshop was to explain how it would effect us and our terms and conditions once it did.	May 8, 2013 2:27 PM

Page 1, Q3. Thinking about Workshop 2, please tell us how helpful you found the content of the day

- | | | |
|----|---|---------------------|
| 18 | <p>The stuff from Mutual Ventures themselves was brilliant. It was the first time the proposals had felt like they had real substance. However, I wouldn't recommend that they use their champion man again - he was very salesy and didn't seem trustworthy. For example, his insistence that not having NHS branding on his "Angel Centre" was a positive thing was not credible - surely anybody would prefer to go to the NHS for advice on sexual health or unwanted pregnancy rather than to an unknown place called the Angel Centre which could turn out to be an extreme pro-life religious organisation? Didn't ring true. The values exercise was well intentioned but I had a slight grievance - I felt strongly that we should use the term "fair", which is different from the term "impartial" as it means far more, but the two words were placed on the same sheet and all the votes were wilfully interpreted as being votes for "impartial". I've already told Fiona this so you don't need to pass this on.</p> | May 7, 2013 4:59 PM |
| 19 | <p>I was not able to attend workshop 2</p> | May 7, 2013 9:30 AM |

Page 1, Q4. Thinking about Workshop 3, please tell us how helpful you found the content of the day.

1	Unable to attend this workshop. Customers are very important but so are staff. Numbers of staff are falling; tasks are increasing.	May 20, 2013 7:56 PM
2	Frustrating to discuss customer service and how it should be done. Customer service is the main part of our job and it is frustrating to always go over the same ground again and again when this is what we are doing all day every day, and to be told this by people who never work on the front line. The main things that customers get annoyed about are issues such as the new York Cards not being available at the expiry date of the old one and having to pay again for the York Card, things that are out of the hands of the people who work on the front line.	May 20, 2013 5:00 PM
3	Not able to attend	May 17, 2013 1:40 PM
4	didn't attend so can't comment	May 17, 2013 11:44 AM
5	Very interesting document confirming the importance of customer service and values we should be using to give our customers the best possible service.	May 16, 2013 8:48 PM
6	I was unable to attend workshop three due to other commitments.	May 11, 2013 2:21 PM
7	I was unable to attend this workshop	May 11, 2013 10:12 AM
8	Felt well informed about how the project was moving forward.	May 10, 2013 11:29 AM
9	missed it	May 9, 2013 7:38 PM
10	Again a very informative day where staff were given the opportunity and encouraged to ask questions. I'm really excited about the Customer First document, It will be a great tool to use as part of the induction process and also means that we will all have the same standards & behaviours across the service.	May 9, 2013 4:50 PM
11	I found the latter exercise rather patronising, staff here will not stick their heads above the parapet incase of reprisals!	May 9, 2013 1:39 PM
12	A lot of the focus is on the attitudes, behaviour etc. of front-line staff, sometimes critically, but we haven't discussed how managers and senior managers should be in the new enterprise: a more co-operative venture, if it's to work? Mutual respect, reliance on each others' skills and expertise, trust, positive attitude to encouraging good practice by all, and on ways of improving - not "scary dragons"!	May 8, 2013 6:16 PM
13	I was unable to attend this workshop	May 8, 2013 5:19 PM
14	Unable to attend the meeting	May 8, 2013 3:34 PM
15	Didn't learn anything new from Fiona about the Social Enterprise. In terms of customer first - Frontline staff have made the same comments about how to make improvements to customer service over and over again, so I don't know why we keep repeating the same exercise at training mornings. We have done this numerous times.	May 8, 2013 2:27 PM
16	Not able to attend	May 8, 2013 10:34 AM
17	I was unable to attend this workshop	May 7, 2013 9:03 PM

Page 1, Q4. Thinking about Workshop 3, please tell us how helpful you found the content of the day.

18	Unable to attend this one	May 7, 2013 5:31 PM
19	The customer first exercise was good, but I ranked it in the middle here because I do not think it was a good enough reason for all the branches to be closed. We could have managed that process via another method e.g. a manager's meeting. I think that branches should only be closed in extreme circumstances.	May 7, 2013 4:59 PM
20	I was unable to attend this workshop	May 7, 2013 10:33 AM
21	Not able to attend.	May 7, 2013 9:42 AM

Page 2, Q6. What do you think about the information you have received about the proposals?

1	I work for the library service and appreciate the financial concerns driving the social enterprise forward. I am happy to leave the decision-making regarding the new body to others.	May 20, 2013 7:57 PM
2	We need to know how our employment terms & Conditions and working practises will be affected.	May 20, 2013 7:27 PM
3	A bit disjointed.	May 20, 2013 1:15 PM
4	The first meeting was helpful and I came away feeling more positive and hearing another organisations experiences and successes was interesting but would still like more information on how it will work for us.	May 16, 2013 9:18 PM
5	All information received has been very useful, but it would have been good to have it sent out in one lump of information, once a week perhaps	May 16, 2013 3:26 PM
6	At the beginning it felt like there was very little information, however this has changed as the process has gone on and I would say that, generally, there is about the right level of detail.	May 15, 2013 6:37 PM
7	There doesn't seem to be enough information about what will happen within the workings of the libraries if we are to become a social enterprise, the situation of staff jobs and pensions.	May 14, 2013 6:56 PM
8	Confusing coming at the same time as the restructure, it's too much all at once.	May 13, 2013 12:24 PM
9	but too late in the beginning. Only get access to e-mails once a week so did not see Agenda for first two workshops. Was not clear until 3rd meeting about who to let know about attendance	May 10, 2013 4:10 PM
10	do feel I need to see more detail about income streams and how things that don't necessarily bring in revenue but are your average library core activities, reader developement, reader groups and poetry events etc work	May 9, 2013 7:43 PM
11	It was a bit overwhelming at first but since the workshops I feel I know enough to form an opinion and confidently talk to customers about our motivations for exploring this option.	May 9, 2013 10:16 AM
12	As below.	May 8, 2013 6:21 PM
13	OK assisted by the big staff meetings	May 8, 2013 5:29 PM
14	still don't understand how money making will work	May 8, 2013 10:15 AM
15	Lots of good information so far, but please keep it coming.	May 7, 2013 9:35 AM

Page 2, Q7. Tell us your views about consultation and communication with staff in Libraries and Archives.

1	We receive plenty of information from Fiona regarding the social enterprise. However, should I have any views in opposition to those of the leaders in the process, they would not be given any weight. The financial position is the main object.	May 20, 2013 7:57 PM
2	Communication has been patchy with either nothing at all or saturated with too much all at once.	May 20, 2013 7:27 PM
3	It has always felt like the decision to go to a Social Enterprise has been made without consulting staff. It feels like we are being asked for the sake of asking, not because what we think will be taken into account or thought about seriously.	May 20, 2013 5:13 PM
4	It has been very useful being able to have the staff from across the service meet as a group more regularly than once a year for the conference. It would be great if this continued but in such a way as to minimise disruption for customers.	May 17, 2013 1:14 PM
5	In the beginning I think there wasn't enough information, then lately there's almost been an information overload. Most people haven't the time or the inclination to read all the stuff that's been sent out but I appreciate that it needs to be sent to everyone so that they can make a choice about how much to read.	May 17, 2013 11:50 AM
6	As individuals we are encouraged to ask questions and make comments but I find group sessions much more helpful as we are usually busy and don't always have time to think things through and check emails.	May 16, 2013 9:18 PM
7	The most senior staff need to experience the day to day issues first hand to understand the issues.	May 16, 2013 5:32 PM
8	Communication has been good in terms of sending us everything relevant, but the workshops have been of much more practical help in applying the theory to our own library service.	May 16, 2013 3:26 PM
9	I think that communication and information has improved throughout the process - maybe this is partly because there is just more information to communicate, as a more concrete idea of how the organisation would look has been formed. I also think the workshop days have been very useful. There are still times though when - even as a member of the staff group - I'm not really sure what, if anything, is happening within the process - and also, who is involved in working on particular projects within it. It might also be useful if notes from the various workshops could be emailed around - as some people weren't able to attend, and even for people who did attend it would be really helpful to be able to read through some of the information again.	May 15, 2013 6:37 PM
10	I think it is a good idea to keep having these meetings to keep staff informed as we're not sure what will happen to the library service - whether it will become a social enterprise or not. I think it would be good to have one to one's about it as well to talk about issues or worries about the future of the library service with line managers.	May 14, 2013 6:56 PM
11	I think people have made a good effort to provide us with on-going information. I appreciate that all staff, not just YOEX staff have had opportunity to come and hear about the latest proposals.	May 13, 2013 2:40 PM
12	Think everyone has been kept informed.	May 13, 2013 12:24 PM

Page 2, Q7. Tell us your views about consultation and communication with staff in Libraries and Archives.

13	I think it has been done well and I have had countless opportunities to give my opinion.	May 11, 2013 2:24 PM
14	This is just a comment about the Social Enterprise venture, not other areas (e.g. current restructure) :workshops were very informative, before that it was all a bit too vague. Generally, it was unfortunate to have the restructure and social enterprise happening at the same time, as staff were more concerned with the restructure and its implications, and the social enterprise took second place for most staff.	May 11, 2013 9:20 AM
15	In many ways it feels like it's a done deal, and anything we or the public say will not have any effect on whether it happens or not.	May 10, 2013 12:01 PM
16	Need to have a little and often. No large wordy documents.	May 10, 2013 11:31 AM
17	I think it would be nice to have smaller groups in a more informal way, which was suggested, I think by Cllr Crisp originally. The presentation type format we have used has served the purpose for informing the staff en masse but I think staff would feel more involved personally if they have the opportunity to be led less	May 9, 2013 7:43 PM
18	I think the way we are communicated to as part of the consultaion and day to day works really well. We are constantly consulted and asked for feedback re communication.	May 9, 2013 5:01 PM
19	it is sometimes difficult to hear speakers if they don't use a microphone. might be better to not use the round tables and have us sat theatre style	May 9, 2013 4:58 PM
20	I think there is always room for improvement in terms of communication. It would	May 9, 2013 3:57 PM
21	All staff who are not managers feel they have no say whatever in this and our views, historically are never taken into consideration we are just told what will be and to get on with it as it is part of our job now!	May 9, 2013 1:44 PM
22	I think the all-staff meetings and face to face meetings are invaluable as a lot of the ideas and concepts are too complicated to put across in emails. Especially in branch libraries and when you work part-time, it has in the past felt like you're always last to know, so the workshops have helped me feel included in the process.	May 9, 2013 10:16 AM
23	Large meetings and individual library visits have been very helpful. Obviously not "open" discussion as it's clear that this is the chosen way ahead.	May 8, 2013 6:21 PM
24	I am extremely pleased we are being consulted, but feel that the decision has been made to go ahead with a social enterprise regardless of what the staff want!	May 8, 2013 5:33 PM
25	We have had all the information in a number of formats when it became available, with lots of chances to ask questions and feedback.	May 8, 2013 5:21 PM
26	Question 5 isn't working properly, what ever you click on first it makes them 1-6 with Meeting of staff as one. This wasn't my choice. I make big meetings my number 1 .	May 8, 2013 5:06 PM
27	I feel like communication has been handled very well. Information has been plentiful and forthcoming and I feel like I have been kept in the loop throughout the process.	May 8, 2013 4:21 PM

Page 2, Q7. Tell us your views about consultation and communication with staff in Libraries and Archives.

28	Think you are trying your best to communicate with staff but there is so much information to read through when you are trying to do 'normal' work	May 8, 2013 3:39 PM
29	It feels like asking us staff what we think is a paper exercise but is not actually valued.	May 8, 2013 2:30 PM
30	I think that there has been a great deal of effort put into keeping staff informed	May 8, 2013 12:13 PM
31	I think is a forgone conclusion and this has come across when workshop etc are done	May 8, 2013 10:35 AM
32	not sure, a lot of the exercises, with flip charts, feel very superficial, there seem to be a couple of staff who are really involved but the rest of us not so much, not even that staff group	May 8, 2013 10:15 AM
33	Closed libraries too much	May 7, 2013 6:29 PM
34	I think we've been involved and listened to.	May 7, 2013 5:05 PM
35	I think that communication has improved during the time I have worked in the service. I like to receive direct communication from Fiona about strategic matters. Making sure that there are forums to discuss important issues is really important to me as well.	May 7, 2013 4:12 PM
36	At the moment it feels very wishy-washy - would appreciate some concrete info.	May 7, 2013 9:52 AM
37	Communication with the staff has been good, I feel kept in the loop. I'm not really sure we ever had a say over whether the social enterprise went ahead at all, but I do feel like we are being involved and helping to shape it. Perhaps it would be good to hear what our feedback has changed, altered, shaped etc.	May 7, 2013 9:35 AM
38	I'm happy with it	May 7, 2013 9:32 AM

Page 3, Q8. I feel that I have had the chance to ask questions and my questions have been answered

1	Initially the idea of the social enterprise was vague, with little information to grasp. I need to know how the changes will affect my position and to a certain extent this has been answered.	May 20, 2013 7:57 PM
2	perhaps a meeting earlier would have enabled us to ask more informed questions and given us a clearer idea of what was happening.	May 20, 2013 1:17 PM
3	Some questions remain unanswered, but these are mostly on the specifics of how the library community benefit society would run, which understandably will not be answerable until we are further into the process.	May 16, 2013 3:29 PM
4	I haven't asked many questions, only in the very beginning, when there were no answers yet. Later on I felt I could have asked, but I thought it was better to wait for the information becoming available, and then ask for clarification where applicable.	May 11, 2013 9:24 AM
5	Did not want to speak up because not all comments are positive and unless positive are ignored or talked over until you agree	May 10, 2013 4:12 PM
6	some questions I've not had answered yet but i think they are quite businessy so am thinking that the business plan will finally address them for me	May 9, 2013 7:46 PM
7	I feel much more informed following the meetings of all staff	May 7, 2013 5:37 PM

Page 3, Q9. I feel I understand the process and how the final decision will be made

1	We have been told that the fall in financial commitment from central government means the future of the library service cannot be guaranteed. I assume that the council will be glad to offload the burden of a library service with the promise of limited funding for a limited period.	May 20, 2013 7:57 PM
2	not completely sure of details, just about cabinet making the decision and Mutual Ventures giving a green light, so to speak	May 9, 2013 7:46 PM
3	I know what the process is and what the steps are, just not the full technicalities. I have been told everything I need to know.	May 8, 2013 5:23 PM
4	not completely sure how the financial decision will be made	May 8, 2013 10:17 AM

Page 3, Q10. I feel that my input is valued and will be taken into account when the final decision is made.

1	This is tokenism. We are asked for our opinions, but in the final analysis, if our opinions differ from those in the top seat they will not be counted.	May 20, 2013 7:57 PM
2	Having spoken to colleagues most of us feel that the final decision is probably a 'fait accompli'.	May 17, 2013 11:55 AM
3	I hope it will be.	May 13, 2013 12:25 PM
4	as before	May 10, 2013 4:12 PM
5	I think that the people who really want to be involved will have the opportunity to be so if the venture moves forward	May 9, 2013 7:46 PM
6	I do not think there are a lot of options as to the future of libraries and archives	May 7, 2013 5:37 PM

Page 3, Q11. I feel confident talking to members of public about the future of Libraries and Archives

1	I am happy to answer questions from the public and will provide standard responses though I feel rather cynical about the whole process.	May 20, 2013 7:57 PM
2	I feel better informed than I did a few weeks ago, and it definitely helps being able to give customers the handout.	May 17, 2013 11:55 AM
3	but do refer to Fiona and Sarah for further clarification	May 10, 2013 4:12 PM
4	Trying to be positive but difficult with the negative public who are reluctant to change	May 8, 2013 3:49 PM
5	I feel reasonably happy about talking to the public	May 7, 2013 5:37 PM

Page 4, Q12. Based on everything you have heard about a Libraries and Archives community benefit society, how do you feel now ?

1	Without the social enterprise there would be no library service and no jobs.	May 20, 2013 7:57 PM
2	Before the workshops I was against the community benefit society. I am more positive now but am still undecided.	May 20, 2013 5:15 PM
3	From my point of view there are several things that are currently not working in the library service which have nothing to do with financial constraints etc. For me the idea of moving to a community benefit society would directly address some of those issues. From everything that has been presented I get the sense that we would have a much greater sense of ownership and participation than we currently do and that is something I think is very much needed.	May 11, 2013 2:29 PM
4	I think it might be the best chance the service has of securing its future without suffering too many cuts to its service. Within the council I fear the next round of savings and budget cuts would make it unavoidable to close branch libraries, which would be a great loss for the local communities.	May 11, 2013 9:27 AM
5	in principal, on the grounds that we will be able to supplement any local authority grant, but I still have concerns around that funding if we are not part of the council . In particular, how much of what we do that will support, for instance, the cafes, already, we're looking at having to be self financing.	May 9, 2013 8:03 PM
6	I don't see another alternative right now, if we are to keep all the branches open. In the current long-term financial crisis, it feels better to "try something", with hope and energy, rather than to sit still.	May 8, 2013 6:29 PM
7	If this is the only way to keep libraries open	May 8, 2013 3:51 PM
8	Good thing who knows? again all progress as if it will happen nothing about alternatives etc.	May 8, 2013 10:37 AM
9	can see how it will benefit the service but still see lots of things about it seem to clash with our whole service ethos, if everything has to be income led there are a lot of things we do or want to do that probably will be lost because we can't monetize them. also there seems to be an inner circle of people who are doing work that has never been offered up openly, and noone knows what they are doing exactly, one wonders if this is a sign of things to come. If so it's not a good start. I'm not sure how often the staff group meet, their purpose seems a bit superficial	May 8, 2013 10:22 AM
10	Somewhat in favour, in that there is not enough funding for library to remain in council control, it is the lesser of two evils.	May 7, 2013 9:06 PM
11	I think overall we will be better off, though I think we should not have to leave the council to keep the service running	May 7, 2013 6:32 PM
12	A bleak picture has been painted as to what the future of libraries would be under the Council's control and it seems that the possibilities within a social enterprise may provide a more hopeful future	May 7, 2013 5:38 PM
13	I feel as I always have - I reluctantly feel that it may be the best option. I'm an old fashioned commie at heart, so as an ideal I believe in state-run everything. Clearly it's not within my gift to bring this about, so we reluctantly have to operate within the political landscape which exists. And within that environment it strikes me that this may be the best option.	May 7, 2013 5:08 PM

Page 4, Q12. Based on everything you have heard about a Libraries and Archives community benefit society, how do you feel now ?

14	Whilst I feel optimistic about the social enterprise venture, I feel that this question is irrelevant as we as staff don't have a choice either way.	May 7, 2013 10:00 AM
15	In favour due to economic and independence - not "big society/community" agenda. Should have focused more on practical benefits and purpose right from the start, not social aspect.	May 7, 2013 9:44 AM
16	It seems like the only thing we can do to try and survive, financially as a service. We must adapt and change to keep existing. I am more worried and concerned about the restructure we have just undergone, and our general staffing levels than I am about the social enterprise. It seems unlikely that it can be worse than our current situation.	May 7, 2013 9:43 AM
17	I wish we were there now	May 7, 2013 9:33 AM