



#plymcabinet

Democratic and Member Support

Chief Executive's Department
Plymouth City Council
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Cabinet

Tuesday 13 June 2017

4 pm

Warspite Room, Council House

Members:

Councillor Bowyer, Chair

Councillor Nicholson, Vice Chair

Councillors Mrs Beer, Mrs Bowyer, Darcy, Downie, Jordan, Michael Leaves, Ricketts and Riley.

Members are invited to attend the above meeting to consider the items of business overleaf.

This agenda acts as notice that Cabinet will be considering business in private if items are included in Part II of the agenda.

This meeting will be broadcast live to the internet and will be capable of subsequent repeated viewing. By entering the Warspite Room and during the course of the meeting, Councillors are consenting to being filmed and to the use of those recordings for webcasting.

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Tracey Lee

Chief Executive

Cabinet

Agenda

Part I (Public Meeting)

1. Apologies

To receive apologies for absence submitted by Cabinet Members.

2. Declarations of Interest (Pages 1 - 2)

Cabinet Members will be asked to make any declarations of interest in respect of items on this agenda. A flowchart providing guidance on interests is attached to assist councillors.

3. Minutes (Pages 3 - 6)

To sign and confirm as a correct record the minutes of the meeting held on 30 May 2017.

4. Questions from the Public

To receive questions from the public in accordance with the Constitution.

Questions, of no longer than 50 words, can be submitted to the Democratic Support Unit, Plymouth City Council, Ballard House, Plymouth, PL1 3BJ, or email to democraticsupport@plymouth.gov.uk. Any questions must be received at least five clear working days before the date of the meeting.

5. Chair's Urgent Business

To receive reports on business which, in the opinion of the Chair, should be brought forward for urgent consideration.

6. Plan for Libraries Scrutiny Recommendations and Cabinet Response (Pages 7 - 22)

DECLARING INTERESTS – QUESTIONS TO ASK YOURSELF

What matters are being discussed?



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Does the business relate to or is it likely to affect a disclosable pecuniary interest (DPI)? This will include the interests of a spouse or civil partner (and co-habitees):

- any employment, office, trade, profession or vocation that they carry on for profit or gain
- any sponsorship that they receive including contributions to their expenses as a councillor or the councillor’s election expenses from a Trade Union
- any land licence or tenancy they have in Plymouth
- any current contracts leases or tenancies between the Council and them
- any current contracts leases or tenancies between the Council and any organisation with land in Plymouth in they are a partner, a paid Director, or have a relevant interest in its shares and securities
- any organisation which has land or a place of business in Plymouth and in which they have a relevant interest in its shares or its securities

No

Yes



Declare interest and leave (or obtain a dispensation)



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Does the business affect the well-being or financial position of (or relate to the approval, consent, licence or permission) for:

- a member of your family or
- any person with whom you have a close association; or
- any organisation of which you are a member or are involved in its management (whether or not appointed to that body by the council). This would include membership of a secret society and other similar organisations.

Yes

No



You can speak and vote



Will it confer an advantage or disadvantage on your family, close associate or an organisation where you have a private interest more than it affects other people living or working in the ward?

Yes

No



Declare the interest and speak and vote



Speak to Monitoring Officer in advance of the meeting to avoid risk of allegations of corruption or bias

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Cabinet members must declare and give brief details about any conflict of interest* relating to the matter to be decided and leave the room when the matter is being considered. Cabinet members may apply to the Monitoring Officer for a dispensation in respect of any conflict of interest.

*A conflict of interest is a situation in which a councillor’s responsibility to act and take decisions impartially, fairly and on merit without bias may conflict with his/her personal interest in the situation or where s/he may profit personally from the decisions that s/he is about to take.

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Cabinet

Tuesday 30 May 2017

PRESENT:

Councillor Bowyer, in the Chair.
Councillor Nicholson, Vice Chair.
Councillors Mrs Beer, Mrs Bowyer, Darcy, Downie, Michael Leaves and Ricketts.

Apologies for absence: Councillors Jordan and Riley

The meeting started at 4pm and finished at 4.55pm.

Note: The full discussion can be viewed on the webcast of the City Council meeting at www.plymouth.gov.uk. At a future meeting, the committee will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

1. **Declarations of Interest**

There were no declarations of interest.

2. **Minutes**

Agreed the minutes of the meeting held on the 25 April 2017.

3. **Questions from the Public**

There was one question from a member of the public.

Question submitted by: Mr F.E.Sharpe

The City Council claims a Plymstock Swimming Pool will be built at Sherford no date given, no legal papers seen.

Brian Deacon of the Sherford consortium has said on the web if a pool does not come to fruition other things will.

Does not sound like a swimming pool guarantee.

Response:

Thank you for your latest question regarding a swimming pool at Plymstock.

The City Council's policy position on this matter has not changed with the most up to date position now reflected in Policy PLY48 of the Plymouth and South West Devon Joint Local Plan unanimously approved by the City Council on 27th February 2017.

Policy PLY48 sets out the provisions for all community and other infrastructure associated with the Sherford development. PLY48 (7) iii specifically includes provision for:

“Sports recreation facilities, including an indoor sports facility and swimming pool and approximately 31ha of outdoor playing pitches and courts.”

The citation from the web site set out in the question does not appear to be a direct quote from the developers who advise that:

“Through the recently completed Strategic Review, the development consortium has worked hard to maintain the very wide array of social infrastructure that was originally intended. While there are challenges to providing the Leisure Centre, particularly in relation to the long-term viability of such a facility, a detailed study has been commissioned, which considers how it can be configured to meet local demands and maximise future revenue. This report indicates that the Leisure Centre, if configured carefully, should be viable. The report has recently been provided to the local authorities and discussions are due to take place with the intention that the facility can be commissioned and delivered to meet the programme as set out in the Section 106”.

Councillor Glenn Jordan

4. **Chair's Urgent Business**

Councillor Bowyer, Leader, informed Cabinet Members that he had signed a number of decisions for publication before the meeting. This included the Highways Capitalised Maintenance Programme 2017/18 to 2019/20, which was a proactive investment programme to ensure the Plymouth road network was fit for purpose for increasing use.

5. **2016/17 Finance Outturn**

Councillor Darcy (Cabinet Member for Finance and IT) introduced the report on the 2016/17 financial out turn. Councillor Darcy commented that –

- 2016/17 posed a number of challenges, which included the delivery of £23.871m of savings and the management of a £531.615m gross budget through a varied range of services and performance standards;
- the out turn was still subject an external audit review due to commence in June;
- the Council will declare a balanced outturn position after the application of reserves and capital receipts;
- in 2016/17 the Council invested £90.423m in the City and this compared to £62m last year – a 45% increase.

In addition to the recommendations within the report, Councillor Darcy proposed a further recommendation thanking the Chief Executive and Officers for their effort in ensuring a balanced budget position at year-end.

Agreed to –

1. note the provisional outturn position as at 31 March 2017;
2. note the use of capital receipts - £0.267m - to write down Minimum Revenue Provision (MRP) to ensure a balanced budget position is achieved in 2016/17;
3. approve the additional transfers to and from reserves reflected within the outturn figures:
 - Release the Business Rates Reserve (£1.000m)
 - Transfer to Housing Benefits Overpayments Provision £1.000m
 - Release of Stock Transfer Release (£1.005m)
4. approve the release of £0.350m from Working Balances and transfer to the redundancy reserve;
5. note the Capital Report including the Capital Financing Requirement of £90.423m;
6. express the Cabinet's thanks to the Chief Executive and all Council Officers for the effort and contributions made to deliver a balanced budget.

6. **Corporate Monitoring Q4 2016/17**

Councillor Bowyer (Leader) invited Andrew Loton (Senior Performance Advisor) to present the Council's Corporate Plan monitoring report and commitment progress report. He reported that the plan was progressing well, the majority of the areas were on track and that the monitoring report would continue to be improved.

Agreed that Cabinet note the Corporate Plan Quarter 4 monitoring report and commitments progress report.

7. **People Strategy**

Councillor Bowyer (Leader) presented the People Strategy for agreement.

Agreed to approve the People Strategy.

8. **Compulsory Purchase Order: North Prospect**

Councillor Nicholson, Cabinet Member for Strategic Planning, Housing and Transport, presented the report on Compulsory Purchase Orders: North Prospect. Following a briefing from Neil Mawson, Housing Delivery Officer, Cabinet agreed to -

1. make a Compulsory Purchase Order pursuant to S17 of the Housing Act 1985 in respect of the areas outlined in red on the plan submitted (appendix one) in the event that it is required for properties within Phase 5 of North Prospect defined as:
 - a) Briardale Road no.s 8,12,14,20,22,28,30
 - b) Foliot Road no.s 7,9,13,17,19,21,23,27,31,45
 - c) Woodville Road no.s 3,4,9,12,14,15,29,32

2. note the considerations that arise under the Human Rights Act (1998) in respect of the proposed CPO and has had full regard to the rights of those that would be affected by the CPO but, for the reasons set out in this report, determines nevertheless to authorise CPO procedure.

9. **Veterans Strategic Commissioning Framework**

Councillor Mrs Bowyer, Cabinet Member for Health and Social Care, presented the report on the Veterans Strategic Commissioning Framework. Following a short debate Cabinet agreed to approve the Veterans Strategic Commissioning Framework and delivery of an implementation plan.

SELECT COMMITTEE REVIEW

Plan for Libraries



Context

The Select Committee review on the Plan for Libraries met on the 15 May 2017. The Committee reviewed the Plan for Libraries and consultation analysis, received representations from the community and Councillors, and have made the following recommendations for consideration by the Cabinet.

Recommendations

Throughout the day, Members of the Select Committee raised significant concerns over the lack of weighting within criteria used to assess libraries. Members felt that where opening hours, number of computers affected the criteria directly; weighting should have been applied to provide a more accurate picture of library use.

Some Members of the committee expressed disappointment over the level of response to the consultation, in particular children and young people.

The Committee agreed –

1. to note the statutory 12-week consultation and independent analysis of the results and that it has been carried out in line with, and has satisfied, the Public Sector Equalities Duty and guidance in relation to the Libraries Act 1964;
2. In future consultation exercises, the council aspires to greatly enhanced consultation activity, with simplified engagement with young people through schools and groups with protected characteristics;
3. Needs assessment criteria should be reassessed to reflect context in which the current library estate operates (e.g. opening times, number of computers available should be a consideration in ranking);
4. Needs assessment criteria should be weighted, with the greater weighting applied to criterion that reflect the aspiration for improved outcomes as a result of the Plan for Libraries;
5. All libraries currently subject to closure should be ranked to additional criteria which could include –

- a. an assessment of accessibility for each building, paying regard to areas of growth within the city;
 - b. information from partner organisations gathered through the consultation;
 - c. the use of libraries by educational institutions and the impact of any closures on the education of Children and Young People and protected groups;
 - d. Sustainability and cost of building leaseholds, and previous investment committed to the estate;
6. When final proposals for changes to Library Services are presented to council they should be accompanied by;
- a. a high level Equalities Impact Assessment for the entire Plan for Libraries;
 - b. draft performance measures for the new library service;
 - c. delivery plan, to include any transitional measures for customers impacted by proposed closures;
 - d. draft capital budget requirements for improvements to the library estate;
 - e. impact assessment for all staff, including temporary staff;
 - f. draft communications and marketing plan for the future of services.
7. The Plan for Libraries, subject to agreement by council, is scrutinised on an annual basis by the relevant committee.

Select Committee Review

Monday 15 May 2017

PRESENT:

Councillor Bowie, in the Chair.

Councillor Churchill, Vice Chair.

Councillors Mrs Bridgeman, Fletcher, Hendy, Kelly, Sam Leaves, Sparling, Jon Taylor and Winter.

Apologies for absence: Councillor Carson.

Also in attendance: Faye Batchelor-Hambleton (Assistant Director for Customer Services), Councillor Bowyer (Leader of the Council), Ross Jago (Senior Panel & Partnership Adviser), Councillor Jordan (Cabinet Member for Culture), Amanda Macdonald (Service Manager, Libraries), Dave Saunders (Strategic Development Manager, Customer Services) and Lynn Young (Democratic Support Officer).

The meeting started at 10.00 am and finished at 6.09 pm.

Note: The full discussion [can be viewed on the webcast](http://www.plymouth.gov.uk) of the meeting at www.plymouth.gov.uk. At a future meeting, a relevant scrutiny committee will consider the accuracy of these minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.

1. **Appointment of Vice Chair**

The Committee agreed to appoint Councillor Churchill as Vice Chair for this particular meeting.

2. **Declarations of Interest**

The following declarations of interest were made in accordance with the Code of Conduct –

Name	Minute Number and Item	Reason	Interest
Councillor Churchill	4 - Witnesses	Member of the Plymouth Community Homes Board	Private
Councillor Sparling	4 - Witnesses	Member of UNITE Union	Private

3. **Chair's Urgent Business**

There were no items of Chair's Urgent Business.

4. **Witnesses**

The Committee heard from the following witnesses –

Mrs Liz Dunstan, Principal of Tor Bridge High, presented a written representation which had been submitted with the agenda papers. She advised the Committee that –

- she disagreed with the figures for the usage of Estover Library;
- the signage for the library is too small and insignificant. The signage should be larger and clearer, and the facility needs to be advertised - particularly to residents in new housing developments nearby;
- she was not aware of any suitable venue in the area for a pop-up library;
- Estover library offers a good sized meeting space in addition to a large office space;
- she considered Estover library to meet the criteria required for a library to remain open.

Mr Andrew Beasley, teacher at Stoke Damerel Primary School, presented a written representation which had been submitted with the agenda papers. He advised the Committee that –

- a large number of children are avid readers and they prefer books and not an e-reader or electronic device;
- libraries are a good place for children to find information to increase their knowledge. Some children use a library as a quiet place to complete their homework, others see a library as a sanctuary away from the bustle of everyday life;
- Stoke community would be affected if the library is closed. Stoke library is always being used, the staff are passionate for working there and for helping people;
- libraries should not be ranked solely on the building (although disabled access is key). The heart of a library is the people who are there, and the passion, commitment, knowledge, expertise and willingness of staff to 'go the extra mile';
- a large number of books are not available electronically, and of those that are, some are self-published or have not been through the editing process;

- it is possible to increase the use of Stoke library - more community groups could to use it more frequently. A city-wide campaign would encourage more people to use libraries.

Sue Shaw, Director of Plymouth Homes (PCH), presented a written representation which had been submitted with the agenda papers. She also provided further documentation at the meeting. She advised the Committee that –

- parents want more opportunities for their children, and want libraries to remain open – particularly in North Prospect;
- cross-agency working is successful in Plymouth. PCH provide some of the buildings for this, and partners could provide more events/activities to encourage more people in to the libraries;
- Plymouth needs to future-proof Council services. Community facilities need to be included in new housing developments, and the quality of life for tenants needs to be considered;
- more events need to take place in libraries - a café would provide another reason for going to the library and enable people to have a drink while their children/elderly relatives are getting books, meeting friends etc;
- a survey of opening hours needs to be undertaken and the opening hours reviewed as necessary.

Mr Kevin Treweeks, UNISON Trade Union representative, presented a written representation which had been submitted with the agenda papers. He advised the Committee that –

- he would like to see all of the libraries remain open, and new ones opened if possible, although he acknowledged that this was unlikely;
- a lot of agency staff work in the libraries, and a job losses could occur if any are closed. It is unclear whether these agency staff would be entitled to redundancy pay;
- library staff are very knowledgeable and can help users with a range of Council queries, which reduces pressure on the call centre;
- many libraries are purpose built with disabled access;
- a lot of elderly people are not comfortable leaving their neighbourhood and going in to town, library closures could result in more elderly people becoming socially isolated;
- a number of small district shopping centres are struggling, and the presence of a library encourages people to use them.

Ms Diane Beale, UNITE Trade Union representative, presented a written representation which had been submitted with the agenda papers. She advised the Committee that –

- the core service of libraries is lending books and computer access, however it needs to be determined if libraries are being used in the most appropriate way;
- the meeting rooms in libraries are under-used as they are not advertised or marketed;
- conversations need to take place with other agencies and community groups to look at how libraries can be better utilised, thereby preventing their closure;
- the research has only been based on the footfall of libraries, and not what they mean to the community as a whole.

Dr Jeremy Goslin presented a written representation which had been submitted with the agenda papers. He advised the Committee that –

- the distance people are prepared to travel to visit a library depends on a variety of factors. Fewer libraries will disadvantage children from lower socio-economic backgrounds as their parents will be less likely to visit the nearest library;
- it is vital that children's literacy rate improves, however children will only benefit from libraries if they use them;
- there is low footfall at Eggbuckland Library as many people are not aware it is there or what is on offer;
- there is no evidence in the Plan for Libraries that any research has been undertaken.

Ms Val Woodward presented a written representation which had been submitted with the agenda papers. She advised the Committee that –

- the Council should be looking at ways to improve libraries, not close them;
- Stoke library is a welcoming place and very well used;
- the consultation process needs to encourage people and break down barriers. A lot of people do not like questionnaires – they prefer to talk – or have the confidence to join in the consultation process;
- libraries are a public service and it is short sighted to shut them.

Ms Nichola Williams presented a written representation which had been submitted with the agenda papers. Along with her daughter Lucy, she advised the Committee that –

- the questionnaire was too long and intimidating for many people to complete;
- the questionnaire should have been sent to all Plymouth schools for children to complete;
- she disagreed with the scoring matrix for Efford Library;
- if the proposals go ahead a lot of children will be placed at risk as they will lose their 'safe place' and will not have access to literacy opportunities.

Written representation had also been received from Stoke Damerel Community College, however no representative attended the meeting.

5. **Councillor Representations**

The Committee heard representations from the following Councillors -

Councillor Mrs Aspinall, Ward Councillor for Sutton and Mount Gould, advised the Committee that –

- the Chair of PADAN had been contacted recently to distribute the consultation information;
- the library questionnaire was detailed and long, and an adult with average intelligence would have found it laborious to complete;
- she disagreed with the report stating that Central Library is a nine minute walk from Tothill Library, and advised it was more likely a 15-20 minute walk, which would prove difficult for people with pushchairs or those with mobility problems, and would discourage many people from visiting;
- she acknowledged that Tothill Library had always had restricted opening hours, however local residents were used to this. The library is well used and various events are held there;
- a survey needs to be conducted to determine when people want to use the libraries and what services they want to use;
- at least 25% of Plymouth residents do not have access to a computer. People want to use a library for computer access - not just books - and want it open at a time that is convenient for them.

Councillor Tuohy, Ward Councillor for Ham, advised the Committee that –

- North Prospect Library offers a range of activities and talks, in addition to being a safe haven for vulnerable people, and partially houses the North Prospect History Project;
- North Prospect Library has full disabled access and the entrance is on a main road, thereby making it accessible to all;
- there is sheltered accommodation located above North Prospect Library and there is a direct lift service from the accommodation to the library;
- North Prospect Library is located in the Beacon, which is the only building that serves the whole of the community;
- closure of the North Prospect Library would be a disaster. People are not happy that the library could be closing.
- most of the residents in North Prospect have never heard of a pop-up library – if these were to be successful they would need to be marketed and advertised.

Councillor Mavin, Ward Councillor for Moorview, advised the Committee that –

- Estover is an extremely difficult area of the city to reach but is growing very rapidly. It has an ageing population, many of whom do not have access to the internet;
- the nearest public library if Estover Library were to shut, is two bus rides away;
- local schools are vehemently opposed to the closure of Estover Library as it helps the education of children. Young people use a library for some solace and to get help with their homework;
- the use of libraries in Plymouth increased in 2000 when Plymouth became a Unitary Authority and took back control of the libraries from Devon County Council;
- more people would be interested in Estover Library if they knew what services were on offer there.

6. **Cabinet Member and Council Officers**

Councillor Bowyer (Leader of the Council), Councillor Jordan (Cabinet Member for Culture) and Dave Saunders (Strategic Development Manager, Customer Services) presented information on the Plan for Libraries. Members were reminded that this review was about modernising the library service, and no final decision had yet been made about which libraries were to be closed.

The key areas of questioning related to –

- the distribution of a leaflet by Peverell ward councillors advising local residents that Peverell Library would remain open;
- the level of research undertaken for the consultation;
- the suitability and cost of pop-up libraries;
- consideration for library facilities in new and developing residential areas in Plymouth;
- the engagement of vulnerable people in the consultation process;
- the engagement of schools in the consultation process;
- the scoring system used to rank the libraries;
- the benefits of libraries to their local communities;
- the financial impact on local communities if their library is closed;
- the marketing/advertising of libraries;
- how the usage of libraries is calculated;
- the low response to the consultation questionnaire.

7. **Recommendations**

Throughout the day, Members of the Select Committee raised significant concerns over the lack of weighting within criteria used to assess libraries. Members felt that where opening hours, number of computers etc. affected the criteria directly, so weighting should have been applied to provide a more accurate picture of library use.

Some Members of the committee expressed disappointment over the level of response to the consultation, in particular children and young people.

The Committee agreed –

- I. to note the statutory 12-week consultation and independent analysis of the results and that it has been carried out in line with, and has satisfied, the Public Sector Equalities Duty and guidance in relation to the Libraries Act 1964;

2. In future consultation exercises, the council aspires to greatly enhanced consultation activity, with simplified engagement with young people through schools and groups with protected characteristics;
3. Needs assessment criteria should be reassessed to reflect context in which the current library estate operates (e.g. opening times, number of computers available should be a consideration in ranking);
4. Needs assessment criteria should be weighted, with the greater weighting applied to criterion that reflect the aspiration for improved outcomes as a result of the Plan for Libraries;
5. All libraries currently subject to closure should be ranked to additional criteria which could include –
 - a. an assessment of accessibility for each building, paying regard to areas of growth within the city;
 - b. information from partner organisations gathered through the consultation;
 - c. the use of libraries by educational institutions and the impact of any closures on the education of Children and Young People and protected groups;
 - d. Sustainability and cost of building leaseholds, and previous investment committed to the estate;
6. When final proposals for changes to Library Services are presented to council they should be accompanied by;
 - a. a high level Equalities Impact Assessment for the entire Plan for Libraries;
 - b. draft performance measures for the new library service;
 - c. delivery plan, to include any transitional measures for customers impacted by proposed closures;
 - d. draft capital budget requirements for improvements to the library estate;
 - e. impact assessment for all staff, including temporary staff;
 - f. draft communications and marketing plan for the future of services.
7. The Plan for Libraries, subject to agreement by council, is scrutinised on an annual basis by the relevant committee.

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Other Implications: e.g. Child Poverty, Community Safety, Health and Safety and Risk Management:

N/A

Equality and Diversity

A high level summary of the equalities impact our Plan for Libraries is included as Appendix E to our Plan for Libraries. It responds to the recommendations made by the Select Committee held on the 15th May 2017 and incorporates the key findings from our detailed Equalities Impact Assessments, which were carried out-

- on the public consultation in relation to the Plan for Libraries
- on each of our 17 libraries
- on the proposals contained within the Plan for Libraries

It concludes that there are no disproportionate equality impacts from the proposals in our Plan for Libraries, which are not adequately mitigated, and in relation to our wider Public Sector Equality Duty, that the proposals will help to eliminate discrimination, advance equality of opportunity and foster good relations.

Recommendations and Reasons for recommended action:

Cabinet to note the contents of this report

Alternative options considered and rejected:

N/A

Published work / information:

For a full discussion of libraries as a statutory service see <https://www.gov.uk/government/publications/guidance-on-libraries-as-a-statutory-service/libraries-as-a-statutory-service>
<https://www.gov.uk/government/publications/a-local-inquiry-into-the-public-library-service-provided-by-wirral-metropolitan-borough-council>
<https://www.gov.uk/government/publications/independent-library-report-for-england>
<https://www.gov.uk/government/consultations/libraries-deliver-ambition-for-public-libraries-in-england-2016-2021>
<https://www.gov.uk/government/publications/libraries-deliver-ambition-for-public-libraries-in-england-2016-to-2021>

Background papers:

Title	Part I	Part II	Exemption Paragraph Number							
			1	2	3	4	5	6	7	
Scrutiny recommendations	√									

Sign off:

Fin	sa17 18.34	Leg	lt/2738 8/cabr 1/3105	Mon Off	lt/2738 8/cabr 1/3105	HR	n/a	Assets	n/a	IT	n/a	Strat Proc	n/a
Originating SMT Member: Andrew Hardingham													
Has the Cabinet Member(s) agreed the contents of the report? Yes													

COUNCIL'S SCRUTINY SELECT COMMITTEE RECOMMENDATIONS

**The Committee convened on Monday 15 May and heard from witnesses, Councillors and Officers and had the opportunity to ask questions on the consultation process.
Recommendations as below:**

Agreed that:

The committee notes the statutory 12-week consultation and independent analysis of the results and that it has been carried out in line with, and has satisfied, the Public Sector Equalities Duty and guidance in relation to the Libraries Act 1964;

The committee recommends to Cabinet that:

1. In future consultation exercises, the council aspires to greatly enhanced consultation activity, with simplified engagement with young people through schools and groups with protected characteristics;

Response: Noted

2. Needs assessment criteria should be reassessed to reflect context in which the current library estate operates (e.g. opening times, number of computers available should be a consideration in ranking);

Response: The assessment criteria used for the Plan for Libraries Public Consultation was consistent, wide ranging (10 criteria covering a range of differing data sets), and was based on best practice currently used in many other public consultations in relation to library services. The assessment criteria were defined to clearly show the context of the existing service and we therefore do not believe a reassessment of these criteria is required.

3. Needs assessment criteria should be weighted, with the greater weighting applied to criterion that reflect the aspiration for improved outcomes as a result of the Plan for Libraries;

Response: As at 2 above and in addition the needs assessment was not weighted to ensure that the unbiased data set was put into the public domain to give the public the true picture for them to make an informed decision. Any weighting could be seen as trying to influence a particular outcome and for this reason we therefore do not believe any changes to the weighting should be applied. We will however apply a change in weighting when assessing the libraries identified for closure.

4. All libraries currently subject to closure should be ranked to additional criteria which could include –
- a. an assessment of accessibility for each building, paying regard to areas of growth within the city;
 - b. information from partner organisations gathered through the consultation;
 - c. the use of libraries by educational institutions and the impact of any closures on the education of Children and Young People and protected groups;
 - d. Sustainability and cost of building leaseholds, and previous investment committed to the estate;

Response: This will be incorporated and included in the final Plan for Libraries

5. When final proposals for changes to Library Services are presented to council they should be accompanied by;
- e. a high level Equalities Impact Assessment for the entire Plan for Libraries;
 - f. draft performance measures for the new library service;
 - g. delivery plan, to include any transitional measures for customers impacted by proposed closures;
 - h. draft capital budget requirements for improvements to the library estate;
 - i. impact assessment for all staff, including temporary staff;
 - j. draft communications and marketing plan for the future of services.

Response: This will be incorporated and included in the final Plan for Libraries

In addition: The Council provides a diverse range of services to the community. To operate these services, the Council must be able to efficiently and effectively resource its workforce, including the ability to flex its staffing needs to meet demands using a contingent labour force. Temporary workers are often used to cover vacancies during transitional periods to protect permanent employment for existing workforce, and to mitigate the costs of pensions and redundancy if those posts are no longer needed.

Agency workers are not employees of the Council, but are contracted to work for our Master Vendor Agency contractor. There is therefore no requirement for Plymouth City Council to undertake an Equalities Impact Assessment for those workers.

6. The Plan for Libraries, subject to agreement by council, is scrutinised on an annual basis by the relevant committee.

Response: This will be added to the Council's Scrutiny Select Committee forward plan