

# EQUALITY IMPACT ASSESSMENT

Devonport Library (as part of the proposed Plan for Libraries)



## STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

**What is being assessed - including a brief description of aims and objectives?**

### **DEVONPORT LIBRARY**

Devonport Library and the services that run from it are being assessed in this EIA. As part of the Plan for Libraries proposal, **Devonport Library has been earmarked for staying open.**

**Devonport Library has 1461 active users which is 3.1% of the total active library users.**

The aims of the Pfl proposal are to deliver five universal offers (in line with Society of Chief Librarians and Libraries Taskforce). These are Reading, Information, Digital, Health and Learning. These will be delivered through our objectives:

- Our online offer is accessible 24 hours a day, 365 days a year and provides an online library catalogue, eBooks, audiobooks and magazines plus a range of premium online resources
- Our library buildings will be fit for purpose and include meeting spaces so we are able to offer a full range of services based around the offers of Reading and Literacy, Information and History, Digital, Health and Wellbeing and Learning. They will be clean, modern and welcoming and run by friendly and trained staff
- Our outreach offer will increase. Investment in technology will mean we are able to take the library into communities, providing a pop up library with click and collect activities and services. This will include our Home library Service for housebound users. The Home Library Service is for Plymouth residents who want to borrow books and audiobooks but who are unable to get to a library; either through ill health, injury or disability. This free service allows access to the library and books as well as a regular visit from a friendly face

### **Rationale for staying open**

Those libraries ranking in the top 7 of the scoring criteria are detailed in the proposal as libraries that would be retained and operate an enhanced service to customers. As a result of retaining this library as part of our estate it may result in additional usage and footfall from those residents displaced by the closure of their nearest library.

In respect of coverage we aligned ourselves to the four geographical areas (localities) as defined by one of our key partners Livewell Southwest.

Using existing best practice each of our libraries has been assessed against the following criteria:

- Proportion of population in ward aged 0-17
- Proportion of population in ward aged over 60
- Total transactions (book issues)
- Indices of Multiple Deprivation (IMD) score 2015. IMD is a measure to show deprivation across the country, using a variety of measures (for example barriers to housing, or local area crime), rather than just traditional poverty measures.
- Total visits
- Cost per visit
- Computer Hours used
- Total event attendance
- Suitability and sustainability of building (ability to deliver our new offer)

All criteria had an equal weighting, and each library was ranked 1 to 17 against each criteria. With 17 being the lowest value scoring. **Devonport ranked number 5 out of 17 libraries.**

#### **Opening hours**

- Monday: 9am to 6pm
- Tuesday: 9am to 6pm
- Wednesday: 9am to 6pm
- Thursday: Closed
- Friday: 9am to 6pm
- Saturday: 9.30am to 4pm
- Sunday: Closed

#### **Services and facilities**

- Computers for public use
- Free Wi-Fi
- Printer (colour and black/white)
- Photocopier (colour and black/white)

- Scanner
- Naval history collection
- Books for loan
- Audiobooks
- Request a library item – books, periodicals, plays, DVD's, Audiobooks
- Performance space (booking must involve vicar or clerk who can be contacted through the library)

#### **Events at Devonport Library**

- Younger Readers
- Share a story – weekly
- Rhymetime –weekly
- Chatterbooks – weekly

#### Health & Fitness

- Smoking cessation – weekly
- Active Steps- Movement and fitness for over 50s – weekly

#### General

- Work Club - weekly
- Book group -monthly

In the event that libraries identified for proposed closure in the Plan for Libraries do close, Devonport Library is an alternative venue for displaced library users from the following branches within two miles.

- Stoke
- North Prospect

Demand for existing services hosted by this library may increase as a result of the proposed closure of other libraries. For example: Rhymetime is heavily subscribed at Peverell library. Additional sessions may be required at this and other libraries to accommodate any additional demand along with outreach in the local areas of the proposed closures

<b>Author</b>	Heidi Ondrak / Karen Renshaw / Jack Harrison
<b>Department and service</b>	TCC06 (Plan for Libraries) Project Team (Transforming the Corporate Centre Programme)
<b>Date of assessment</b>	24.02.2017. Reviewed and completed on 02.05.2017.

**STAGE 2: EVIDENCE AND IMPACT**

<b>Protected characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact See guidance on how to make judgement</b>	<b>Actions</b>	<b>Timescale and who is responsible</b>																
<b>Age</b>	<table border="1"> <thead> <tr> <th>Age</th> <th>Number in Ward</th> <th>%</th> <th>% variance with city wide average</th> </tr> </thead> <tbody> <tr> <td>0-15</td> <td>3170</td> <td>19.9</td> <td>+2.4</td> </tr> <tr> <td>16- 64</td> <td>11181</td> <td>70.1</td> <td>+5.1</td> </tr> <tr> <td>64+</td> <td>1605</td> <td>10.1</td> <td>-7.3</td> </tr> </tbody> </table> <p>Above data based is based on Office of National Statistics demographic indicator data for Devonport Library ward. (Devonport)</p> <p>Figures illustrated below takes Devonport location ward level data and add the potential additional library users from displaced libraries to the sum total. This assumption gives an indicative figure of how closing libraries outlined in the proposal could impact existing sites. These figures are indicative of the potential impact that could be caused by displacing users from the general population. Under 15s are more represented in this area than the citywide average. In addition to this 16-64</p>	Age	Number in Ward	%	% variance with city wide average	0-15	3170	19.9	+2.4	16- 64	11181	70.1	+5.1	64+	1605	10.1	-7.3	<p>Events at this library cater for a wide age range and do target demographic groups with events such as Over 5s Active Steps and parents and children with Rhymetimes and Chatterbooks.</p> <p>Other events cater for all ranges and are largely social in nature such as book groups and work clubs.</p> <p>There may be an adverse impact to users if there is significant displacement to this</p>	<p>Promote online lending of eBooks</p> <p>Library staff will provide assistance to anyone who needs help accessing the service on line</p> <p>Promote click and collect</p>	<p>A Macdonald tbc</p>
Age	Number in Ward	%	% variance with city wide average																	
0-15	3170	19.9	+2.4																	
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year old residents are more widely represented in Devonport compared to the city wide average.

There is a lower representation of older residents in Devonport compared to city wide average.

Age	Devo nport	Stoke	North Prospect	Peverell	Varianc e with displac ed users
0-15	3170	2178	2709	2523	+7410
16- 64	11181	9666	8243	8936	+26,845
64+	1605	1975	2288	2170	+6,433

Parents with young children do make particularly high use of the library's Rhyme Time which, due to popularity is scheduled three times a week to accommodate demand. Indicative figures below demonstrate the impact of potentially displaced persons accessing Rhymetime.

	Crown hill	Estover	Eggbuckland	West Park	North Prospect	Efford	Peverel l	Varianc e
Rhymetime Max PW attendees	29	NA	NA	18	32	15	104	+169

library from the libraries that are closing. For example more demand on services like public access PCs for young or older people, or demand for targeted children's activities e.g. rhyme time etc. However this impact will be reduced due to the commitment that has been made for the activities and services which currently run from these libraries to be provided by an alternative library, or through the online and outreach offers

service which will be available at outreach venues  
Promote the outreach locations where library services will be delivered  
Reassess staffing levels as a result of closure of library to provide additional capacity for in-library and outreach offers.

	Currently people aged 60+ are entitled to a free bus pass.																		
<b>Disability</b>	<table border="1" data-bbox="360 252 999 416"> <thead> <tr> <th>Day to day activities</th> <th>Number</th> <th>%</th> <th>% var</th> </tr> </thead> <tbody> <tr> <td>Limited a lot</td> <td>1595</td> <td>10.8</td> <td>+0.8</td> </tr> <tr> <td>Limited a little</td> <td>1558</td> <td>10.5</td> <td>-0.1%</td> </tr> </tbody> </table> <p data-bbox="360 432 1464 544">In total just over 21% of the community Devonport Ward reported that they had a long term health condition or disability at the last Census, this is indicative of the typical representation across the city.</p> <p data-bbox="360 560 1464 632">There are 14 people who recorded their first language as British Sign Language in the last census.</p> <p data-bbox="360 647 1464 719">Private transport is the preferred option for the majority of mobility impaired adults (69% in 2013).</p> <p data-bbox="360 735 1464 807">Transport statistics reveal that despite 85% of the UK bus fleet being accessible 25% of mobility impaired passengers report experiencing difficulty using public transport.</p> <p data-bbox="360 823 1464 863">There is limited on street car parking in the vicinity</p> <p data-bbox="360 879 1464 1070">Figures illustrated below takes Devonport location ward level data and add the potential additional library users from displaced libraries to the sum total. This assumption gives an indicative figure of how closing libraries outlined in the proposal could impact existing sites. These figures are indicative of the potential impact that could be caused by displacing users from the general population.</p>				Day to day activities	Number	%	% var	Limited a lot	1595	10.8	+0.8	Limited a little	1558	10.5	-0.1%	<p data-bbox="1471 264 1807 967">There may be an adverse impact to users if there is significant displacement to this library from the libraries that are closing. For example more demand on disabled spaces for parking. However this impact will be reduced due to the commitment that has been made for the activities and services which currently run from these libraries to be provided by an alternative library, or through the online and outreach offers</p> <p data-bbox="1471 1094 1807 1318">An adverse impact may be the availability of wheelchair accessible spaces on public transport, generally only one on each bus.</p> <p data-bbox="1471 1334 1807 1445">The limited availability of parking spaces for blue badge holders in the</p>	<p data-bbox="1814 264 1951 600">Promote the outreach service effectively in areas where a library is closing</p> <p data-bbox="1814 671 1951 1110">Ensure that outreach locations that are selected for delivering library services are DDA compliant</p> <p data-bbox="1814 1126 1951 1461">Reassess staffing levels as a result of closure of library to provide additional capacity</p>	<p data-bbox="1957 256 2114 328">A Macdonald tbc</p>
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Day to Day Activities	Devonport	North Prospect	Stoke	Peverell	Variance with displaced users	vicinity of the alternative libraries may have an impact on users.	for in-library and outreach offers.				
Limited a Lot	1595	1680	1309	952	+3941						
Limited a Little	1558	1660	1313	1245	+4218						
This library is DDA compliant.											
<b>Disability</b>	<p><b>Safe Place Locations</b></p> <p>If a person with a learning disability with an 'I need help' card needs assistance when they are in the community, they can show this to a member of staff in a Safe Place. Someone will then call their designated person or the Police, depending on what the circumstances may be.</p> <p>Venues involved in the scheme are easily identifiable by the yellow logo displayed in their front window.</p> <p>Going to a Safe Place can be used in any situation where a person with a learning disability is feeling vulnerable. For example, if someone is being called names or if they are being bullied. Or they may have missed the bus and are feeling overwhelmed.</p> <p>Devonport Library is currently not a designated safe place although there are 13 locations nearby. It may be beneficial to nominate the library as the listed participants are not in the immediate proximity of the library.</p>					No adverse impact as this Safe Space will be retained.					

<b>Faith/religion or belief</b>	<table border="1"> <thead> <tr> <th>Religion</th> <th>Number</th> <th>%</th> <th>% var</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>7728</td> <td>55.4</td> <td>-2.7</td> </tr> <tr> <td>Buddhist</td> <td>26</td> <td>0.19</td> <td>-0.11</td> </tr> <tr> <td>Hindu</td> <td>20</td> <td>0.14</td> <td>-0.06</td> </tr> <tr> <td>Jewish</td> <td>3</td> <td>0.02</td> <td>-0.08</td> </tr> <tr> <td>Muslim</td> <td>39</td> <td>0.28</td> <td>-0.52</td> </tr> <tr> <td>Sikh</td> <td>1</td> <td>0.007</td> <td>0.004</td> </tr> <tr> <td>Other Religion</td> <td>42</td> <td>0.30</td> <td>-0.2</td> </tr> <tr> <td>No religion</td> <td>5092</td> <td>36.5</td> <td>+3.6</td> </tr> <tr> <td>Not stated</td> <td>988</td> <td>7.1</td> <td>-</td> </tr> </tbody> </table>	Religion	Number	%	% var	Christian	7728	55.4	-2.7	Buddhist	26	0.19	-0.11	Hindu	20	0.14	-0.06	Jewish	3	0.02	-0.08	Muslim	39	0.28	-0.52	Sikh	1	0.007	0.004	Other Religion	42	0.30	-0.2	No religion	5092	36.5	+3.6	Not stated	988	7.1	-	No impact anticipated.	N/A	N/A
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Residents were less likely to profess Christianity and more likely to be profess no religion than the citywide population. Other minority faiths also showed a minor decrease in indicative figures measured against the average across the city.																																												
<b>Gender - including marriage, pregnancy and maternity</b>	<p>Residents are slightly more likely to be female than the citywide average (+1.7%). Men 47.7%, Women 52.3%.</p> <p>Residents are less likely to be single and never married than the city wide average (-3.6%), more likely to be divorced (+2.3%) or widowed (+1.9%)</p> <p>Anecdotal evidence suggests that it's predominantly women who accompany children to activities in libraries.</p>	<p>There may be an adverse impact to women if there is significant displacement to this library from the libraries that are closing in order to access Rhymetimes and other children orientated activities.</p> <p>However this impact will be reduced due to the commitment that has been made for the</p>	<p>Promote the outreach service effectively in areas where a Library is closing</p> <p>Reassess staffing levels as a result of closure of</p>	A Macdonald																																								



		activities and services which currently run from these libraries to be provided by an alternative library, or through the online and outreach offers.	library to provide additional capacity for in-library and outreach offers.																													
<b>Gender reassignment</b>	Data covering gender reassignment is not available at ward level.	N/A	N/A	N/A																												
<b>Race</b>	<table border="1"> <thead> <tr> <th>Ethnicity</th> <th>Number</th> <th>%</th> <th>% var</th> </tr> </thead> <tbody> <tr> <td>White British</td> <td>13465</td> <td>96.6</td> <td>+3.7</td> </tr> <tr> <td>White Other</td> <td>196</td> <td>1.4</td> <td>-1.8</td> </tr> <tr> <td>Mixed</td> <td>151</td> <td>1.1</td> <td>-0.2</td> </tr> <tr> <td>Asian/Asian British</td> <td>77</td> <td>0.6</td> <td>-0.9</td> </tr> <tr> <td>Black/Black British</td> <td>41</td> <td>0.3</td> <td>-0.4</td> </tr> <tr> <td>Other ethnic group</td> <td>9</td> <td>0.1</td> <td>-0.3</td> </tr> </tbody> </table> <p>The second most widely spoken language is Polish (48) and South Asian (18). Source: Census 2011.</p> <p>There is a higher than average representation of White British citizens in this community.</p>	Ethnicity	Number	%	% var	White British	13465	96.6	+3.7	White Other	196	1.4	-1.8	Mixed	151	1.1	-0.2	Asian/Asian British	77	0.6	-0.9	Black/Black British	41	0.3	-0.4	Other ethnic group	9	0.1	-0.3	No adverse impact anticipated -The local area similar in terms of diversity to the citywide average.	Consider making library closure information available in alternative languages.	A Macdonald
Ethnicity	Number	%	% var																													
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Other ethnic group	9	0.1	-0.3																													

<b>Sexual orientation - including civil partnership</b>	Data covering sexual orientation is not available at ward level.	No impact anticipated.	N/A	N/A
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### STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
<b>Reduce the gap in average hourly pay between men and women by 2020.</b>	The libraries service employs two staff per opening hour at Devonport Library; no impact is anticipated on current pay levels.	N/A
<b>Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.</b>	The library does not currently carry information about reporting hate crime; Fully trained staff are available at Central Library are on hand to support. Residents are able to report hate crime incidents on the <a href="http://www.plymouth.gov.uk">www.plymouth.gov.uk</a> website.	N/A
<b>Good relations between different communities (community cohesion)</b>	The headline rate of Community Cohesion in Devonport is 44%; this is 32% below the citywide average and 57% below the national average. The library will continue to make a key contribution to providing an effective community space. No impact is anticipated	N/A
<b>Human rights Please refer to <a href="#">guidance</a></b>	The Council is required to act in a way which is compatible with the rights granted under the European Convention of Human Rights.  The Council also has a duty under section 7 of the Public Libraries and Museums Act 1964 to provide a comprehensive and efficient service for all persons desiring to make use thereof.	N/A

	This provision will continue to reduce the potential risk of social isolation for elderly or vulnerable members of the public.	
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**STAGE 4: PUBLICATION**

Date 02.05.2017



Responsible Officer

Assistant Director for Customer Services