

EQUALITY IMPACT ASSESSMENT

Plympton 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?

PLYMPTON LIBRARY

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

Plympton Library has 6048 active users which is 12.7% 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. **Plympton is ranked number 3 out of 17 libraries.**

Opening hours

- Monday: 8.30am to 6pm
- Tuesday: 8.30am to 6pm
- Wednesday: 8.30am to 6pm
- Thursday: 8.30am to 8pm
- Friday: 8.30am to 6pm
- Saturday: 9am to 5pm
- Sunday: Closed

Services and facilities

- Computers for public use
- Free Wi-Fi
- Printers (colour and black/white)
- Photocopiers (colour and black/white)
- Scanners
- Meeting rooms for hire
- Books for loan
- DVDs for hire
- Audiobooks
- Request a library item – books, periodicals, plays, DVD's, Audiobooks
- Out of Hours returns bin

Events at Plympton LibraryChildren & Young People

- Rhymetimes – Tuesday, Thursday, and Saturday weekly
- Half Term activities
- Share a Story – Wednesdays weekly
- Chatterbooks – Thursday monthly

Health & Wellbeing

- Active Steps – Thursdays weekly
- Stop Smoking – Mondays weekly
- Sleep Well, Feel Well – ad hoc; run by Plymouth Options
- Feel better with a book – Wednesday weekly

	<p><u>Community and Leisure</u></p> <ul style="list-style-type: none"> ▪ Film Show – Ad hoc ▪ Craft Group – Friday monthly ▪ Book Group – Friday monthly <p><u>Training, Skills & Employability</u></p> <ul style="list-style-type: none"> ▪ Gadget Drop In –Wednesday monthly <p>In the event that libraries identified for proposed closure in the Plan for Libraries do close, Plympton Library is an alternative venue for displaced library users.</p> <p>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</p>
Author	Tim Binding / Karen Renshaw / Jack Harrison
Department and service	TCC06 (Plan for Libraries) Project Team (Transforming the Corporate Centre Programme)
Date of assessment	23.02.2017. Reviewed and completed on 02.05.2017.

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible																
Age	<table border="1" data-bbox="465 363 990 769"> <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>2310</td> <td>20.3</td> <td>+2.8</td> </tr> <tr> <td>16- 64</td> <td>7554</td> <td>58.6</td> <td>-6.4</td> </tr> <tr> <td>64+</td> <td>3035</td> <td>23.5</td> <td>+5.1</td> </tr> </tbody> </table> <p data-bbox="465 842 1120 948">Above data based is based on Office of National Statistics demographic indicator data for Plympton Library ward. (Plympton St Mary)</p> <p data-bbox="465 970 1182 1114">The representation of the 64+ age group is significantly greater than the city average. This area traditionally houses retired couples looking to move to the suburbs, away from the city centre.</p> <p data-bbox="465 1136 1182 1433">Figures illustrated below takes Plympton location ward level data (Plympton St Mary) 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>	Age	Number in Ward	%	% variance with city wide average	0-15	2310	20.3	+2.8	16- 64	7554	58.6	-6.4	64+	3035	23.5	+5.1	<p data-bbox="1205 379 1505 858">Events at this library cater for a wide age range and the only demographic targeted with any exclusivity via events are parents and children via Rhymetimes and Storytimes, and Active Steps events aimed at the Over 50s. Other events cater for all ranges.</p> <p data-bbox="1205 880 1496 1433">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 services like public access PCs for young or older people, or demand for targeted childrens activities e.g rhyme time etc .</p>	<p data-bbox="1518 379 1863 443">Promote online lending of eBooks</p> <p data-bbox="1518 466 1854 609">Library staff will provide assistance to anyone who needs help accessing the service on line</p> <p data-bbox="1518 632 1908 737">Promote click and collect service which will be available at outreach venues</p> <p data-bbox="1518 759 1854 865">Promote the outreach locations where library services will be delivered</p> <p data-bbox="1518 887 1908 1031">Reassess staffing levels as a result of closure of library to provide additional capacity for in-library and outreach offers.</p>	<p data-bbox="1939 370 2087 443">A Macdonald tbc</p>
Age	Number in Ward	%	% variance with city wide average																	
0-15	2310	20.3	+2.8																	
16- 64	7554	58.6	-6.4																	
64+	3035	23.5	+5.1																	

Age	Plympton	Laira	Efford	Variance with displaced users
0-15	2310		2655	+345
16- 64	7554		9803	+2,249
64+	3035		1832	-1,203

Parents with young children do make particularly high use of the library’s Rhyme Time which, due to popularity is scheduled twice weekly to accommodate demand. Indicative figures below demonstrate the impact of displaced persons accessing Rhymetime on Plympton Library resources

	Plympton	Laira	Efford	Impact variance
Rhymetime Max PW attendees	50	NA	15	-45

Currently people aged 60+ are entitled to a free bus pass.

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

Disability	<table border="1"> <thead> <tr> <th>Day to day activities</th> <th>Number in ward</th> <th>%</th> <th>% variance with city wide average</th> </tr> </thead> <tbody> <tr> <td>Limited a lot</td> <td>1159</td> <td>9.0</td> <td>-1.0</td> </tr> <tr> <td>Limited a little</td> <td>1381</td> <td>10.7</td> <td>-0.3</td> </tr> </tbody> </table>				Day to day activities	Number in ward	%	% variance with city wide average	Limited a lot	1159	9.0	-1.0	Limited a little	1381	10.7	-0.3	<p>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.</p> <p>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>An adverse impact may be the availability of wheelchair accessible spaces on public transport, generally only one on each bus.</p> <p>The limited availability of parking spaces for</p>	<p>Promote the outreach service effectively in areas where a library is closing</p> <p>Ensure that outreach locations that are selected for delivering library services are DDA compliant</p> <p>Reassess staffing levels as a result of closure of library to provide additional capacity for in-library and outreach offers.</p>	<p>A Macdonald tbc</p>
	Day to day activities	Number in ward	%	% variance with city wide average															
	Limited a lot	1159	9.0	-1.0															
	Limited a little	1381	10.7	-0.3															
<p>Figures above relate to Plympton Library Ward (Plympton St Mary) In total just over 19% of the community reported that they had a long term health condition or disability at the last Census, this is lower (-0.6%) than the citywide average.</p>																			
<p>There are 4 people who recorded their first language as BSL in the last census.</p>																			
<p>Private transport is the preferred option for the majority of mobility impaired adults (69% in 2013).</p> <p>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>There are suitable car parks (The Ridgeway) within close proximity to Plympton library with dedicated disabled parking spaces, in addition to limited car parking outside the facility (this is shared with Harewood House and the tennis courts nearby).</p> <p>Figures illustrated below takes Plympton location ward level data (Plympton St Mary) and adds 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</p>																			

	<p>impact existing sites. At present we are able to provide a breakdown of active users by age group as MI is unavailable. These figures are indicative of the potential impact that could be caused by displacing users from the general population. (To note; as above, Laira and Efford fall under the same ward, therefore have the same number of potentially displaced users</p> <table border="1" data-bbox="465 454 1084 804"> <thead> <tr> <th>Day to Day Activities</th> <th>Central</th> <th>Laira</th> <th>Efford</th> <th>Variance with displaced users</th> </tr> </thead> <tbody> <tr> <td>Limited a Lot</td> <td>1159</td> <td colspan="2">1394</td> <td>+235</td> </tr> <tr> <td>Limited a Little</td> <td>1381</td> <td colspan="2">1368</td> <td>-13</td> </tr> </tbody> </table> <p>There are some health related activities and provision available at Plympton Library. This aimed at mixed ability groups and there are some events targeting particular issues including mental health.</p> <p>The library is DDA compliant.</p>	Day to Day Activities	Central	Laira	Efford	Variance with displaced users	Limited a Lot	1159	1394		+235	Limited a Little	1381	1368		-13	<p>blue badge holders in the vicinity of the alternative libraries may have an impact on users.</p>		
Day to Day Activities	Central	Laira	Efford	Variance with displaced users															
Limited a Lot	1159	1394		+235															
Limited a Little	1381	1368		-13															
<p>Disability</p>	<p>Safe Place Locations</p> <p>Plympton library is a member of the Safe Space Scheme. If a person with a Learning Disability with a 'I need help' card needs assistance they can show this to a member of staff in a Safe Place. They will then call their designated person or the Police, depending on the circumstances.</p> <p>Venues involved in the scheme are easily identifiable by</p>	<p>No adverse impact as this Safe Space will be retained.</p>																	

	<p>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>Plympton Library is a designated safe place along with 11 other Plympton locations</p>																																											
<p>Faith/religion or belief</p>	<table border="1" data-bbox="463 549 1079 1283"> <thead> <tr> <th>Religion</th> <th>Number in Ward</th> <th>%</th> <th>% variance with city wide strategy</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>8745</td> <td>68.0</td> <td>+10.1</td> </tr> <tr> <td>Buddhist</td> <td>19</td> <td>0.1</td> <td>-0.2</td> </tr> <tr> <td>Hindu</td> <td>11</td> <td>0.1</td> <td>-0.1</td> </tr> <tr> <td>Jewish</td> <td>2</td> <td>0.0</td> <td>-0.1</td> </tr> <tr> <td>Muslim</td> <td>8</td> <td>0.1</td> <td>-0.7</td> </tr> <tr> <td>Sikh</td> <td>1</td> <td>0.0</td> <td>0.0</td> </tr> <tr> <td>Other Religion</td> <td>33</td> <td>0.2</td> <td>-0.3</td> </tr> <tr> <td>No religion</td> <td>3184</td> <td>24.8</td> <td>-8.1</td> </tr> <tr> <td>Not stated</td> <td>860</td> <td>6.7</td> <td>-0.4</td> </tr> </tbody> </table> <p>Residents in Plympton St Mary were far more likely to profess Christianity and less likely to be any other religion than the citywide population.</p>	Religion	Number in Ward	%	% variance with city wide strategy	Christian	8745	68.0	+10.1	Buddhist	19	0.1	-0.2	Hindu	11	0.1	-0.1	Jewish	2	0.0	-0.1	Muslim	8	0.1	-0.7	Sikh	1	0.0	0.0	Other Religion	33	0.2	-0.3	No religion	3184	24.8	-8.1	Not stated	860	6.7	-0.4	<p>No impact anticipated.</p>	<p>N/A</p>	<p>N/A</p>
Religion	Number in Ward	%	% variance with city wide strategy																																									
Christian	8745	68.0	+10.1																																									
Buddhist	19	0.1	-0.2																																									
Hindu	11	0.1	-0.1																																									
Jewish	2	0.0	-0.1																																									
Muslim	8	0.1	-0.7																																									
Sikh	1	0.0	0.0																																									
Other Religion	33	0.2	-0.3																																									
No religion	3184	24.8	-8.1																																									
Not stated	860	6.7	-0.4																																									

Gender - including marriage, pregnancy and maternity	<p>Residents are more likely to be female than the citywide average (+1.2%). Men 48%, Women 52%.</p> <p>Residents are less likely to be single and never married than the city wide average (-14.7%), less likely to be divorced (-2.0%) and more likely to be widowed (+2.3%)</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 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>Promote the outreach service effectively in areas where a Library is closing</p> <p>Reassess staffing levels as a result of closure of library to provide additional capacity for in-library and outreach offers.</p>	N/A												
Gender reassignment	<p>Data covering gender reassignment is not available at ward level.</p>	N/A	N/A	N/A												
Race	<table border="1" data-bbox="465 1150 1144 1460"> <thead> <tr> <th data-bbox="465 1150 728 1353">Ethnicity</th> <th data-bbox="728 1150 882 1353">Number in Ward</th> <th data-bbox="882 1150 994 1353">%</th> <th data-bbox="994 1150 1144 1353">% variance with city wide average</th> </tr> </thead> <tbody> <tr> <td data-bbox="465 1353 728 1409">White British</td> <td data-bbox="728 1353 882 1409">12,534</td> <td data-bbox="882 1353 994 1409">97.5</td> <td data-bbox="994 1353 1144 1409">+5.4</td> </tr> <tr> <td data-bbox="465 1409 728 1460">White Other</td> <td data-bbox="728 1409 882 1460">153</td> <td data-bbox="882 1409 994 1460">1.2</td> <td data-bbox="994 1409 1144 1460">-2.0</td> </tr> </tbody> </table>	Ethnicity	Number in Ward	%	% variance with city wide average	White British	12,534	97.5	+5.4	White Other	153	1.2	-2.0	<p>No adverse impact anticipated</p>	N/A	N/A
Ethnicity	Number in Ward	%	% variance with city wide average													
White British	12,534	97.5	+5.4													
White Other	153	1.2	-2.0													

	Mixed	90	0.7	-0.6			
	Asian/Asian British	50	0.4	-1.1			
	Black/Black British	21	0.2	-0.5			
	Other ethnic group	8	0.1	-0.3			
	<p>Residents are more likely to be White British (+5.4%) than the average across the city. All other minority and BME groups are substantially less represented in this ward.</p> <p>Over 99% of residents over three years old speak English as their main language. This is 3.4% higher than the citywide average. Polish (24) is the most common alternative main language.</p> <p>Census 2011.</p>						
Sexual orientation - including civil partnership	Data covering sexual orientation is not available at ward level.				No adverse impact anticipated.	N/A	N/A

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
Reduce the gap in average hourly pay between men and women by 2020.	The libraries service employs four staff per opening hour at Plympton library, no impact is anticipated on current pay levels.	N/A
Increase the number of hate crime incidents reported and maintain good satisfaction rates in	The library does not currently carry information about reporting hate crime; Fully trained staff are available at Central Library are on hand to support.	N/A

dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	Residents are able to report hate crime incidents on the www.plymouth.gov.uk website.	
Good relations between different communities (community cohesion)	The headline rate of Community Cohesion in Plympton St Mary is 84%, this is 8% above the citywide average and 5% 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
Human rights Please refer to <u>guidance</u>	<p>The Council is required to act in a way which is compatible with the rights granted under the European Convention of Human Rights.</p> <p>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.</p> <p>This provision will continue to reduce the potential risk of social isolation for elderly or vulnerable members of the public.</p>	N/A

STAGE 4: PUBLICATION

Date 02.05.2017

Responsible Officer



Assistant Director for Customer Services