

# EQUALITY IMPACT ASSESSMENT

Plymstock 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?**

### **PLYMSTOCK LIBRARY**

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

**Plymstock Library has 6242 active users which is 13.1% 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. **Plymstock ranked number 1 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
- Café
- Books for loan
- DVDs for hire
- Audiobooks
- Request a library item – books, periodicals, plays, DVD's, Audiobooks

### **Events at Plymstock Library**

#### Children & Young People

- Rhymetimes – Thursdays and Saturdays weekly
- Half Term activities
- Share a Story – Wednesdays weekly
- Chatterbooks – Mondays monthly

#### Health & Wellbeing

- Active Steps – Wednesday weekly
- Stop Smoking – Mondays weekly
- Feel better with a book – Tuesday weekly
- Mindfulness workshop – ad hoc; run by Plymouth Options

#### Community and Leisure

- History presentations – ad hoc
- Film Shows – Mondays monthly

|                               |  |
|-------------------------------|--|
|                               | <ul style="list-style-type: none"> <li>▪ Classic Movie shows – Tuesday monthly</li> <li>▪ Craft Group – Friday monthly</li> <li>▪ Book Group – Friday monthly</li> </ul> <p><u>Training, Skills &amp; Employability</u></p> <ul style="list-style-type: none"> <li>▪ Gadget Drop In –Tuesdays monthly</li> <li>▪ Hello Word – Coding and Making – Tuesdays fortnightly</li> <li>▪ IT for Beginners – Tuesday monthly</li> </ul> <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> |
| <b>Author</b>                 | Tim Binding / 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>     | 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<br>See guidance on how to make judgement | Actions                           | Timescale and who is responsible |                                   |      |      |      |      |        |      |      |      |     |      |      |      |   |  |  |
|--|--|---|-----------------------------------|----------------------------------|-----------------------------------|------|------|------|------|--------|------|------|------|-----|------|------|------|---|--|--|
| <b>Age</b>                               | <table border="1" data-bbox="445 437 972 842"> <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>2264</td> <td>18.2</td> <td>+1.3</td> </tr> <tr> <td>16- 64</td> <td>7172</td> <td>57.8</td> <td>-7.2</td> </tr> <tr> <td>64+</td> <td>2972</td> <td>24.0</td> <td>+6.6</td> </tr> </tbody> </table> <p data-bbox="445 914 1205 986">Above data based is based on ONS demographic indicator data for Plymstock Library ward. (Plymstock Radford)</p> <p data-bbox="445 1002 1234 1262">Figures illustrated below takes Plymstock location ward level data (Plymstock Radford) 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 impact existing sites. These figures are indicative of the potential impact that could be caused by displacing users from the general population.</p> <p data-bbox="445 1278 1216 1426">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> | Age   | Number in ward                    | %                                | % variance with city wide average | 0-15 | 2264 | 18.2 | +1.3 | 16- 64 | 7172 | 57.8 | -7.2 | 64+ | 2972 | 24.0 | +6.6 | <p data-bbox="1263 448 1541 967">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="1263 983 1541 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 PC's for young or older</p> | <p data-bbox="1550 448 1899 520">Promote online lending of eBooks</p> <p data-bbox="1550 536 1899 687">Library staff will provide assistance to anyone who needs help accessing the service on line</p> <p data-bbox="1550 703 1921 815">Promote click and collect service which will be available at outreach venues</p> <p data-bbox="1550 831 1883 943">Promote the outreach locations where library services will be delivered</p> <p data-bbox="1550 959 1906 1142">Reassess staffing levels as a result of closure of library to provide additional capacity for in-library and outreach offers.</p> | <p data-bbox="1935 440 2085 512">A Macdonald<br/>tbc</p> |
| Age                                      | Number in ward   | %   | % variance with city wide average |                                  |                                   |      |      |      |      |        |      |      |      |     |      |      |      |   |  |  |
| 0-15                                     | 2264   | 18.2  | +1.3                              |                                  |                                   |      |      |      |      |        |      |      |      |     |      |      |      |   |  |  |
| 16- 64                                   | 7172   | 57.8  | -7.2                              |                                  |                                   |      |      |      |      |        |      |      |      |     |      |      |      |   |  |  |
| 64+                                      | 2972   | 24.0  | +6.6                              |                                  |                                   |      |      |      |      |        |      |      |      |     |      |      |      |   |  |  |

|  | <table border="1" data-bbox="443 183 1144 587"> <thead> <tr> <th>Age</th> <th>Plymstock</th> <th>Laira</th> <th>Efford</th> <th>Tothill</th> <th>Variance with displaced users</th> </tr> </thead> <tbody> <tr> <td>0-15</td> <td>2264</td> <td>2655</td> <td></td> <td>2219</td> <td>+2,610</td> </tr> <tr> <td>16-64</td> <td>7172</td> <td>9803</td> <td></td> <td>10694</td> <td>+13,325</td> </tr> <tr> <td>64+</td> <td>2972</td> <td>1832</td> <td></td> <td>1541</td> <td>+401</td> </tr> </tbody> </table> <p data-bbox="443 603 1234 790">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 Plymstock Library resources</p> <table border="1" data-bbox="443 799 1227 1023"> <thead> <tr> <th></th> <th>Plymstock</th> <th>Laira</th> <th>Efford</th> <th>Tothill</th> <th>Impact variance</th> </tr> </thead> <tbody> <tr> <td>Rhymetime Max PW attendees</td> <td>67</td> <td>NA</td> <td>15</td> <td></td> <td>-45</td> </tr> </tbody> </table> <p data-bbox="443 1090 1189 1126">Currently people aged 60+ are entitled to a free bus pass</p> | Age                   | Plymstock | Laira   | Efford                        | Tothill       | Variance with displaced users | 0-15 | 2264 | 2655             |      | 2219 | +2,610 | 16-64  | 7172  | 9803   |  | 10694 | +13,325 | 64+ | 2972 | 1832 |  | 1541 | +401 |  | Plymstock | Laira | Efford | Tothill | Impact variance | Rhymetime Max PW attendees | 67 | NA | 15 |  | -45 | <p data-bbox="1267 132 1532 276">people, or demand for targeted children's activities e.g. rhyme time etc.</p> <p data-bbox="1267 296 1543 775">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="1267 903 1487 971">People 64+ have free bus passes</p> |  |  |
|--|--|-----------------------|-----------|---------|-------------------------------|---------------|-------------------------------|------|------|------------------|------|------|--------|--|---|--|--|-------|---------|-----|------|------|--|------|------|--|-----------|-------|--------|---------|-----------------|----------------------------|----|----|----|--|-----|--|--|--|
| Age  | Plymstock  | Laira                 | Efford    | Tothill | Variance with displaced users |               |                               |      |      |                  |      |      |        |  |   |  |  |       |         |     |      |      |  |      |      |  |           |       |        |         |                 |                            |    |    |    |  |     |  |  |  |
| 0-15   | 2264   | 2655                  |           | 2219    | +2,610                        |               |                               |      |      |                  |      |      |        |  |   |  |  |       |         |     |      |      |  |      |      |  |           |       |        |         |                 |                            |    |    |    |  |     |  |  |  |
| 16-64  | 7172   | 9803                  |           | 10694   | +13,325                       |               |                               |      |      |                  |      |      |        |  |   |  |  |       |         |     |      |      |  |      |      |  |           |       |        |         |                 |                            |    |    |    |  |     |  |  |  |
| 64+  | 2972   | 1832                  |           | 1541    | +401                          |               |                               |      |      |                  |      |      |        |  |   |  |  |       |         |     |      |      |  |      |      |  |           |       |        |         |                 |                            |    |    |    |  |     |  |  |  |
|  | Plymstock  | Laira                 | Efford    | Tothill | Impact variance               |               |                               |      |      |                  |      |      |        |  |   |  |  |       |         |     |      |      |  |      |      |  |           |       |        |         |                 |                            |    |    |    |  |     |  |  |  |
| Rhymetime Max PW attendees                             | 67   | NA                    | 15        |         | -45                           |               |                               |      |      |                  |      |      |        |  |   |  |  |       |         |     |      |      |  |      |      |  |           |       |        |         |                 |                            |    |    |    |  |     |  |  |  |
| <p data-bbox="132 1161 275 1198"><b>Disability</b></p> | <table border="1" data-bbox="443 1206 1099 1370"> <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>1180</td> <td>9.5</td> <td>-0.5</td> </tr> <tr> <td>Limited a little</td> <td>1389</td> <td>11.1</td> <td>+1.3</td> </tr> </tbody> </table> <p data-bbox="443 1386 1223 1457">Figures above relate to Plymstock Library Ward (Plymstock Radford) In total just over 20% of the community reported</p>   | Day to day activities | Number    | %       | % var                         | Limited a lot | 1180                          | 9.5  | -0.5 | Limited a little | 1389 | 11.1 | +1.3   | <p data-bbox="1267 1214 1532 1437">There may be an adverse impact to users if there is significant displacement to this library from the</p> | <p data-bbox="1554 1214 1899 1326">Promote the outreach service effectively in areas where a library is closing</p> <p data-bbox="1554 1398 1834 1430">Ensure that outreach</p> | <p data-bbox="1939 1206 2085 1283">A Macdonald<br/>tbc</p> |  |       |         |     |      |      |  |      |      |  |           |       |        |         |                 |                            |    |    |    |  |     |  |  |  |
| Day to day activities                                  | Number   | %                     | % var     |         |                               |               |                               |      |      |                  |      |      |        |  |   |  |  |       |         |     |      |      |  |      |      |  |           |       |        |         |                 |                            |    |    |    |  |     |  |  |  |
| Limited a lot  | 1180   | 9.5                   | -0.5      |         |                               |               |                               |      |      |                  |      |      |        |  |   |  |  |       |         |     |      |      |  |      |      |  |           |       |        |         |                 |                            |    |    |    |  |     |  |  |  |
| Limited a little                                       | 1389   | 11.1                  | +1.3      |         |                               |               |                               |      |      |                  |      |      |        |  |   |  |  |       |         |     |      |      |  |      |      |  |           |       |        |         |                 |                            |    |    |    |  |     |  |  |  |

|  |  |  |   |  |
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|  | <p>that they had a long term health condition or disability at the last Census, this is slightly higher (+0.2%) than the citywide average.</p> <p>There are six people who recorded their first language as British Sign Language. 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 some health related activities and provision available at Plymstock Library. This aimed at mixed ability groups and there are some events targeting particular issues including mental health.</p> <p>There are suitable car parks (The Broadway) within close proximity to Plymstock library with dedicated disabled parking spaces.</p> <p>Figures illustrated below takes Plymstock location ward level data (Plymstock Radford) 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 impact existing sites. At present we are able to provide a breakdown of active users by age group as Management Information 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> | <p>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 blue badge holders in the vicinity of the alternative libraries may have an impact on users.</p> | <p>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> |  |
|--|--|--|---|--|

|                   | Day to Day Activities   | Central | Laira | Efford | Tothill | Variance with displaced users                          |     |     |  |
|-------------------|---|---------|-------|--------|---------|--|-----|-----|--|
|                   | Limited a Lot   | 1159    | 1394  |        | 1238    | +1473  |     |     |  |
|                   | Limited a Little  | 1381    | 1368  |        | 1287    | +1274  |     |     |  |
| <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>Plymstock Library is a designated safe place along with 8 other Plymstock locations.</p> |         |       |        |         | No adverse impact as this Safe Space will be retained. | N/A | N/A |  |



| <b>Faith/religion or belief</b>                             | <table border="1" data-bbox="450 188 1064 735"> <thead> <tr> <th>Religion</th> <th>Number</th> <th>%</th> <th>% var</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>8322</td> <td>66.7</td> <td>+8.6</td> </tr> <tr> <td>Buddhist</td> <td>30</td> <td>0.2</td> <td>-0.1</td> </tr> <tr> <td>Hindu</td> <td>4</td> <td>0.0</td> <td>-0.2</td> </tr> <tr> <td>Jewish</td> <td>4</td> <td>0.0</td> <td>-0.1</td> </tr> <tr> <td>Muslim</td> <td>19</td> <td>0.2</td> <td>-0.6</td> </tr> <tr> <td>Sikh</td> <td>2</td> <td>0.0</td> <td>0.0</td> </tr> <tr> <td>Other Religion</td> <td>33</td> <td>0.3</td> <td>-0.2</td> </tr> <tr> <td>No religion</td> <td>3184</td> <td>25.5</td> <td>-7.4</td> </tr> <tr> <td>Not stated</td> <td>882</td> <td>7.1</td> <td>0.0</td> </tr> </tbody> </table> <p data-bbox="450 754 1200 858">Residents in Plymstock Radford were far more likely to profess Christianity and less likely to be any other religion than the citywide population.</p> | Religion  | Number  | %                  | % var | Christian | 8322 | 66.7 | +8.6 | Buddhist | 30 | 0.2 | -0.1 | Hindu | 4 | 0.0 | -0.2 | Jewish | 4 | 0.0 | -0.1 | Muslim | 19 | 0.2 | -0.6 | Sikh | 2 | 0.0 | 0.0 | Other Religion | 33 | 0.3 | -0.2 | No religion | 3184 | 25.5 | -7.4 | Not stated | 882 | 7.1 | 0.0 | No impact anticipated. | N/A | N/A |
|---|---|---|---|--------------------|-------|-----------|------|------|------|----------|----|-----|------|-------|---|-----|------|--------|---|-----|------|--------|----|-----|------|------|---|-----|-----|----------------|----|-----|------|-------------|------|------|------|------------|-----|-----|-----|------------------------|-----|-----|
| Religion  | Number  | %   | % var   |                    |       |           |      |      |      |          |    |     |      |       |   |     |      |        |   |     |      |        |    |     |      |      |   |     |     |                |    |     |      |             |      |      |      |            |     |     |     |                        |     |     |
| Christian   | 8322  | 66.7  | +8.6  |                    |       |           |      |      |      |          |    |     |      |       |   |     |      |        |   |     |      |        |    |     |      |      |   |     |     |                |    |     |      |             |      |      |      |            |     |     |     |                        |     |     |
| Buddhist  | 30  | 0.2   | -0.1  |                    |       |           |      |      |      |          |    |     |      |       |   |     |      |        |   |     |      |        |    |     |      |      |   |     |     |                |    |     |      |             |      |      |      |            |     |     |     |                        |     |     |
| Hindu   | 4   | 0.0   | -0.2  |                    |       |           |      |      |      |          |    |     |      |       |   |     |      |        |   |     |      |        |    |     |      |      |   |     |     |                |    |     |      |             |      |      |      |            |     |     |     |                        |     |     |
| Jewish  | 4   | 0.0   | -0.1  |                    |       |           |      |      |      |          |    |     |      |       |   |     |      |        |   |     |      |        |    |     |      |      |   |     |     |                |    |     |      |             |      |      |      |            |     |     |     |                        |     |     |
| Muslim  | 19  | 0.2   | -0.6  |                    |       |           |      |      |      |          |    |     |      |       |   |     |      |        |   |     |      |        |    |     |      |      |   |     |     |                |    |     |      |             |      |      |      |            |     |     |     |                        |     |     |
| Sikh  | 2   | 0.0   | 0.0   |                    |       |           |      |      |      |          |    |     |      |       |   |     |      |        |   |     |      |        |    |     |      |      |   |     |     |                |    |     |      |             |      |      |      |            |     |     |     |                        |     |     |
| Other Religion  | 33  | 0.3   | -0.2  |                    |       |           |      |      |      |          |    |     |      |       |   |     |      |        |   |     |      |        |    |     |      |      |   |     |     |                |    |     |      |             |      |      |      |            |     |     |     |                        |     |     |
| No religion   | 3184  | 25.5  | -7.4  |                    |       |           |      |      |      |          |    |     |      |       |   |     |      |        |   |     |      |        |    |     |      |      |   |     |     |                |    |     |      |             |      |      |      |            |     |     |     |                        |     |     |
| Not stated  | 882   | 7.1   | 0.0   |                    |       |           |      |      |      |          |    |     |      |       |   |     |      |        |   |     |      |        |    |     |      |      |   |     |     |                |    |     |      |             |      |      |      |            |     |     |     |                        |     |     |
| <b>Gender - including marriage, pregnancy and maternity</b> | <p data-bbox="450 946 1178 1015">Residents are more likely to be female than the citywide average (+1%). Men 48%, Women 52%.</p> <p data-bbox="450 1034 1223 1137">Residents are less likely to be single and never married than the city wide average (-14.7%), less likely to be divorced (-1.8%) and more likely to be widowed (+2.5%)</p> <p data-bbox="450 1217 1223 1286">Anecdotal evidence suggests that it's predominantly women who accompany children to activities in libraries</p>   | <p data-bbox="1272 946 1536 1345">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 data-bbox="1272 1369 1536 1437">However this impact will be reduced due</p> | <p data-bbox="1559 946 1906 1249">Promote the outreach service effectively in areas where a Library is closing</p> <p data-bbox="1559 1074 1906 1249">Reassess staffing levels as a result of closure of library to provide additional capacity for in-library and outreach offers.</p> | A Macdonald<br>tbc |       |           |      |      |      |          |    |     |      |       |   |     |      |        |   |     |      |        |    |     |      |      |   |     |     |                |    |     |      |             |      |      |      |            |     |     |     |                        |     |     |

|                            |   | 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. |        |     |       |               |       |      |      |             |     |     |      |       |    |     |      |                     |    |     |      |                     |    |     |      |                    |    |     |      |                                   |  |                 |
|----------------------------|---|--|--------|-----|-------|---------------|-------|------|------|-------------|-----|-----|------|-------|----|-----|------|---------------------|----|-----|------|---------------------|----|-----|------|--------------------|----|-----|------|-----------------------------------|--|-----------------|
| <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>12107</td> <td>97.0</td> <td>+4.9</td> </tr> <tr> <td>White Other</td> <td>157</td> <td>1.3</td> <td>-1.9</td> </tr> <tr> <td>Mixed</td> <td>99</td> <td>0.8</td> <td>-0.5</td> </tr> <tr> <td>Asian/Asian British</td> <td>59</td> <td>0.5</td> <td>-1.0</td> </tr> <tr> <td>Black/Black British</td> <td>42</td> <td>0.3</td> <td>-0.4</td> </tr> <tr> <td>Other ethnic group</td> <td>16</td> <td>0.1</td> <td>-0.3</td> </tr> </tbody> </table> <p>Over 99% of residents over three years old speak English as their main language. This is 3.4% higher than the citywide average. Portuguese (9) is the most common alternative main language.</p> | Ethnicity  | Number | %   | % var | White British | 12107 | 97.0 | +4.9 | White Other | 157 | 1.3 | -1.9 | Mixed | 99 | 0.8 | -0.5 | Asian/Asian British | 59 | 0.5 | -1.0 | Black/Black British | 42 | 0.3 | -0.4 | Other ethnic group | 16 | 0.1 | -0.3 | No adverse impact is anticipated. | Consider making closure information available in other languages where required / requested. | A Macdonald tbc |
| Ethnicity                  | Number  | %  | % var  |     |       |               |       |      |      |             |     |     |      |       |    |     |      |                     |    |     |      |                     |    |     |      |                    |    |     |      |                                   |  |                 |
| White British              | 12107   | 97.0   | +4.9   |     |       |               |       |      |      |             |     |     |      |       |    |     |      |                     |    |     |      |                     |    |     |      |                    |    |     |      |                                   |  |                 |
| White Other                | 157   | 1.3  | -1.9   |     |       |               |       |      |      |             |     |     |      |       |    |     |      |                     |    |     |      |                     |    |     |      |                    |    |     |      |                                   |  |                 |
| Mixed                      | 99  | 0.8  | -0.5   |     |       |               |       |      |      |             |     |     |      |       |    |     |      |                     |    |     |      |                     |    |     |      |                    |    |     |      |                                   |  |                 |
| Asian/Asian British        | 59  | 0.5  | -1.0   |     |       |               |       |      |      |             |     |     |      |       |    |     |      |                     |    |     |      |                     |    |     |      |                    |    |     |      |                                   |  |                 |
| Black/Black British        | 42  | 0.3  | -0.4   |     |       |               |       |      |      |             |     |     |      |       |    |     |      |                     |    |     |      |                     |    |     |      |                    |    |     |      |                                   |  |                 |
| Other ethnic group         | 16  | 0.1  | -0.3   |     |       |               |       |      |      |             |     |     |      |       |    |     |      |                     |    |     |      |                     |    |     |      |                    |    |     |      |                                   |  |                 |

|  |  |                        |     |     |
|--|--|------------------------|-----|-----|
|  | Census 2011.<br>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. |                        |     |     |
| <b>Sexual orientation -including civil partnership</b> | Data covering sexual orientation is not available at ward level.   | No 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 |
|---|--|----------------------------------|
| <b>Reduce the gap in average hourly pay between men and women by 2020.</b>  | The libraries service employs four staff per opening hour at Plymstock 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.<br>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 Plymstock Radford is 85%, this is 9% above the citywide average and 4% 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<br/>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.<br>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 | N/A                              |

|  |  |  |
|--|--|--|
|  | thereof.<br>This provision will continue to reduce the potential risk of social isolation for elderly or vulnerable members of the public. |  |
|--|--|--|

**STAGE 4: PUBLICATION**

Date 02.05.2017



Responsible Officer

Assistant Director for Customer Services