

EQUALITY IMPACT ASSESSMENT

St Budeaux 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?

ST BUDEAUX LIBRARY

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

St Budeaux Library has 2730 active users which is 6% 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. **St Budeaux ranked number 7 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
- Printer (colour and black/white)
- Photocopier (colour and black/white)

	<ul style="list-style-type: none"> ▪ Scanner ▪ Meeting room for hire ▪ Books for loan ▪ Request a library item – books, periodicals, plays, DVD's, Audiobooks <p>Events at St Budeaux Library</p> <ul style="list-style-type: none"> ▪ Rhymetime – Twice Weekly - Monday & Thursday ▪ Share a Story for Under 5s – Weekly ▪ Active Steps – For over 50s – Twice Weekly Monday & Wednesdays ▪ Stop Smoking Advice – Weekly – 1-2-1 sessions ▪ Work Club – Weekly Fridays ▪ Memory Café – Weekly <p>In the event that libraries identified for proposed closure in the Plan for Libraries do close,. St Budeaux Library is an alternative venue for displaced library users from the following branches within two miles.</p> <ul style="list-style-type: none"> ▪ Ernesettle ▪ West Park <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	Heidi Ondrak / Karen Renshaw / Jack Harrison
Department and service	TCC06 (Plan for Libraries) Project Team (Transforming the Corporate Centre Programme)
Date of assessment	08.02.2017. Reviewed and completed on 02.05.2017.

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg 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="427 438 954 842"> <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>3039</td> <td>22.4</td> <td>+4.9%</td> </tr> <tr> <td>16- 64</td> <td>8554</td> <td>63.0</td> <td>-2.0%</td> </tr> <tr> <td>64+</td> <td>1993</td> <td>14.7</td> <td>-2.7%</td> </tr> </tbody> </table> <p data-bbox="427 858 1330 1018">Above data based is based on Office of National Statistics demographic indicator data for St Budeaux Library at ward level 16-64 age groups is higher than the city average. There is evidence of a slight decrease in representation of citizens that are 64 +</p> <p data-bbox="427 1098 1330 1385">Figures illustrated below takes St Budeaux 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. 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.</p>	Age	Number in Ward	%	% variance with city wide average	0-15	3039	22.4	+4.9%	16- 64	8554	63.0	-2.0%	64+	1993	14.7	-2.7%	<p data-bbox="1339 451 1599 1002">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="1339 1026 1599 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</p>	<p data-bbox="1617 451 1924 515">Promote online lending of ebooks</p> <p data-bbox="1617 547 1924 722">Library staff will provide assistance to anyone who needs help accessing the service on line</p> <p data-bbox="1617 746 1924 882">Promote click and collect service which will be available at outreach venues</p> <p data-bbox="1617 906 1924 1050">Promote the outreach locations where library services will be delivered</p> <p data-bbox="1617 1074 1924 1289">Reassess staffing levels as a result of closure of library to provide additional capacity for in-library and outreach offers</p>	A Macdonald
Age	Number in Ward	%	% variance with city wide average																	
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	Age	St Budeaux	North Prospect	West Park (same ward as Ernesettle)	Ernesettle	Variance with displaced users	<p>PC's for young or older people, or demand for targeted childrens activities e.g rhyme time etc .</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>		
	0-15	3039	2709	0	2852	+5561			
	16-64	8554	8243	0	8640	+16883			
	64+	1993	2288	0	2530	+6811			
<p>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</p>									
	St Budeaux	West Park	Ernesettle	North Prospect	Variance				
Rhymetime Max PW attendees	18	18	0	32	+50				
<p>Currently people aged 60+ are entitled to a free bus pass</p>									
Disability	Day to day activities	Number	%	% var					
	Limited a lot	1556	11.6%	+1.6					
	Limited a little	1457	10.9%	+0.5					
<p>In total just over 22.5% of the community in St Budeaux Ward reported that they had a long term health condition or disability at</p>							<p>There may be an adverse impact to users if there is significant displacement to this library from</p>	<p>Promote the outreach service effectively in areas where a library is closing</p>	<p>A Macdonald tbc</p>

the last Census, this is marginally higher (1.5%) than the citywide average.

DLA claimants in St Budeaux made up 7.0 % of the total DLA claimant count for the city with 50% of these claiming the higher mobility rate of the benefit.

There are seven people who recorded their first language as British Sign Language in the last census.

Private transport is the preferred option for the majority of mobility impaired adults (69% in 2013).

Transport statistics reveal that despite 85% of the UK bus fleet being accessible 25% of mobility impaired passengers report experiencing difficulty using public transport.

There are some health related activities and provision available at St Budeaux Library such as Active Steps and Smoking Cessation.

There is a small car park at the rear of the library. There is limited on-street parking in the neighbouring streets

Figures illustrated below takes St Budeaux 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.

Day to Day Activities	St Budeaux	North Prospect	West Park (Same indicative figures as Ernesettle so zero entered)	Ernesettle	Variance with displaced users
Limited a	1556	1680	0	1985	+3665

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

An adverse impact may be the availability of wheelchair accessible spaces on public transport, generally only one on each bus.

The limited availability of parking spaces for blue badge holders in the vicinity of the alternative libraries

Ensure that outreach locations that are selected for delivering library services are DDA compliant

Reassess staffing levels as a result of closure of library to provide additional capacity for in-library and outreach offers

	<table border="1"> <tr> <td>Lot</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Limited a Little</td> <td>1457</td> <td>1660</td> <td>0</td> <td>1703</td> <td>+3363</td> </tr> </table>	Lot						Limited a Little	1457	1660	0	1703	+3363	may have an impact on users.														
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Limited a Little	1457	1660	0	1703	+3363																							
Disability	<p>Safe Place Locations</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>St Budeaux Library is not currently is a designated safe place. There are currently 5 safe spaces identified in St Budeaux.</p>	No adverse impact	Explore possibility of St Budeaux Library being made a designated Safe Place.	A Macdonald																								
Faith/religion or belief	<table border="1"> <thead> <tr> <th>Religion</th> <th>Number</th> <th>%</th> <th>% var</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>7545</td> <td>56.4</td> <td>-1.7</td> </tr> <tr> <td>Buddhist</td> <td>31</td> <td>0.23</td> <td>-0.07</td> </tr> <tr> <td>Hindu</td> <td>1</td> <td>0.007</td> <td>-0.1</td> </tr> <tr> <td>Jewish</td> <td>4</td> <td>0.03</td> <td>-0.03</td> </tr> <tr> <td>Muslim</td> <td>48</td> <td>0.36</td> <td>-0.4</td> </tr> </tbody> </table>	Religion	Number	%	% var	Christian	7545	56.4	-1.7	Buddhist	31	0.23	-0.07	Hindu	1	0.007	-0.1	Jewish	4	0.03	-0.03	Muslim	48	0.36	-0.4	No impact anticipated.	N/A	N/A
Religion	Number	%	% var																									
Christian	7545	56.4	-1.7																									
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Gender - including marriage, pregnancy and maternity	<p>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.</p> <p>Residents are slightly more likely to be female than the citywide average (+0.7%). Men 48.7%, Women 51.3%.</p> <p>Residents are less likely to be single and never married than the city wide average (-2.8%), more likely to married (+1.3%) or divorced (+1.3%)</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,</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 libraries to provide additional capacity for in-library and outreach offers</p>	<p>A Macdonald</p>																		

		or through the online and outreach offers																														
Gender reassignment	Data covering gender reassignment is not available at ward level.	N/A	N/A	N/A																												
Race	<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>12905</td> <td>96.5</td> <td>+3.6</td> </tr> <tr> <td>White Other</td> <td>244</td> <td>1.7</td> <td>-1.5</td> </tr> <tr> <td>Mixed</td> <td>105</td> <td>0.8</td> <td>-0.5</td> </tr> <tr> <td>Asian/Asian British</td> <td>84</td> <td>0.6</td> <td>-0.9</td> </tr> <tr> <td>Black/Black British</td> <td>27</td> <td>0.2</td> <td>-0.5</td> </tr> <tr> <td>Other ethnic group</td> <td>14</td> <td>0.1</td> <td>-0.3</td> </tr> </tbody> </table> <p>The second most widely spoken language is Polish (44) and East Asian (32) Census 2011.</p> <p>The local area similar in terms of diversity to the citywide average. There is a higher than average representation of White British citizens in this community.</p>	Ethnicity	Number	%	% var	White British	12905	96.5	+3.6	White Other	244	1.7	-1.5	Mixed	105	0.8	-0.5	Asian/Asian British	84	0.6	-0.9	Black/Black British	27	0.2	-0.5	Other ethnic group	14	0.1	-0.3	No adverse impact anticipated -	Consider library closure information made available in alternative languages.	A Macdonald
Ethnicity	Number	%	% var																													
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Other ethnic group	14	0.1	-0.3																													
Sexual orientation -including civil partnership	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
Reduce the gap in average hourly pay between men and women by 2020.	The libraries service employs three staff per opening hour at St Budeaux 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 dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	The library does not currently carry information about reporting hate crime; Fully trained staff are available at Central Library are on hand to support. Reporting can be carried out online through PCC website	N/A
Good relations between different communities (community cohesion)	The headline rate of Community Cohesion in St Budeaux Ward is 76%, this is the same as the citywide average and 13% 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 guidance	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. This provision will continue to reduce the potential risk of social isolation for elderly or vulnerable members of the public.	N/A

STAGE 4: PUBLICATION

Date 02.05.2017

Responsible Officer

Assistant Director for Customer Services