

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: 2pm to 8pm
- 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

	<ul style="list-style-type: none"> ▪ 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) <p>Events at Devonport Library</p> <ul style="list-style-type: none"> ▪ Younger Readers ▪ Share a story – weekly ▪ Rhymetime –weekly ▪ Chatterbooks – weekly <p><u>Health & Fitness</u></p> <ul style="list-style-type: none"> ▪ Smoking cessation – weekly ▪ Active Steps- Movement and fitness for over 50s – weekly <p><u>General</u></p> <ul style="list-style-type: none"> ▪ Work Club - weekly ▪ Book group -monthly <p>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.</p> <ul style="list-style-type: none"> ▪ Stoke <p>Demand for existing services hosted by this library may increase as a result of the proposed closure of other libraries. 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	Chris Jones and Kevin Mackenzie
Department and service	TCC06 (Plan for Libraries) Project Team (Transforming the Corporate Centre Programme)
Date of assessment	Final version 12/06/17

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="360 438 891 842"> <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>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 data-bbox="360 858 1086 970">Above data based is based on Office of National Statistics demographic indicator data for Devonport Library ward. (Devonport)</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 data-bbox="1093 395 1594 544">Our home library service will need to meet the needs of an increasing number of physically frail older people.</p> <p data-bbox="1093 560 1594 708">Libraries will face a similar challenge in meeting the needs of older people with visual and hearing impairments and dementia.</p> <p data-bbox="1093 724 1594 873">Older people are proportionately less likely to access our online services, either through lack of ability or access to ICT.</p> <p data-bbox="1093 888 1594 1037">Older people particularly the over 75's welcome the idea of a home library service but need more information to understand the offer.</p> <p data-bbox="1093 1053 1594 1169">Older people, particularly those in the 66 – 75 age may be more socially isolated if their local library closes.</p> <p data-bbox="1093 1185 1594 1406">Young children may miss out on the library experience and the planned and informal opportunities for social interaction with their peer group libraries provide, particularly for those of pre-school age.</p> <p data-bbox="1093 1422 1594 1455">The representation of the 16-64 age</p>	<p data-bbox="1601 395 1951 464">Promote online lending of eBooks</p> <p data-bbox="1601 480 1951 628">Library staff will provide assistance to anyone who needs help accessing the service on line</p> <p data-bbox="1601 644 1951 793">Promote click and collect service which will be available at outreach venues</p> <p data-bbox="1601 809 1951 925">Promote the outreach locations where library services will be delivered</p> <p data-bbox="1601 941 1951 1273">Reassess staffing levels to provide additional capacity for in-library and outreach offers if as a result of the closures there is a significant displacement of users from of libraries elsewhere.</p>	A Macdonald tbc
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		<p>groups is significantly greater than the city average. This area houses the city's largest university and student accommodation is abundant which will partly account in for this variance. Students tend to use the University library facilities, therefore no adverse impact is expected</p> <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 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</p>						
<p>Disability</p>	<table border="1"> <tr> <td data-bbox="360 1401 656 1453">Day to day activities</td> <td data-bbox="656 1401 790 1453">Number</td> <td data-bbox="790 1401 887 1453">%</td> <td data-bbox="887 1401 999 1453">% var</td> </tr> </table>	Day to day activities	Number	%	% var	<p>Access for disabled people to Devonport Library has been assessed</p>	<p>Promote the outreach service effectively in areas</p>	<p>A Macdonald</p>
Day to day activities	Number	%	% var					

	Limited a lot	1595	10.8	+0.8		<p>as good and as a tier 1 library it may benefit from service enhancements.</p> <p>There is no on street parking facilities for disabled people.</p>	<p>where a library is closing</p> <p>Ensure that outreach locations that are selected for delivering library services are Equality Act 2010 compliant</p> <p>Reassess staffing levels to provide additional capacity for in-library and outreach offers if as a result of the closures there is a significant displacement of users from of libraries elsewhere.</p> <p>There are good parking facilities at nearby libraries, e.g. Central and St Budeaux.</p>	tbc
Limited a little	1558	10.5	-0.1%		<p>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>There are 14 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 is limited on street car parking in the vicinity</p> <p>This library is Equality Act 2010 compliant.</p>			
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</p>					No impact anticipated.	N/A	N/A

	<p>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>																																											
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>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> <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>	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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Gender - including marriage, pregnancy and	<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</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	Promote the outreach service effectively in areas where a Library is closing Reassess staffing levels to provide additional capacity	A Macdonald																																								

maternity	<p>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>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>for in-library and outreach offers if as a result of the closures there is a significant displacement of users from of libraries elsewhere.</p>																													
Gender reassignment	<p>Data covering gender reassignment is not available at ward level.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>																												
Race	<table border="1" data-bbox="365 639 981 1134"> <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).</p> <p>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	<p>No adverse impact anticipated -The local area similar in terms of diversity to the citywide average.</p> <p>Plymouth's population could continue to diversify into the future and the library will need to adapt to meet the needs of our newer communities.</p>	<p>Consider making library closure information available in alternative languages.</p>	<p>A Macdonald</p>
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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.	No negative impact on wage levels is anticipated from the implementation of the Plan for Libraries. Library staff will continue to be considered by corporate policies aimed at reducing the gap in average hourly pay between men and women	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.	Library staff in all tier 1 libraries will be trained to take Hate incident reports. Residents are able to report hate crime incidents on the www.plymouth.gov.uk website.	N/A
Good relations between different communities (community cohesion)	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
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.	N/A

	<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>	
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STAGE 4: PUBLICATION

Date 12.06.2017



Responsible Officer

Assistant Director for Customer Services