

EQUALITY IMPACT ASSESSMENT

Efford 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?

EFFORD LIBRARY

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

Efford Library has 1016 active users which is 2.1% 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

Efford was originally earmarked for closure however, as a result of the consultation Efford has now been chosen to stay open. We now propose a two-tiered network of 11 library buildings across the city. Efford library will remain open and offer an 'as-is' range of services and activities with scope to increase these with input from key stakeholders and volunteers in the area. There are no plans for investment in buildings or to increase/change the present ICT services (number of public PCs and Wi-Fi). Staffing levels may change as we work with the community to look at ways in which

they can help and support their local library.

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. **Efford ranked number 10 out of 17 libraries.**

Opening hours

- Monday: 10am to 5pm
- Tuesday: 10am to 5pm
- Wednesday: 10am to 5pm
- Thursday: 10am to 5pm
- Friday: 10am to 5pm
- Saturday: 10am to 1pm
- Sunday: Closed

Services and facilities

- Computers for public use

	<ul style="list-style-type: none"> ▪ Free Wi-Fi ▪ Printer (colour and black/white) ▪ Photocopier (colour and black/white) ▪ Scanner ▪ Meeting Room for Hire ▪ Books for loan ▪ Audiobooks ▪ Request a library item – books, periodicals, plays, DVD's, audiobooks <p>Events</p> <ul style="list-style-type: none"> ▪ Work Club – ad-hoc, run at the Community Centre ▪ Rhyme Time – Weekly on Tuesdays (babies and toddlers) ▪ Seasonal events – e.g. Christmas crafts ▪ THRIVE – run by THRIVE (Smoking Cessation) <p>In the event that libraries identified for proposed closure in the Plan for Libraries do close, Efford Library is an alternative venue for displaced library users from the following branches within two miles.</p> <ul style="list-style-type: none"> • Tothill • Egguckland • Laira <p>Demand for existing services hosted by this library may increase as a result of the proposed closure of other libraries. Additional activities 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	Evidence and information (e.g. data and	Any adverse impact	Actions	Timescale
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characteristics (Equality Act)	feedback)	See guidance on how to make judgement		and who is responsible																
Age	<table border="1" data-bbox="483 272 1010 679"> <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>2655</td> <td>18.6</td> <td>-1.1</td> </tr> <tr> <td>16- 64</td> <td>9803</td> <td>68.6</td> <td>+3.6</td> </tr> <tr> <td>64+</td> <td>1832</td> <td>12.8</td> <td>-4.6</td> </tr> </tbody> </table> <p data-bbox="483 695 994 727">Source annual populations survey 2012.</p> <p data-bbox="483 748 1077 855">Above data based is based on Office of National Statistics demographic indicator data for Efford Library ward. (Efford and Lipson)</p> <p data-bbox="483 876 1099 983">This ward level data could be added to by potential additional library users from displaced libraries to the sum total.</p> <p data-bbox="483 1003 1072 1075">The 16 – 64 age group are more represented in this area than the citywide average.</p>	Age	Number in Ward	%	% variance with city wide average	0-15	2655	18.6	-1.1	16- 64	9803	68.6	+3.6	64+	1832	12.8	-4.6	<p data-bbox="1117 229 1684 336">Our home library service will need to meet the needs of an increasing number of physically frail older people.</p> <p data-bbox="1117 357 1630 501">Libraries will face a similar challenge in meeting the needs of older people with visual and hearing impairments and dementia.</p> <p data-bbox="1117 521 1684 628">Older people are proportionately less likely to access our online services, either through lack of ability or access to ICT.</p> <p data-bbox="1117 649 1677 793">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="1117 813 1684 920">Older people, particularly those in the 66 – 75 age may be more socially isolated if their local library closes.</p> <p data-bbox="1117 941 1677 1128">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="1117 1149 1644 1287">Rhyme time and Story time activities are the only ones targeted at a specific age range. Other activities cater for all age ranges.</p> <p data-bbox="1117 1308 1680 1452">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</p>	<p data-bbox="1700 229 1906 336">Promote online lending of eBooks</p> <p data-bbox="1700 357 1906 612">Library staff will provide assistance to anyone who needs help accessing the service on line</p> <p data-bbox="1700 633 1906 852">Promote click and collect service which will be available at outreach venues</p> <p data-bbox="1700 873 1906 1059">Promote the outreach locations where library services will be delivered</p> <p data-bbox="1700 1080 1906 1447">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</p>	A Macdonald tbc
Age	Number in Ward	%	% variance with city wide average																	
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		<p>public access PCs for young or older people, or demand for targeted children's 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>	<p>users from of libraries elsewhere.</p> <p>Promote the Home Library Service</p>													
<p>Disability</p>	<table border="1" data-bbox="483 549 1099 751"> <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>1,394</td> <td>9.89</td> <td>-0.2</td> </tr> <tr> <td>Limited a little</td> <td>1,368</td> <td>9.70</td> <td>-0.7</td> </tr> </tbody> </table> <p>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 in line with the average number of persons with a disability represented in the city</p> <p>In May 2012 there were 1145 people claiming Disability Living Allowance. Of these 405 were receiving lower rate mobility component and 575 the higher rate. 970 people had claims of five years or more in duration.</p> <p>There are three people who recorded their first language as British Sign Language in the last census.</p> <p>This library is Equality Act 2010 compliant.</p>	Day to day activities	Number	%	% var	Limited a lot	1,394	9.89	-0.2	Limited a little	1,368	9.70	-0.7	<p>Access for disabled people to Efford Library has been assessed as adequate however access to Tier 1 libraries will be significantly better.</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 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</p>	<p>A Macdonald tbc</p>
Day to day activities	Number	%	% var													
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			libraries elsewhere. Promote the Home Library Service																																	
Disability	<p>Safe Space Scheme</p> <p>Efford library is not a member of the Safe Space Scheme If a person with a Learning Disability with an '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 the yellow logo displayed in their front window.</p>	<p>No adverse impact. Nearest Safe Space to Efford Library will continue to be;</p> <p>The Co-operative Food, Torridge way (1 min walk)</p> <p>Opening times: 7:00-22:00 Mon-Sun.</p> <p>50 Shades of Hair and Beauty, Blandford road (8 min walk).</p> <p>Opening times:</p> <p>9:30- 17:00 Tue – Thurs.</p> <p>9:30- 19:00 Fri</p> <p>9:00- 17:00 Sat</p> <p>Closed Sun - Mon</p>	Promote nearest alternative Safe Space	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>7242</td> <td>51.4</td> <td>-6.7</td> </tr> <tr> <td>Buddhist</td> <td>48</td> <td>0.3</td> <td>+0.04</td> </tr> <tr> <td>Hindu</td> <td>26</td> <td>0.18</td> <td>-0.02</td> </tr> <tr> <td>Jewish</td> <td>10</td> <td>0.7</td> <td>+0.06</td> </tr> <tr> <td>Muslim</td> <td>117</td> <td>0.8</td> <td>-</td> </tr> <tr> <td>Sikh</td> <td>8</td> <td>0.07</td> <td>+0.04</td> </tr> <tr> <td>Other Religion</td> <td>69</td> <td>0.48</td> <td>-0.02</td> </tr> </tbody> </table>	Religion	Number	%	% var	Christian	7242	51.4	-6.7	Buddhist	48	0.3	+0.04	Hindu	26	0.18	-0.02	Jewish	10	0.7	+0.06	Muslim	117	0.8	-	Sikh	8	0.07	+0.04	Other Religion	69	0.48	-0.02	No impact anticipated.	N/A	N/A
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Not stated	1017	7.2	+0.1									
Gender - including marriage, pregnancy and maternity	<p>Residents are slightly less likely to be male than the citywide average (-1%). Men 48.6%, Women 51.4%.</p> <p>Residents are more likely to be single and never married than the city wide average (+8%), more likely to be divorced (+0.3%) or widowed (+1.1%)</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. However the commitment that has been made for the activities and services which currently run from these libraries, to be retained and relocated elsewhere in the community will reduce this impact.</p>	<p>Promote online lending of eBooks</p> <p>Library staff will provide assistance to anyone who needs help accessing the service on line</p> <p>Promote click and collect service which will be available at outreach venues</p> <p>Promote the outreach locations where library services will be delivered.</p>	<p>A Macdonald tbc</p>								
Gender reassignment	Data covering gender reassignment is not available at ward level.	No adverse impact anticipated	N/A	N/A								
Race		No adverse impact anticipated	Consider making library closure									

	Ethnicity	Number	%	% var		information available in other languages where required / requested	A Macdonald tbc
	White British	13102	93	+0.1			
	White Other	473	3.4	+0.2			
	Mixed	168	1.2	-0.1			
	Asian/Asian British	180	1.3	-0.2			
	Black/Black British	125	0.9	-0.2			
	Other ethnic group	4.4	0.3	+0.1			
	Over 95% of residents over three years old speak English as their main language. This is 1% lower than the citywide average. Polish (166) is the most common alternative main language followed by East Indian (46) Census 2011.						
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.	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

<p>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.</p>	<p>Library staff in all tier 1 libraries will be trained to take Hate incident reports.</p> <p>Residents are able to report hate crime incidents on the www.plymouth.gov.uk website.</p>	<p>N/A</p>
<p>Good relations between different communities (community cohesion)</p>	<p>The headline rate of Community Cohesion in Efford & Lipson is 76%, this is the same as the citywide average and 13% below the national average. The library makes some contribution to providing an effective community space. There are local community alternatives, but there could be a temporary impact on community cohesion between the library closing and alternative community spaces being established.</p>	<p>N/A</p>
<p>Human rights Please refer to <u>guidance</u></p>	<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>	<p>N/A</p>

STAGE 4: PUBLICATION

Date 12.06.2017

Responsible Officer

Assistant Director for Customer Services