

# EQUALITY IMPACT ASSESSMENT

Peverell 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?**

### **PEVERELL LIBRARY**

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

**Peverell Library has 2039 active users which is 4.3% 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**

Peverell was originally earmarked for closure however, as a result of the consultation Peverell has now been chosen to stay open. We now propose a two-tiered network of 11 library buildings across the city. Peverell 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. **Peverell ranked number 11 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

- Request service
- Computers for public use
- Free Wi-Fi
- Printer (colour and black/white)
- Photocopier (colour and black/white)
- Scanner
- Books for loan
- Audiobooks
- Request a library item – books, periodicals, plays, DVD's, Audiobooks

### Events

- Craft Group – Weekly on Thursdays
- Rhyme Time – Weekly on Mondays & Fridays (babies and toddlers)
- Share a story – Weekly on Wednesday (U5's)
- Gadget Drop In – Weekly on Thursdays

In the event that libraries identified for proposed closure in the Plan for Libraries do close, Peverell Library is an alternative venue for displaced library users from the following branches within two miles.

- Stoke
- Tothill
- Eggbuckland
- Laira
- West Park

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.

### Author

Chris Jones and Kevin Mackenzie

<b>Department and service</b>	TCC06 (Plan for Libraries) Project Team (Transforming the Corporate Centre Programme)
<b>Date of assessment</b>	Final version 12/06/17

**STAGE 2: EVIDENCE AND IMPACT**

<b>Protected characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact See guidance on how to make judgement</b>	<b>Actions</b>	<b>Timescale and who is responsible</b>																
<b>Age</b>	<table border="1"> <thead> <tr> <th>Age</th> <th>Number</th> <th>% in Ward</th> <th>% variance with city wide average</th> </tr> </thead> <tbody> <tr> <td>0-15</td> <td>2523</td> <td>18.5</td> <td>+1.0%</td> </tr> <tr> <td>16- 64</td> <td>8936</td> <td>65.6</td> <td>+0.6%</td> </tr> <tr> <td>64+</td> <td>2170</td> <td>15.9</td> <td>-1.5%</td> </tr> </tbody> </table> <p>Source: annual populations survey 2012.</p> <p>Above data based is based on Office of National Statistics demographic indicator data for Peverell Library ward. (Devonport)</p> <p>This ward level data could be added to by potential additional library users from displaced libraries to the sum total.</p>	Age	Number	% in Ward	% variance with city wide average	0-15	2523	18.5	+1.0%	16- 64	8936	65.6	+0.6%	64+	2170	15.9	-1.5%	<p>Our home library service will need to meet the needs of an increasing number of physically frail older people. Libraries will face a similar challenge in meeting the needs of older people with visual and hearing impairments and dementia.</p> <p>Older people are proportionately less likely to access our online services, either through lack of ability or access to ICT.</p> <p>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>Older people, particularly those in the 66 – 75 age may be more socially isolated if their local library closes.</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>Reassess staffing levels to provide additional capacity for in-library and outreach offers if as a result of the closures</p>	<p>A Macdonald</p> <p>tbc</p>
Age	Number	% in Ward	% variance with city wide average																	
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	<p>Under 15s are more represented in this area than the citywide average.</p>	<p>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>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>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.</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>there is a significant displacement of users from of libraries elsewhere.</p> <p>Promote the Home Library Service</p>					
<p><b>Disability</b></p>	<table border="1"> <tr> <td data-bbox="367 1187 622 1430">Day to day activities</td> <td data-bbox="629 1187 759 1430">Number in Ward</td> <td data-bbox="766 1187 853 1430">%</td> <td data-bbox="860 1187 983 1430">% variance with City wide average</td> </tr> </table>	Day to day activities	Number in Ward	%	% variance with City wide average	<p>Access for disabled people to Peverell 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>A Macdonald tbc</p>
Day to day activities	Number in Ward	%	% variance with City wide average					

	Limited a lot	952	7	-3.0%		<p>In total just over 25% of the community reported that they had a long term health condition or disability at the last Census, this is higher (+5%) than the citywide average.</p> <p>Figures were not available covering DLA claimants in Peverell at the time of writing. Disability Living Allowance.</p> <p>There are two people who recorded their first language as British Sign Language in the last census.</p> <p>The library is 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>Promote the Home Library Service</p>									
	Limited a little	1245	9.2	-1.1%												
<b>Disability</b>	<p><b>Safe Place Locations</b></p> <p>Peverell 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 will continue to be:</p> <p>The Co-operative Pharmacy and The Co-operative Food, Jubilee Building, Peverell Park Road (1 min walk)</p> <p>Opening Times; 7am – 10pm all week</p>	N/A	N/A								
<b>Faith/religion or belief</b>	<table border="1" data-bbox="367 1222 983 1458"> <thead> <tr> <th data-bbox="367 1222 595 1302">Religion</th> <th data-bbox="595 1222 734 1302">Number in Ward</th> <th data-bbox="734 1222 853 1302"></th> <th data-bbox="853 1222 983 1302">% variance with City wide average</th> </tr> </thead> <tbody> <tr> <td data-bbox="367 1302 595 1458"></td> <td data-bbox="595 1302 734 1458"></td> <td data-bbox="734 1302 853 1458"></td> <td data-bbox="853 1302 983 1458"></td> </tr> </tbody> </table>					Religion	Number in Ward		% variance with City wide average					No impact anticipated.	N/A	N/A
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<b>Gender - including marriage, pregnancy and maternity</b>	<p>Residents are slightly more likely to be female than the citywide average (+0.7%). Men 48.6%, Women 51.4%.</p> <p>Residents are less likely to be single and never married than the city wide average (-4.4%), less likely to be divorced (-1.1%) or widowed (-0.4%)</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</p> <p>tbc</p>																																				
<b>Gender reassignment</b>	Data covering gender reassignment is not available at ward level.	N/A	N/A	N/A																																				

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Over 97% of residents over 3 years old speak English as their main language. This is 0.8% higher than the citywide average. Polish (64) and Chinese (33) are the most common alternative main languages.																																			
Census 2011.																																			
<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
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		who is responsible
<b>Reduce the gap in average hourly pay between men and women by 2020.</b>	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
<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>	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 <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 Peverell Ward is 81%; this is 5% above the citywide average and 8% below the national average. The library makes a contribution to providing a community space. There are limited community spaces in Peverell and there could be a temporary impact between the library closing and alternative community spaces being established.	N/A
<b>Human rights Please refer to <u>guidance</u></b>	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 12.06.2017

Responsible Officer

Assistant Director for Customer Services