

EQUALITY IMPACT ASSESSMENT

Plympton 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?

PLYMPTON LIBRARY

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

Plympton Library has 6048 active users which is 12.7% 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. **Plympton is ranked number 3 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
- Books for loan
- DVDs for hire
- Audiobooks
- Request a library item – books, periodicals, plays, DVD's, Audiobooks
- Out of Hours returns bin

Events at Plympton Library

Children & Young People

- Rhymetimes – Tuesday, Thursday, and Saturday weekly
- Half Term activities
- Share a Story – Wednesdays weekly
- Chatterbooks – Thursday monthly

Health & Wellbeing

- Active Steps – Thursdays weekly
- Stop Smoking – Mondays weekly
- Sleep Well, Feel Well – ad hoc; run by Plymouth Options
- Feel better with a book – Wednesday weekly

Community and Leisure

- Film Show – Ad hoc
- Craft Group – Friday monthly
- Book Group – Friday monthly

Training, Skills & Employability

- Gadget Drop In –Wednesday monthly

	<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. 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"> <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>2310</td> <td>20.3</td> <td>+2.8</td> </tr> <tr> <td>16- 64</td> <td>7554</td> <td>58.6</td> <td>-6.4</td> </tr> <tr> <td>64+</td> <td>3035</td> <td>23.5</td> <td>+5.1</td> </tr> </tbody> </table> <p>Above data based is based on Office of National Statistics demographic indicator data for Plympton Library ward. (Plympton St Mary)</p>	Age	Number in Ward	%	% variance with city wide average	0-15	2310	20.3	+2.8	16- 64	7554	58.6	-6.4	64+	3035	23.5	+5.1	<p>Our home library service will need to meet the needs of an increasing number of physically frail older people.</p> <p>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>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</p>	<p>A Macdonald</p> <p>tbc</p>
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	<p>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>	<p>Older people, particularly those in the 66 – 75 age may be more socially isolated if their local library closes.</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>The representation of the 16-64 age 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 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>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 childrens activities e.g rhyme time</p>	<p>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>	
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		<p>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>Disability</p>	<table border="1" data-bbox="463 504 1079 818"> <thead> <tr> <th>Day to day activities</th> <th>Number in ward</th> <th>%</th> <th>% variance with city wide average</th> </tr> </thead> <tbody> <tr> <td>Limited a lot</td> <td>1159</td> <td>9.0</td> <td>-1.0</td> </tr> <tr> <td>Limited a little</td> <td>1381</td> <td>10.7</td> <td>-0.3</td> </tr> </tbody> </table> <p>Figures above relate to Plympton Library Ward (Plympton St Mary) 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 lower (-0.6%) than the citywide average.</p> <p>There are 4 people who recorded their first language as BSL 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>	Day to day activities	Number in ward	%	% variance with city wide average	Limited a lot	1159	9.0	-1.0	Limited a little	1381	10.7	-0.3	<p>Access for disabled people to Plympton Library has been assessed as good and as a tier 1 library it may benefit from service enhancements.</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 libraries elsewhere.</p>	<p>A Macdonald tbc</p>
Day to day activities	Number in ward	%	% variance with city wide average													
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	<p>There are suitable car parks (The Ridgeway) within close proximity to Plympton library with dedicated disabled parking spaces, in addition to limited car parking outside the facility (this is shared with Harewood House and the tennis courts nearby).</p> <p>There are some health related activities and provision available at Plympton Library. This aimed at mixed ability groups and there are some events targeting particular issues including mental health.</p> <p>The library is Equality Act 2010 compliant.</p>			
Disability	<p>Safe Place Locations</p> <p>Plympton library is 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>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>Plympton Library is a designated safe place along with 11 other Plympton locations</p>	No adverse impact as this Safe Space will be retained.	N/A	N/A

Faith/religion or belief					No impact anticipated.	N/A	N/A
	Religion	Number in Ward	%	% variance with city wide strategy			
	Christian	8745	68.0	+10.1			
	Buddhist	19	0.1	-0.2			
	Hindu	11	0.1	-0.1			
	Jewish	2	0.0	-0.1			
	Muslim	8	0.1	-0.7			
	Sikh	1	0.0	0.0			
	Other Religion	33	0.2	-0.3			
	No religion	3184	24.8	-8.1			
Not stated	860	6.7	-0.4				
Residents in Plympton St Mary were far more likely to profess Christianity and less likely to be any other religion than the citywide population.				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 this impact will be reduced due to the commitment that has been made for the activities and services	Promote the outreach service effectively in areas where a Library is closing Reassess staffing levels to provide additional capacity for in-library and outreach offers if as a result of the closures	A Macdonald	
Gender - including marriage, pregnancy and maternity		Residents are more likely to be female than the citywide average (+1.2%). Men 48%, Women 52%. Residents are less likely to be single and never married than the city wide average (-14.7%), less likely to be divorced (-2.0%) and more likely to be widowed (+2.3%) Anecdotal evidence suggests that it's					

	predominantly women who accompany children to activities in libraries.	which currently run from these libraries to be provided by an alternative library, or through the online and outreach offers.	there is a significant displacement of users from of libraries elsewhere.																													
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 in Ward</th> <th>%</th> <th>% variance with city wide average</th> </tr> </thead> <tbody> <tr> <td>White British</td> <td>12,534</td> <td>97.5</td> <td>+5.4</td> </tr> <tr> <td>White Other</td> <td>153</td> <td>1.2</td> <td>-2.0</td> </tr> <tr> <td>Mixed</td> <td>90</td> <td>0.7</td> <td>-0.6</td> </tr> <tr> <td>Asian/Asian British</td> <td>50</td> <td>0.4</td> <td>-1.1</td> </tr> <tr> <td>Black/Black British</td> <td>21</td> <td>0.2</td> <td>-0.5</td> </tr> <tr> <td>Other ethnic group</td> <td>8</td> <td>0.1</td> <td>-0.3</td> </tr> </tbody> </table> <p>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.</p> <p>Over 99% of residents over three years old speak English as their main language. This is 3.4% higher than the citywide average. Polish (24) is the most common alternative main language.</p>	Ethnicity	Number in Ward	%	% variance with city wide average	White British	12,534	97.5	+5.4	White Other	153	1.2	-2.0	Mixed	90	0.7	-0.6	Asian/Asian British	50	0.4	-1.1	Black/Black British	21	0.2	-0.5	Other ethnic group	8	0.1	-0.3	<p>No adverse impact anticipated</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>	N/A	N/A
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	Census 2011.			
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 Plympton St Mary is 84%, this is 8% above the citywide average and 5% 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 <u>guidance</u>	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

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STAGE 4: PUBLICATION

Date 12.06.2017



Responsible Officer

Assistant Director for Customer Services