

EQUALITY IMPACT ASSESSMENT

Plymstock 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?

PLYMSTOCK LIBRARY

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

Plymstock Library has 6242 active users which is 13.1% 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. **Plymstock ranked number 1 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
- Café
- Books for loan
- DVDs for hire
- Audiobooks

- Request a library item – books, periodicals, plays, DVD's, Audiobooks

Events at Plymstock Library

Children & Young People

- Rhymetimes – Thursdays and Saturdays weekly
- Half Term activities
- Share a Story – Wednesdays weekly
- Chatterbooks – Mondays monthly

Health & Wellbeing

- Active Steps – Wednesday weekly
- Stop Smoking – Mondays weekly
- Feel better with a book – Tuesday weekly
- Mindfulness workshop – ad hoc; run by Plymouth Options

Community and Leisure

- History presentations – ad hoc
- Film Shows – Mondays monthly
- Classic Movie shows – Tuesday monthly
- Craft Group – Friday monthly
- Book Group – Friday monthly

Training, Skills & Employability

- Gadget Drop In – Tuesdays monthly
- Hello Word – Coding and Making – Tuesdays fortnightly
- IT for Beginners – Tuesday monthly

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.

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.

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>2264</td> <td>18.2</td> <td>+1.3</td> </tr> <tr> <td>16- 64</td> <td>7172</td> <td>57.8</td> <td>-7.2</td> </tr> <tr> <td>64+</td> <td>2972</td> <td>24.0</td> <td>+6.6</td> </tr> </tbody> </table> <p>Above data based is based on ONS demographic indicator data for Plymstock Library ward. (Plymstock Radford)</p>	Age	Number in ward	%	% variance with city wide average	0-15	2264	18.2	+1.3	16- 64	7172	57.8	-7.2	64+	2972	24.0	+6.6	<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>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</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 there is a significant displacement of users from of libraries elsewhere.</p>	<p>A Macdonald tbc</p>
Age	Number in ward	%	% variance with city wide average																	
0-15	2264	18.2	+1.3																	
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		<p>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 PC's 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</p>		
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		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													
Disability		Access for disabled people to Plymstock Library has been assessed as good and as a tier 1 library it may benefit from service enhancements.	Promote the outreach service effectively in areas where a library is closing	A Macdonald tbc											
	<table border="1"> <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>1180</td> <td>9.5</td> <td>-0.5</td> </tr> <tr> <td>Limited a little</td> <td>1389</td> <td>11.1</td> <td>+1.3</td> </tr> </tbody> </table>	Day to day activities	Number	%	% var	Limited a lot	1180	9.5	-0.5	Limited a little	1389	11.1	+1.3		Ensure that outreach locations that are selected for delivering library services are Equality Act 2010 compliant
	Day to day activities	Number	%	% var											
	Limited a lot	1180	9.5	-0.5											
Limited a little	1389	11.1	+1.3												
<p>Figures above relate to Plymstock Library Ward (Plymstock Radford) In total just over 20% of the community reported that they had a long term health condition or disability at the last Census, this is slightly higher (+0.2%) than the citywide average.</p> <p>There are six 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 are some health related activities and provision available at Plymstock Library. This aimed at mixed ability groups and there are some events targeting particular issues</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.													

	including mental health. There are suitable car parks (The Broadway) within close proximity to Plymstock library with dedicated disabled parking spaces.																							
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>Plymstock Library is a designated safe place along with 8 other Plymstock locations.</p>	No adverse impact as this Safe Space will be retained.	N/A	N/A																				
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>8322</td> <td>66.7</td> <td>+8.6</td> </tr> <tr> <td>Buddhist</td> <td>30</td> <td>0.2</td> <td>-0.1</td> </tr> <tr> <td>Hindu</td> <td>4</td> <td>0.0</td> <td>-0.2</td> </tr> <tr> <td>Jewish</td> <td>4</td> <td>0.0</td> <td>-0.1</td> </tr> </tbody> </table>	Religion	Number	%	% var	Christian	8322	66.7	+8.6	Buddhist	30	0.2	-0.1	Hindu	4	0.0	-0.2	Jewish	4	0.0	-0.1	No impact anticipated.	N/A	N/A
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Muslim	19	0.2	-0.6																					
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Not stated	882	7.1	0.0																					
Gender - including marriage, pregnancy and maternity	<p>Residents are more likely to be female than the citywide average (+1%). Men 48%, Women 52%.</p> <p>Residents are less likely to be single and never married than the city wide average (-14.7%), less likely to be divorced (-1.8%) and more likely to be widowed (+2.5%)</p> <p>Anecdotal evidence suggests that it's predominantly women who accompany children to activities in libraries</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.	Promote the outreach service effectively in areas where a Library is closing	A Macdonald tbc																				
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>12107</td> <td>97.0</td> <td>+4.9</td> </tr> <tr> <td>White Other</td> <td>157</td> <td>1.3</td> <td>-1.9</td> </tr> <tr> <td>Mixed</td> <td>99</td> <td>0.8</td> <td>-0.5</td> </tr> </tbody> </table>	Ethnicity	Number	%	% var	White British	12107	97.0	+4.9	White Other	157	1.3	-1.9	Mixed	99	0.8	-0.5	No adverse impact is anticipated.	Consider making closure information available in other languages where required / requested.	A Macdonald tbc				
Ethnicity	Number	%	% var																					
White British	12107	97.0	+4.9																					
White Other	157	1.3	-1.9																					
Mixed	99	0.8	-0.5																					

	Asian/Asian British	59	0.5	-1.0			
	Black/Black British	42	0.3	-0.4			
	Other ethnic group	16	0.1	-0.3			
	<p>Over 99% of residents over three years old speak English as their main language. This is 3.4% higher than the citywide average. Portuguese (9) is the most common alternative main language.</p> <p>Census 2011.</p> <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>						
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 Plymstock Radford is 85%, this is 9% above the citywide average and 4% below the national average. The library will continue to make a key contribution to providing an effective community space. No impact is anticipated</p>	<p>N/A</p>
<p>Human rights Please refer to guidance</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