

EQUALITY IMPACT ASSESSMENT

Southway 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?

SOUTHWAY LIBRARY

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

Southway Library has 2281 active users which is 4.8% 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. **Southway ranked number 6 out of 17 libraries.**

Opening hours

- Monday: 9am to 6pm
- Tuesday: 9am to 6pm
- Wednesday: 9am to 6pm
- Thursday: 9am to 6pm
- Friday: 9am to 6pm
- Saturday: 9am to 1pm
- Sunday: Closed

Services and facilities

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

Events at Southway Library

- Job Club – Mondays –Weekly
- Book Group – Tuesday monthly

	<ul style="list-style-type: none"> ▪ Feel better with a book – Mondays- Weekly ▪ Rhymetime – Wednesday – Weekly ▪ Feel Better with a Book – Tuesdays weekly ▪ Stop Smoking Service – Thursdays weekly ▪ Lego Club – Thursdays weekly ▪ Half Term Activities – Scheduled to co-ordinate with local school terms <p>In the event that libraries identified for proposed closure in the Plan for Libraries do close. Southway 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>2716</td> <td>20.5</td> <td>+3.0</td> </tr> <tr> <td>16- 64</td> <td>7996</td> <td>60.2</td> <td>-4.8</td> </tr> </tbody> </table>	Age	Number in ward	%	% variance with city wide average	0-15	2716	20.5	+3.0	16- 64	7996	60.2	-4.8	<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>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</p>	A Macdonald tbc
	Age	Number in ward	%	% variance with city wide average												
	0-15	2716	20.5	+3.0												
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	64+	2560	19.3	+1.9	<p>Source annual populations survey 2012.</p> <p>The representation of the 16-64 age groups is lower than the city average, but the 0-15 age group is greatly higher than the city average.</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 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>venues</p> <p>Promote the outreach locations where library services will be delivered</p> <p>Reassess staffing levels as a result of closure of library to provide additional capacity for in-library and outreach offers.</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 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>		
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Disability					Access for disabled people to Southway 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 Ensure that outreach locations that are selected for delivering library services are Equality Act 2010 compliant 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.	A Macdonald tbc
	Day to day activities	Number in ward	%	% variance with city wide average			
	Limited a lot	1425	10.8	+0.8			
	Limited a little	1374	10.4	0.0			
<p>In total just over 21% of the community reported that they had a long term health condition or disability at the last Census, this is higher (+0.4%) 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 is a suitable car park to the rear of Southway Library with dedicated disabled parking spaces.</p>							

	<p>There are some health related activities and provision available at Southway Library. This aimed at mixed ability groups and there are some events targeting particular issues including mental health.</p> <p>The library is accessible from the entrance by the bus stop rather than the main entrance at the shopping precinct. It 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 missed the bus and are feeling overwhelmed.</p> <p>Southway Library is a designated safe space.</p>	No adverse impact is 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>8089</td> <td>62.1</td> <td>+4.0</td> </tr> <tr> <td>Buddhist</td> <td>35</td> <td>0.3</td> <td>0.0</td> </tr> <tr> <td>Hindu</td> <td>25</td> <td>0.2</td> <td>0.0</td> </tr> </tbody> </table>	Religion	Number	%	% var	Christian	8089	62.1	+4.0	Buddhist	35	0.3	0.0	Hindu	25	0.2	0.0	No impact anticipated.	N/A	N/A
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Gender - including marriage, pregnancy and maternity	<p>Residents are more likely to be female than the citywide average (+1.5%). Men 48%, Women 52%.</p> <p>Residents are less likely to be single and never married than the city wide average (-10.4%), more likely to be divorced (+0.4%) and more likely to be widowed (+0.5%).</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.</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>Promote the outreach service effectively in areas where a Library is closing</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>	A Macdonald tbc																								
Gender reassignment	Data covering gender reassignment is not available at ward level.	N/A	N/A	N/A																								

Race					No adverse impact anticipated 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.	Consider making library closure information available in other languages where required / requested.	A Macdonald tbc
Ethnicity	Number in ward	%	% variance in city wide average				
White British	12504	96	+2.9				
White Other	197	1.5	-1.7				
Mixed	100	0.8	-0.5				
Asian/Asian British	158	1.2	-0.3				
Black/Black British	28	0.2	-0.5				
Other ethnic group	42	0.3	-0.1				
<p>Over 98% of residents over three years old speak English as their main language. This is 1.8% higher than the citywide average. Polish (41) and Filipino (34) are the most common alternative main languages.</p> <p>Census 2011.</p> <p>Residents are more likely to be White British (+2.9%) than the average across the city. All other minority and BME groups are more substantially represented in this ward.</p>							
Sexual orientation - including civil partnership	Data covering sexual orientation is not available at ward level.				No adverse impact anticipated.	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 Southway is 69%, this is 7% below the citywide average and 20% 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. 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
