

EQUALITY IMPACT ASSESSMENT

St Budeaux Library Redevelopment



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?

ST BUDEAUX LIBRARY REDEVELOPMENT

As part of the Plan for Libraries proposal, St Budeaux Library was earmarked for staying open. This EIA looks at the implications of developing a new library on the existing site as part of a mixed use development.

Plymouth City Council own the St Budeaux Library; a post war, single storey building situated within the centre of St Budeaux, close to local shops, services and facilities. The building is close to the end of its economic life. Therefore, the Council is seeking to develop a new facility to deliver a modern fit for purpose library service as part of the already approved Plan for Libraries (PFL) within a new library building (this will include the ability to deliver the universal offer as part of the Health and Wellbeing Hub model). As part of a scheme, the development offers the opportunity to deliver some 24 homes, mainly as 1 or 2 bedroom apartments, utilising the upper levels within a mixed use development, & incorporating 4 specialist units which are fully wheelchair accessible being located on the ground floor.

St Budeaux Library has 2730 active users which is 6% of the total active library users. Whilst the existing library is redeveloped, library users will be able to use other libraries across the city including West Park library which will be kept open until the St Budeaux library reopens. In the interim the library will be taken into c

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. Two of our objectives are:

- 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. Outreach sessions will be a key element of service delivery in the St Budeaux area whilst the new development is constructed.

Author	Karen Brimicombe, project & Contract Management Team Leader
Department and service	TCC06 (Plan for Libraries) Project Team
Date of assessment	V0.1 13/03/2018

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg 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>3039</td> <td>22.4</td> <td>+4.9%</td> </tr> <tr> <td>16- 64</td> <td>8554</td> <td>63.0</td> <td>-2.0%</td> </tr> <tr> <td>64+</td> <td>1993</td> <td>14.7</td> <td>-2.7%</td> </tr> </tbody> </table> <p>Above data based is based on Office of National Statistics demographic indicator data for St Budeaux Library at ward level</p> <p>0-15 age group is significantly higher than the city average. There is evidence of a slight decrease in representation of citizens that are 64 +</p>	Age	Number in Ward	%	% variance with city wide average	0-15	3039	22.4	+4.9%	16- 64	8554	63.0	-2.0%	64+	1993	14.7	-2.7%	<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</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>New library will provide 21st century library for the public.</p>	<p>A Macdonald</p> <p>Liz Dunster</p>
Age	Number in Ward	%	% variance with city wide average																	
0-15	3039	22.4	+4.9%																	
16- 64	8554	63.0	-2.0%																	
64+	1993	14.7	-2.7%																	

OFFICIAL:

		<p>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</p>	<p>Mixed use development will provide much needed 1 & 2 bedroom accommodation in the locality allowing older couples to relocate from family sized properties</p>	<p>Summer 2019</p>
--	--	--	---	--------------------

		<p>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>														
<p>Disability</p>	<table border="1" data-bbox="488 647 1001 967"> <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>1556</td> <td>11.6 %</td> <td>+1.6</td> </tr> <tr> <td>Limited a little</td> <td>1457</td> <td>10.9 %</td> <td>+0.5</td> </tr> </tbody> </table> <p>In total just over 22.5% of the community in St Budeaux Ward reported that they had a long term health condition or disability at the last Census, this is marginally higher (1.5%) than the citywide average.</p> <p>DLA claimants in St Budeaux made up 7.0 % of the total DLA claimant count for the city with 50% of these claiming the higher mobility rate of the benefit.</p>	Day to day activities	Number	%	% var	Limited a lot	1556	11.6 %	+1.6	Limited a little	1457	10.9 %	+0.5	<p>Access for disabled people to St Budeaux 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>New library will be on the ground floor of the mixed use development and will be accessing. It will contain publically accessible disabled toilets.</p>	<p>A Macdonald Tbc</p> <p>Liz Dunster Summer 2019</p>
Day to day activities	Number	%	% var													
Limited a lot	1556	11.6 %	+1.6													
Limited a little	1457	10.9 %	+0.5													

	<p>There are seven 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 St Budeaux Library such as Active Steps and Smoking Cessation.</p> <p>There is a small car park at the rear of the library. There is limited on-street parking in the neighbouring streets</p> <p>The library is Equality Act 2010 compliant.</p>		<p>The mixed use development will incorporate 4 fully wheelchair accessible on the ground floor of the development. These are in short supply across the whole of the city.</p> <p>Several disabled parking spaces will be incorporated for library use as part of the redevelopment proposals</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>St Budeaux Library is not currently is a designated safe place. There are currently 5 safe spaces identified in St Budeaux.</p>	No adverse impact anticipated.	Explore possibility of St Budeaux Library being made a designated Safe Place.	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>7545</td> <td>56.4</td> <td>-1.7</td> </tr> </tbody> </table>	Religion	Number	%	% var	Christian	7545	56.4	-1.7	No impact anticipated.	N/A	N/A
Religion	Number	%	% var									
Christian	7545	56.4	-1.7									

OFFICIAL:

	Buddhist	31	0.23	-0.07			
	Hindu	1	0.007	-0.1			
	Jewish	4	0.03	-0.03			
	Muslim	48	0.36	-0.4			
	Sikh	4	0.03	-0.03			
	Other Religion	38	0.28	-0.2			
	No religion	4774	35.7	+2.8			
	Not stated	927	6.9	-0.2			
Residents were less likely to profess Christianity and more likely to be profess no religion than the citywide population. Other minority faiths also showed a minor decrease in indicative figures measured against the average across the city.							
Gender - including marriage, pregnancy and maternity	<p>Residents are slightly more likely to be female than the citywide average (+0.7%). Men 48.7%, Women 51.3%.</p> <p>Residents are less likely to be single and never married than the city wide average (-2.8%), more likely to married (+1.3%) or divorced +1.3%)</p> <p>Anecdotal evidence suggests that it's predominantly women who accompany</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</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

	children to activities in libraries	activities and services which currently run from these libraries to be provided by an alternative library, or through the online and outreach offers																														
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>12905</td> <td>96.5</td> <td>+3.6</td> </tr> <tr> <td>White Other</td> <td>244</td> <td>1.7</td> <td>-1.5</td> </tr> <tr> <td>Mixed</td> <td>105</td> <td>0.8</td> <td>-0.5</td> </tr> <tr> <td>Asian/Asian British</td> <td>84</td> <td>0.6</td> <td>-0.9</td> </tr> <tr> <td>Black/Black British</td> <td>27</td> <td>0.2</td> <td>-0.5</td> </tr> <tr> <td>Other ethnic group</td> <td>14</td> <td>0.1</td> <td>-0.3</td> </tr> </tbody> </table> <p>The second most widely spoken language is Polish (44) and East Asian (32) Census 2011.</p> <p>The local area similar in terms of diversity to the citywide average. There is a higher than average representation of White British citizens in this community.</p>	Ethnicity	Number	%	% var	White British	12905	96.5	+3.6	White Other	244	1.7	-1.5	Mixed	105	0.8	-0.5	Asian/Asian British	84	0.6	-0.9	Black/Black British	27	0.2	-0.5	Other ethnic group	14	0.1	-0.3	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 library closure information made available in alternative languages.	A Macdonald
Ethnicity	Number	%	% var																													
White British	12905	96.5	+3.6																													
White Other	244	1.7	-1.5																													
Mixed	105	0.8	-0.5																													
Asian/Asian British	84	0.6	-0.9																													
Black/Black British	27	0.2	-0.5																													
Other ethnic group	14	0.1	-0.3																													
Sexual orientation -	Data covering sexual orientation is not	No impact anticipated.	N/A	N/A																												

OFFICIAL:

including civil partnership	available at ward level.			
-----------------------------	--------------------------	--	--	--

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 St Budeaux Ward is 76%, this is the same as the citywide average and 13% 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

OFFICIAL:

Responsible Officer

Date 13.03.2018

Assistant Director for Customer Services

OFFICIAL: