

Equality Impact Assessment
Corporate Assessment Template



Service/Function Title: Closure of Roath Library
New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Service/Function?	
Name: Sarah McGill	Job Title: Director,
Service Team: Libraries	Service Area: Communities, Housing & Customer Services
Assessment Date: May 2015	

1. What are the objectives of the Service/Function?

To recommend proposals for the delivery of sustainable library services in Roath and Adamsdown informed by the newly agreed Libraries strategy and in light of the condition assessment of the current Library building in Roath.

2. Please provide background information on the Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

Roath Library

Roath Library is situated on Newport Road, Adamsdown and is located approximately one kilometre east of Cardiff City Centre. It is on the Plasnewydd Ward boundary. The property is situated directly on the principal route connecting the city centre to the east of the city. Public transport is readily available, serviced by Cardiff Bus. The nearest rail link is Queen Street station to the west of the city centre.

Neighbouring Libraries include:

- **Splott Library** (current location)
 - 0.5 miles – 5 minute drive and 11 minute walk.
- **Star Hub** (new Hub location from Summer 2016)
 - 1.1 miles – 4 minute drive, 22 minute walk and accessible from bus 11.
- **Penylan Library**
 - 0.9 miles – 4 minute drive, 18 minute walk and accessible from 52 bus.
- **Central Library**
 - 1.1 miles – 7 minute drive, 22 minute walk and accessible via buses 45, 30, 49 and 44.
- **Cathays Library**

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- 1.3 miles – 7 minute drive, 26 minute walk and accessible from 38(A) bus.

The building opened 40.5 hours per week and ran the following classes:

- Informal English for Speakers of Other Languages (ESOL) classes for asylum seekers - Monday, Tuesday, Thursday and Friday, 2:00-4:00pm
- Watercolour class 10:00am-12:00pm every Tuesday during term time, organised by East Moors
- Reading Group on the second Thursday of every month at 11:30am
- A Knitting Group meets one Saturday every month from 2:00-4:00pm
- Regular coffee mornings and occasional author visits
- Storytime, Rhymetime or Language and Play (LAP) sessions for under 5s

The two wards that the library predominately services are Adamsdown and Plasnewydd. These areas have a high immigrant and refugee population. According to the 2011 census, 25.1% of Adamsdown and 23.6% of Plasnewydd residents state that their place of birth was outside of the UK, compared to 12.7% for Cardiff as a whole. From the same census, households with at least one person for whom English or Welsh is not their main language, Adamsdown has 24.6%, Plasnewydd 20.8%, and Cardiff as a whole 9.6%. Changing this to households where no-one has English or Welsh as a main language, Adamsdown has 16.9%. Plasnewydd 12.3%, and Cardiff as a whole 5.2%

Both areas are relatively young, with a skew towards 15-40 age groups. Percentages of populations for main age groups are:

	Plasnewydd	Adamsdown	Cardiff
Total usual Residents	%	%	%
0-14	9.6	14.6	17.1
15-64	83.4	79.1	69.8
65+	6.9	6.3	13.2
Mean Age	26	27	37

Both wards have lower numbers of young children and older people than the city as a whole.

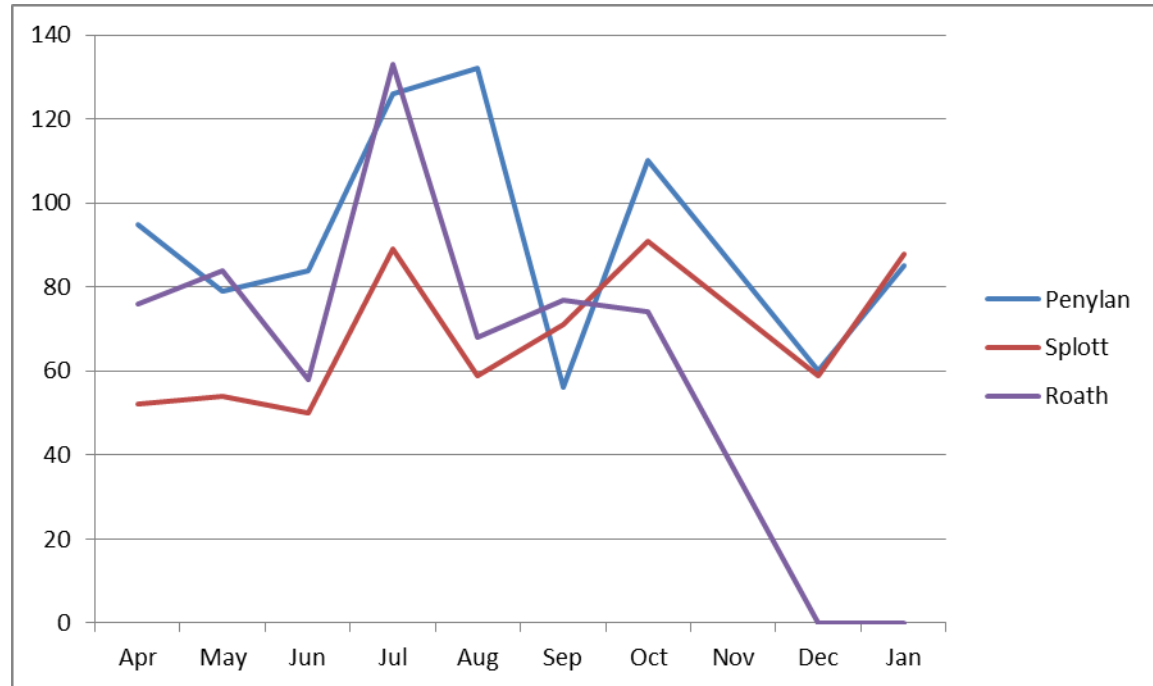
The building is currently closed temporarily as it is not fit for public use. After the boiler failed, the temperature of the building was monitored on a daily basis and a temporary heating solution was not possible as the electricians would not support the number of temporary heaters required to heat the large open space. Therefore the decision was taken to close in November 2014.

Some indicators of any migration to other libraries in the area since the temporary closure are shown below:

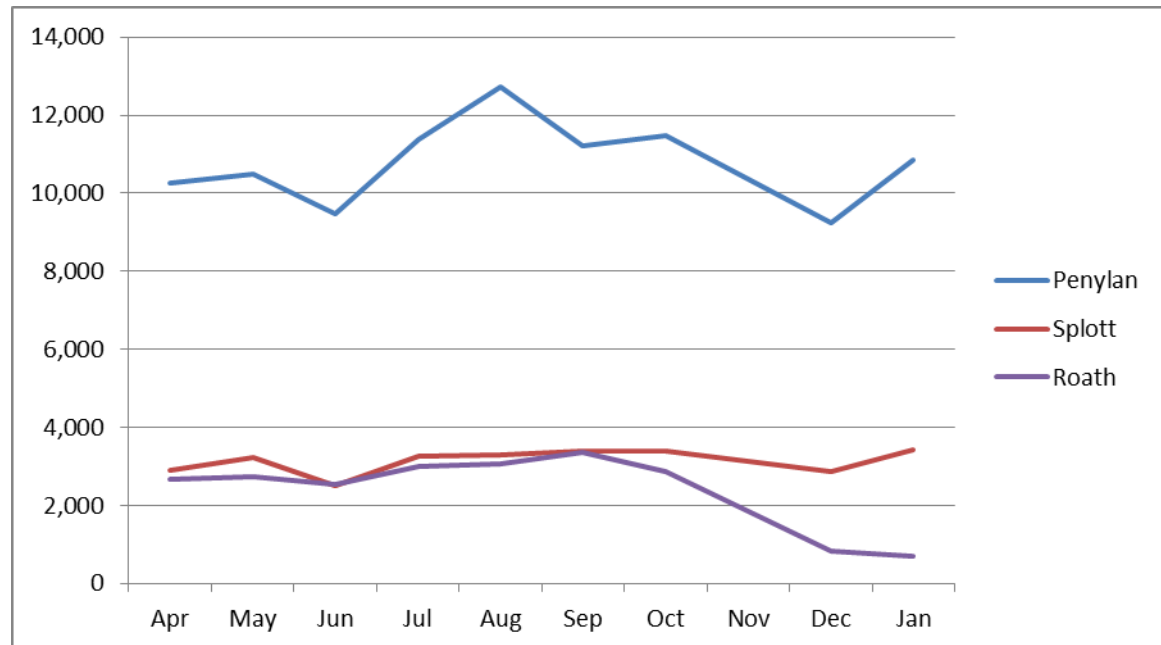
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New Users



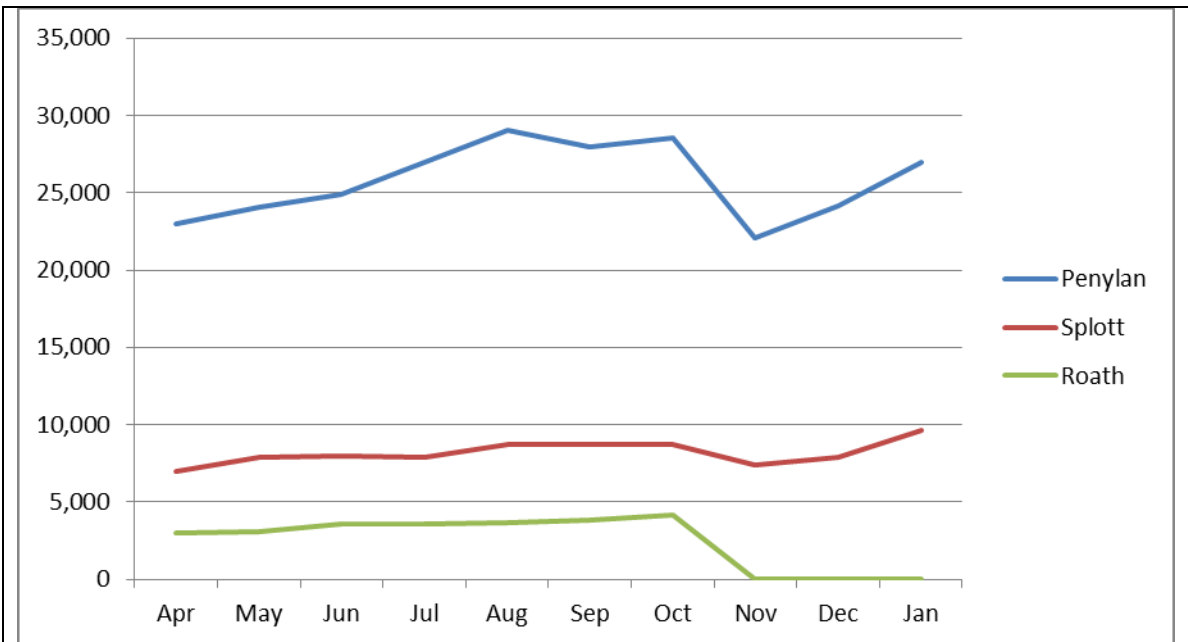
Number of issues of items



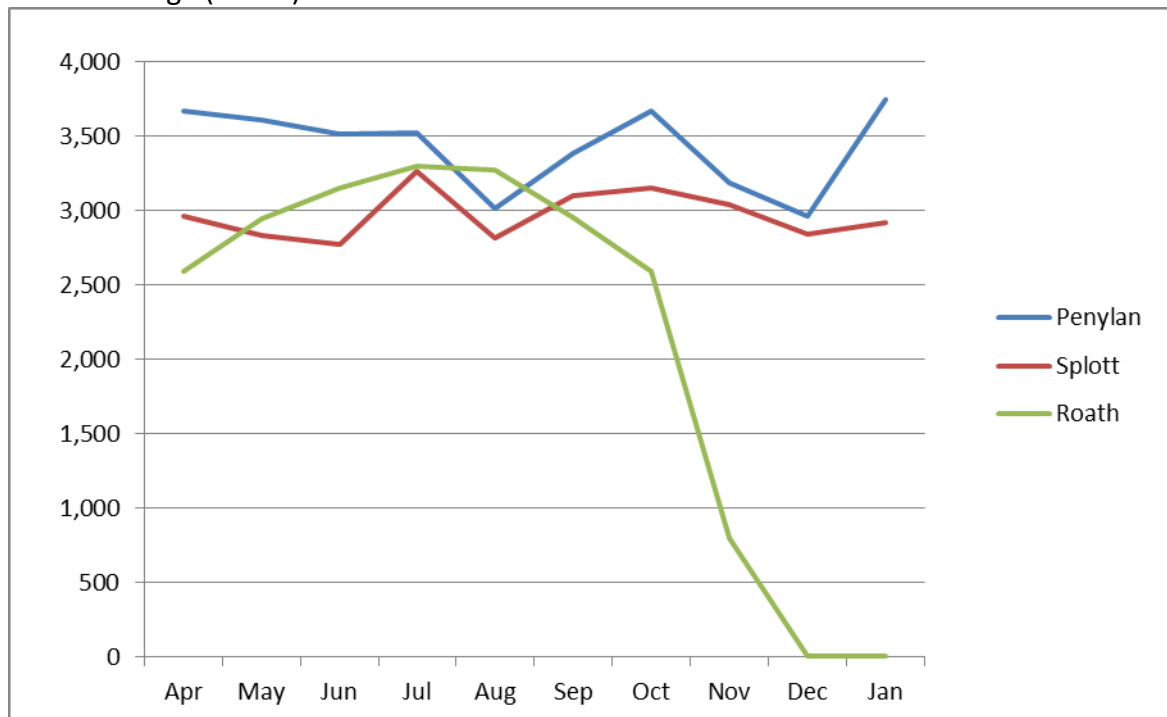
Footfall

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Internet usage (Hours)



In view of the condition of the building Roath was identified in the approved Library strategy as likely to be unsustainable as a community partnership hub. Therefore both long and short term alternative solutions for library service provision in the Roath and Adamsdown area were considered.

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3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years	X		
18 - 65 years	X		
Over 65 years	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

If the proposal is agreed it would have a negative impact on all ages, due to the current activities that take place:

- Watercolour class 10:00am-12:00pm every Tuesday during term time, organised by East Moors
- Reading Group on the second Thursday of every month at 11:30am
- A Knitting Group meets one Saturday every month from 2:00-4:00pm
- Regular coffee mornings and occasional author visits
- Storytime, Rhymetime or Language and Play (LAP) sessions for under 5s

What action(s) can you take to address the differential impact?

Temporary Solutions

- Drop off and collection point for Library books at Adamsdown Day Centre.
- New mobile van to provide outreach in the Adamsdown and Plasnewydd Wards.
- Digital Inclusion and Into Work services from Plasnewydd Community Centre Mondays and Fridays 9am to 5pm.
- During this time a pop-up library provision will also be run, where people can access library services.
- Existing Storytime and Rhymetime classes that have been moved to Star Library to continue.
- 4 additional open access PCs located in Splott Library to continue.
- Work with partners in the area to locate a library within their future plans – including the proposed redevelopment of Adamsown Day Centre and/or future redevelopment plans by YMCA for Plasnewydd Community Centre

Medium Term possible solutions

- The creation of a Neighbourhood Development Librarian (at a cost of £33,000) to offer professional support, such as Storytime and Rhymetime sessions. The role would require the provision of professional outreach

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support to develop links with local community groups, schools, partners and individuals. Creative and imaginative delivery of reading, ICT and information sessions could be delivered in the community.

- It is proposed that £40,000 of the capital receipt from the sale of the building is retained to support the reinvestment in the area. This will include the purchase of self-serve kiosks, additional IT equipment and books.
- Adamsdown/Roath could be added to the mobile library route for residents to be able to access the library service.
- Additional digital inclusion and Into Work services could be provided in partner or other council buildings in the area. Kits currently being offered by Digital Communities Wales specifically for community based digital inclusion projects in Wales are being communicated right now to possible partner organisations.

3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment		X	
Physical Impairment	X		
Visual Impairment		X	
Learning Disability		X	
Long-Standing Illness or Health Condition		X	
Mental Health		X	
Substance Misuse		X	
Other		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

If the proposal were to go ahead, this could potentially have a negative impact on anyone with a physical impairment due to the distance to travel to alternative locations.

What action(s) can you take to address the differential impact?

Temporary Solutions

- Drop off and collection point for Library books at Adamsdown Day Centre.
- New mobile van to provide outreach in the Adamsdown and Plasnewydd Wards.
- During this time a pop-up library provision will also be run, where people can access library services.

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Medium Term Solutions

- Adamsdown/Roath could be added to the mobile library route for residents to be able to access the library service.

In place alternatives

- Cardiff libraries operate a dynamic stock system. All stock can be browsed using an online catalogue, and can be requested to be collected from any library within Cardiff. Whilst this does not change distances to travel, it can allow combination of journeys to reduce impact.

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

N/A

What action(s) can you take to address the differential impact?

N/A

3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage			x

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Civil Partnership			x
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Please give details/consequences of the differential impact, and provide supporting evidence, if any.
N/A
What action(s) can you take to address the differential impact?
N/A

3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy			x
Maternity			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
N/A
What action(s) can you take to address the differential impact?
N/A

3.6 Race

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Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White	x		
Mixed / Multiple Ethnic Groups	x		
Asian / Asian British	x		
Black / African / Caribbean / Black British	x		
Other Ethnic Groups	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

If the proposal were to go ahead it would have a possible negative impact on different races due to the below classes that take place through the week:

- Informal English for Speakers of Other Languages (ESOL) classes for asylum seekers - Monday, Tuesday, Thursday and Friday, 2:00-4:00pm

What action(s) can you take to address the differential impact?

Temporary Solutions

- Drop off and collection point for Library books at Adamsdown Day Centre.
- New mobile van to provide outreach in the Adamsdown and Plasnewydd Wards.
- Digital Inclusion and Into Work services from Plasnewydd Community Centre Mondays and Fridays 9am to 5pm.
- During this time a pop-up library provision will also be run, where people can access library services.
- Existing Storytime and Rhymetime classes that have been moved to Star Library to continue.
- 4 additional open access PCs located in Splott Library to continue.
- Work with partners in the area to locate a library within their future plans – including the proposed redevelopment of Adamsdown Day Centre and/or future redevelopment plans by YMCA for Plasnewydd Community Centre

Medium Term possible solutions

- The creation of a Neighbourhood Development Librarian (at a cost of £33,000) to offer professional support, such as Storytime and Rhythmetime sessions. The role would require the provision of professional outreach support to develop links with local community groups, schools, partners and individuals. Creative and imaginative delivery of reading, ICT and information sessions could be delivered in the community.
- It is proposed that £40,000 of the capital receipt from the sale of the

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building is retained to support the reinvestment in the area. This will include the purchase of self-serve kiosks, additional IT equipment and books.

- Adamsdown/Roath could be added to the mobile library route for residents to be able to access the library service.
- Additional digital inclusion and Into Work services could be provided in partner or other council buildings in the area.

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist			X
Christian			X
Hindu			X
Humanist			X
Jewish			X
Muslim			X
Sikh			X
Other			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

N/A

What action(s) can you take to address the differential impact?

N/A

3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men			X
Women			X

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Please give details/consequences of the differential impact, and provide supporting evidence, if any.
N/A
What action(s) can you take to address the differential impact?
N/A

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual			X
Gay Men			X
Gay Women/Lesbians			X
Heterosexual/Straight			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
N/A
What action(s) can you take to address the differential impact?
N/A

3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A

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Welsh Language		x	
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Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Even though the demographics show a small percentage of welsh speakers in the proposed area, there could still potentially be a negative impact, as with the age and race protected characteristics, in regards to accessing books and library activities using the Welsh language.

What action(s) can you take to address the differential impact?

Temporary Solutions

- Drop off and collection point for Library books at Adamsdown Day Centre.
- New mobile van to provide outreach in the Adamsdown and Plasnewydd Wards.
- During this time a pop-up library provision will also be run, where people can access library services.
- Existing Storytime and Rhymetime classes that have been moved to Star Library to continue.
- 4 additional open access PCs located in Splott Library to continue.
- Work with partners in the area to locate a library within their future plans – including the proposed redevelopment of Adamsown Day Centre and/or future redevelopment plans by YMCA for Plasnewydd Community Centre

Medium Term possible solutions

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- It is proposed that £40,000 of the capital receipt from the sale of the building is retained to support the reinvestment in the area. This will include the purchase of self-serve kiosks, additional IT equipment and books.
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- Additional digital inclusion and Into Work services could be provided in partner or other council buildings in the area. Kits currently being offered by Digital Communities Wales specifically for community based digital inclusion projects in Wales are being communicated right now to possible partner organisations.

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4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

<p>The new strategy was consulted upon as part of the “Changes for Cardiff” budget consultation. 4,191 people took the time to complete the questionnaire, over 500 attended engagement events, and a large number of the public gave views via petitions, calls for community polls and through correspondence. The analysed results and supplementary information can be found on http://cardiffdebate.co.uk/.</p>
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5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	<p>Temporary Solutions</p> <ul style="list-style-type: none">• Drop off and collection point for Library books at Adamsdown Day Centre.• New mobile van to provide outreach in the Adamsdown and Plasnewydd Wards.• Digital Inclusion and Into Work services from Plasnewydd Community Centre Mondays and Fridays 9am to 5pm.• During this time a pop-up library provision will also be run, where people can access library services.• Existing Storytime and Rhymetime classes that have been moved to Star Library to continue.• 4 additional open access PCs located in Splott Library to continue.• Work with partners in the area to locate a library within their future plans – including the proposed redevelopment of Adamsown Day Centre and/or future redevelopment plans by YMCA for Plasnewydd Community Centre

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Disability	<p>Temporary Solutions</p> <ul style="list-style-type: none"> • Drop off and collection point for Library books at Adamsdown Day Centre. • New mobile van to provide outreach in the Adamsdown and Plasnewydd Wards. • During this time a pop-up library provision will also be run, where people can access library services. <p>Medium Term Solutions</p> <ul style="list-style-type: none"> • Adamsdown/Roath could be added to the mobile library route for residents to be able to access the library service. <p>In place alternatives</p> <ul style="list-style-type: none"> • Cardiff libraries operate a dynamic stock system. All stock can be browsed using an online catalogue, and can be requested to be collected from any library within Cardiff. Whilst this does not change distances

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	to travel, it can allow combination of journeys to reduce impact.
Gender Reassignment	n/a
Marriage & Civil Partnership	n/a
Pregnancy & Maternity	n/a
Race	<p>Temporary Solutions</p> <ul style="list-style-type: none"> • Drop off and collection point for Library books at Adamsdown Day Centre. • New mobile van to provide outreach in the Adamsdown and Plasnewydd Wards. • Digital Inclusion and Into Work services from Plasnewydd Community Centre Mondays and Fridays 9am to 5pm. • During this time a pop-up library provision will also be run, where people can access library services. • Existing Storytime and Rhymetime classes that have been moved to Star Library to continue. • 4 additional open access PCs located in Splott Library to continue. • Work with partners in the area to locate a library within their future plans – including the proposed redevelopment of Adamsdown Day Centre and/or future redevelopment plans by YMCA for Plasnewydd Community Centre <p>Medium Term possible solutions</p> <ul style="list-style-type: none"> • The creation of a Neighbourhood Development Librarian (at a cost of £33,000) to offer professional support, such as Storytime and Rhythmetime sessions. The role would require the provision of professional outreach support to develop links with local community groups, schools, partners and individuals. Creative and imaginative delivery of reading, ICT and information sessions could be delivered in the community. • It is proposed that £40,000 of the capital receipt from the sale of the building is retained to support the reinvestment in the area. This will include the purchase of self-serve kiosks,

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	<p>additional IT equipment and books.</p> <ul style="list-style-type: none"> • Adamsdown/Roath could be added to the mobile library route for residents to be able to access the library service. <p>Additional digital inclusion and Into Work services could be provided in partner or other council buildings in the area.</p>
Religion/Belief	n/a
Sex	n/a
Sexual Orientation	n/a
Welsh Language	<p>Temporary Solutions</p> <ul style="list-style-type: none"> • Drop off and collection point for Library books at Adamsdown Day Centre. • New mobile van to provide outreach in the Adamsdown and Plasnewydd Wards. • During this time a pop-up library provision will also be run, where people can access library services. • Existing Storytime and Rhymetime classes that have been moved to Star Library to continue. • 4 additional open access PCs located in Splott Library to continue. • Work with partners in the area to locate a library within their future plans – including the proposed redevelopment of Adamsown Day Centre and/or future redevelopment plans by YMCA for Plasnewydd Community Centre <p>Medium Term possible solutions</p> <ul style="list-style-type: none"> • The creation of a Neighbourhood Development Librarian (at a cost of £33,000) to offer professional support, such as Storytime and Rhymetime sessions. The role would require the provision of professional outreach support to develop links with local community groups, schools, partners and individuals. Creative and imaginative delivery of reading, ICT and information sessions could be delivered in the community. • It is proposed that £40,000 of the capital receipt from the sale of the building is retained to support the reinvestment in the area. This will include the purchase of self-serve kiosks, additional IT equipment and books. • Adamsdown/Roath could be added to the mobile

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	<p>library route for residents to be able to access the library service.</p> <ul style="list-style-type: none"> • Additional digital inclusion and Into Work services could be provided in partner or other council buildings in the area. Kits currently being offered by Digital Communities Wales specifically for community based digital inclusion projects in Wales are being communicated right now to possible partner organisations.
<p>Generic Over-Arching [applicable to all the above groups]</p>	<p>Temporary Solutions</p> <ul style="list-style-type: none"> • Drop off and collection point for Library books at Adamsdown Day Centre. • New mobile van to provide outreach in the Adamsdown and Plasnewydd Wards. • Digital Inclusion and Into Work services from Plasnewydd Community Centre Mondays and Fridays 9am to 5pm. • During this time a pop-up library provision will also be run, where people can access library services. • Existing Storytime and Rhymetime classes that have been moved to Star Library to continue. • 4 additional open access PCs located in Splott Library to continue. • Work with partners in the area to locate a library within their future plans – including the proposed redevelopment of Adamsdown Day Centre and/or future redevelopment plans by YMCA for Plasnewydd Community Centre <p>Medium Term possible solutions</p> <ul style="list-style-type: none"> • The creation of a Neighbourhood Development Librarian (at a cost of £33,000) to offer professional support, such as Storytime and Rhythmetime sessions. The role would require the provision of professional outreach support to develop links with local community groups, schools, partners and individuals. Creative and imaginative delivery of reading, ICT and information sessions could be delivered in the community. • It is proposed that £40,000 of the capital receipt

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	<p>from the sale of the building is retained to support the reinvestment in the area. This will include the purchase of self-serve kiosks, additional IT equipment and books.</p> <ul style="list-style-type: none">• Adamsdown/Roath could be added to the mobile library route for residents to be able to access the library service.• Additional digital inclusion and Into Work services could be provided in partner or other council buildings in the area.
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6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By :	Date:
Designation:	
Approved By:	
Designation:	
Service Area:	

7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email citizenfocus@cardiff.gov.uk