

## Appendix S Labour Amendment

### Cambridge City Council Equality Impact Assessment



Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from David Kidston, Strategy and Partnerships Manager on 01223 457043 or email [david.kidston@cambridge.gov.uk](mailto:david.kidston@cambridge.gov.uk) or from any member of the Joint Equalities Group.

#### 1. Title of strategy, policy, plan, project, contract or major change to your service:

2013/14 Budget Setting Report (February 2013)- Labour Amendment

#### 2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

To enable the City Council to set a balanced budget that ensures that the reserves position is not further weakened, but to recognise that there remain significant deficiencies in the Council's basic service delivery, particularly issues requiring improvements to make Cambridge cleaner and safer, plus the need to address fairness and green policy priorities, while achieving the necessary compensating savings required. This EQIA assesses the equality impacts of the Labour Budget Amendment.

#### 3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

- Residents
- Visitors
- Staff

A specific client group or groups (please state):

#### 4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

- New  
 Revised  
 Existing

#### 5. Responsible directorate and service

Directorate: Labour Group  
Service:

#### 6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?

- No  
 Yes (please give details):

The Amendment affects some of our partnership working, notably with Cambridgeshire County Council, and it has an impact on the voluntary and community sector.

#### 7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some

## 7. Potential impact

equalities groups, so use national research to provide evidence for your conclusions).

### (a) Age (any group of people of a particular age, including younger and older people)

The planned pressure on the County Council to improve pavements via an annual survey, additional works to pavements and cycleways, the increased snow and ice clearing, and also benefits advice and extra cycling interventions will be targeted to benefit older people.

The staffing resource currently used to prepare Cambridge Matters will be retargeted to ensure that news and issues which need to be communicated to older people are better addressed via frequent materials assistance to the Cambridge News and its the free newspaper delivered to over 90% of Cambridge homes, to local radio and via other newsletters and communications, e.g. COPE. This way, news and updates will be provided for older people that are more frequent, more current and more targeted.

### (b) Disability (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

The main impacts on disabled people mirror those for older people, including the need for wider availability of trained people giving initial benefits advice in accessible locations and in organisations they already contact, and through the wider retargeting of service improvements to better meet the needs of disabled people.

### (c) Gender

No impact identified

### (d) Pregnancy and maternity

No impact identified

### (e) Transgender (including gender re-assignment)

No impact identified

### (f) Marriage and Civil Partnership

No impact identified

**(g) Race or Ethnicity**

The benefit training for further frontline Council and voluntary sector staff will include targeting of harder to reach communities in the city including staff and volunteers in ethnic minority organisations able to share information in their languages, particularly for people with limited English.

**(h) Religion or Belief**

No impact identified

**(i) Sexual Orientation**

No impact identified

**(j) Other factor that may lead to inequality (please state):**

**8. If you have any additional comments please add them here**

Through this assessment, we have considered the equality impacts of all the budget proposals included in the Labour Amendment to the Council's budget for 2013-14. At this stage a number of positive impacts have been identified for particular equality groups, but no significant negative impacts from the proposals which would require mitigating actions have been identified. Consequently, the Action Plan section of this form has not been completed. However, it should be noted that project proposals are at different stages of development and only relatively high-level information is available for some projects at this stage. More detailed Equality Impact Assessments will need to be carried out on some of the strategies, policies and projects funded through the budget at an appropriate point, when they have been more fully scoped and developed.

## 9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to David Kidston, Strategy and Partnerships Manager, who will arrange for it to be published on the City Council's website. Email [david.kidston@cambridge.gov.uk](mailto:david.kidston@cambridge.gov.uk)

## 10. Sign off

Name and job title of assessment lead: Councillor Lewis Herbert

Date of completion: 12 February 2013

Date of next review of the assessment: February 2014

## Action Plan

**Equality Impact Assessment title:**

**Date of completion:**

| <b>Equality Group</b>   | <b>Age</b> |
|---|------------|
| Details of possible disadvantage or negative impact               |            |
| Action to be taken to address the disadvantage or negative impact |            |
| Officer responsible for progressing the action                    |            |
| Date action to be completed by                                    |            |

| <b>Equality Group</b>   | <b>Disability</b> |
|---|-------------------|
| Details of possible disadvantage or negative impact               |                   |
| Action to be taken to address the disadvantage or negative impact |                   |
| Officer responsible for progressing the action                    |                   |
| Date action to be completed by                                    |                   |

| <b>Equality Group</b>   | <b>Gender</b> |
|---|---------------|
| Details of possible disadvantage or negative impact               |               |
| Action to be taken to address the disadvantage or negative impact |               |
| Officer responsible for progressing the action                    |               |
| Date action to be completed by                                    |               |

| <b>Equality Group</b>   | <b>Pregnancy and Maternity</b> |
|---|--------------------------------|
| Details of possible disadvantage or negative impact               |                                |
| Action to be taken to address the disadvantage or negative impact |                                |
| Officer responsible for progressing the action                    |                                |
| Date action to be completed by                                    |                                |

| <b>Equality Group</b>   | <b>Transgender</b> |
|---|--------------------|
| Details of possible disadvantage or negative impact               |                    |
| Action to be taken to address the disadvantage or negative impact |                    |
| Officer responsible for progressing the action                    |                    |
| Date action to be completed by                                    |                    |

| <b>Equality Group</b>   | <b>Marriage and Civil Partnership</b> |
|---|---------------------------------------|
| Details of possible disadvantage or negative impact               |                                       |
| Action to be taken to address the disadvantage or negative impact |                                       |
| Officer responsible for progressing the action                    |                                       |
| Date action to be completed by                                    |                                       |

| <b>Equality Group</b>   | <b>Race or Ethnicity</b> |
|---|--------------------------|
| Details of possible disadvantage or negative impact               |                          |
| Action to be taken to address the disadvantage or negative impact |                          |
| Officer responsible for progressing the action                    |                          |
| Date action to be completed by                                    |                          |

| <b>Equality Group</b>   | <b>Religion or Belief</b> |
|---|---------------------------|
| Details of possible disadvantage or negative impact               |                           |
| Action to be taken to address the disadvantage or negative impact |                           |
| Officer responsible for progressing the action                    |                           |
| Date action to be completed by                                    |                           |

| <b>Equality Group</b>   | <b>Sexual Orientation</b> |
|---|---------------------------|
| Details of possible disadvantage or negative impact               |                           |
| Action to be taken to address the disadvantage or negative impact |                           |
| Officer responsible for progressing the action                    |                           |
| Date action to be completed by                                    |                           |

| <b>Other factors that may lead to inequality</b>                  |  |
|---|--|
| Details of possible disadvantage or negative impact               |  |
| Action to be taken to address the disadvantage or negative impact |  |
| Officer responsible for progressing the action                    |  |
| Date action to be completed by                                    |  |