



Cambridge City Council

EQUALITIES PANEL

To: Members of the Equalities Panel

Chair – Antoinette Jackson

Public Members – Graham Lewis, Nicky Wrigley, Norah Al-Ani,

Staff Members – Jackie Hanson, Ariadne Henry, Karen Hobbs, Joe Obe

Elected Members – Councillor Bick, Councillor Brown, Councillor Bird,
Councillor Johnson

Officers also in attendance –

David Kidston, Strategy and Partnerships Manager

Graham Saint, Strategy Officer

Deborah Simpson, Head of Human Resources

Paul Williams, Diversity Advisor

Naomi Armstrong, Benefits Manager

Stephen Miles, Planning Policy and Economic Development Officer

Despatched: Friday, 7 June 2013

Date: Monday, 17 June 2013

Time: 4.00 pm

Venue: The Meadows Community Centre - The Meadows Community
Centre, St Catharine's Road, Cambridge CB4 3XJ

Contact: Toni Birkin

Direct Dial: 01223 457013

AGENDA

1 WELCOME, INTRODUCTIONS AND APOLOGIES

Attendance and apologies

2 DECLARATIONS OF INTEREST

**3 MINUTES OF PREVIOUS MEETING AND MATTERS ARISING (Pages 5
- 10)**

To agree the minutes of the meeting of the 19th November 2012.

4 PUBLIC QUESTIONS

Please see information at the end of the agenda.

5 UPDATE ON THE LOCAL IMPACT OF WELFARE REFORMS *(Pages 11 - 16)*

Naomi Armstrong, Benefits Manager (Cambridge City Council) will give an update on some of the local impacts of the government's welfare reforms and highlight the mitigation measures being put in place by the Council.

Whilst it is still early to get an overview, Members may wish to provide further views about the local impacts on equalities groups. This may assist the Council in thinking about future local responses.

6 REACHING OUT TO OLDER PEOPLE IN CAMBRIDGE *(Pages 17 - 22)*

Lynne Byrne, Age UK Cambridgeshire will talk about outreach work and some of the issues faced by vulnerable elderly people in Cambridge.

Members are asked to consider some of the issues raised by Lynne and how access to services can be improved. The Council's Diversity Forum met earlier to discuss the work of the Cambridge Community Navigator and the Council's involvement in Cambridgeshire Celebrates Ages and the work of the Council's Housing Support Service. It will give a view on whether there is a need for additional coordination.

7 ASSESSING THE EQUALITIES IMPACTS OF THE NEW LOCAL PLAN *(Pages 23 - 40)*

Stephen Miles, Planning Policy and Economic Development Officer (Cambridge City Council), will introduce the Equality Impact Assessment (EqIA) carried out by the Council for its draft Local Plan 2014.

Members are asked to give their views on the EqIA, as part of their role in providing quality assurance for assessing equalities impacts.

8 ETHNICITY: FINDINGS FROM THE 2011 CENSUS *(Pages 41 - 50)*

David Kidston, Strategy and Partnerships Manager (Cambridge City Council), will introduce a paper showing significant changes in patterns of

ethnicity in Cambridge, and outline some of the steps the Council is taking in response to these changes.

Members of the Panel are asked to comment on the issues highlighted and provide advice on any further action that the Council could take to meet the needs of BAME communities.

9 EQUALITY IN EMPLOYMENT END OF YEAR WORKFORCE REPORT *(Pages 51 - 80)*

Paul Williams, Diversity Advisor (Cambridge City Council), will outline progress in achieving targets in the Council's workforce profile and ask for views on proposals to amend some targets to reflect the findings of Census 2011.

Members are invited to comment on progress and to agree to appropriate new targets.

10 FUTURE WORK PROGRAMME OF EQUALITIES PANEL

- High Demand Families
- Learning Disabilities and Complex Needs Groups

Information for the public

Public attendance

You are welcome to attend this meeting as an observer, although it will be necessary to ask you to leave the room during the discussion of matters which are described as confidential.

Public Speaking

You can ask questions on an issue included on either agenda above, or on an issue which is within this committee's powers. Questions can only be asked during the slot on the agenda for this at the beginning of the meeting, not later on when an issue is under discussion by the committee.

If you wish to ask a question related to an agenda item contact the committee officer (listed above under 'contact') **before the meeting starts**. If you wish to ask a question on a matter not included on this agenda, please contact the committee officer by 10.00am the working day before the meeting. Further details concerning the right to speak at committee can be obtained from the committee section.

Filming Protocol

Filming, recording and photography at council meetings is allowed subject to certain restrictions and prior agreement from the chair of the meeting.

Fire Alarm

In the event of the fire alarm sounding (which is a continuous ringing sound), you should pick up your possessions and leave the building by the route you came in. If your escape route or the assembly area is unsafe, you will be directed to safe areas by a member of Cambridge City Council staff.