



## Cambridge City Council Equalities Panel

**Date:** Monday, 20 November 2017

**Time:** 4.00 pm

**Venue:** Sports Hall - The Meadows Community Centre - The Meadows Community Centre

**Contact:** [democratic.services@cambridge.gov.uk](mailto:democratic.services@cambridge.gov.uk), tel:01223 457013

### Agenda

- 1 Welcome, Introductions and Apologies
- 2 Declarations of Interest
- 3 Minutes of Previous Meeting and Matters Arising (Pages 3 - 10)
- 4 Disability Confident Communication and Implementation Plan (Pages 11 - 14)
- 5 Dementia Action Alliance (Pages 15 - 16)
- 6 Exploration of links between Poverty and Inequality through our Anti-poverty Strategy (Pages 17 - 24)
- 7 AOB and Close of Meeting

**Chair:** Antoinette Jackson

**Elected Members:** Councillors Abbott, Adey, T. Moore, Ratcliffe and Sheil

**Public Members:** Graham Lewis, Orsola Spivack, Raheela Rehman, Susan Wan and Judith Margolis

**Staff Members:** Ari Henry, Karen Lee, Lesley-Ann George, Jenna Varga and Joe Obe

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## **EQUALITIES PANEL**

12 June 2017  
4.00 - 6.10 pm

**Chair:** Antoinette Jackson

**Public Members:** Graham Lewis, Judith Margolis, Raheela Rehman, Orsola Rath Spivack and Susan Wan

**Elected Members:** Councillors Abbott, Adey, T. Moore, Ratcliffe and Sheil

**Staff Members:** Ariadne Henry and Joe Obe

### **Officers:**

Head of Human Resources: Deborah Simpson

Strategy and Partnerships Manager: David Kidston

Equality and Anti-Poverty Officer: Helen Crowther

Organisation Development Manager: Vince Webb

<b>FOR THE INFORMATION OF THE COUNCIL</b>
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### **17/1/EP Welcome, Introductions and Apologies**

The Chair welcomed new members to the panel.

### **17/2/EP Declarations of Interest**

No interests were declared.

### **17/3/EP Minutes of Previous Meeting and Matters Arising**

The minutes of the meeting of the 21<sup>st</sup> November 2016 were agreed as a correct record and signed.

### **17/4/EP Public Questions**

There were no public questions.

### **17/5/EP Community Cohesion, Hate Crime and Prevent**

The Committee received a presentation from Tulat Raja, the Community Cohesion & Racial Harassment Officer, from the Safer Communities Team in Community Services regarding the Council's work to promote community cohesion, tackle hate crime and on work around the Prevent agenda.

Tulat explained that the Council is engaged in a number of positive projects to support and celebrate diversity, and promote community cohesion. This includes supporting festivals, such as the Mela, which is part of the Big Weekend and was attended by over 10,000 people last year. The Council is also supporting the Great Get Together, which is on 18<sup>th</sup> June. The Great Get-Together is a new national event organised by the Jo Cox Foundation set up in her memory, which is encouraging people to get together with neighbours for a celebration of what people have in common.

Tulat explained that the Safer Communities Team provides a Racial Harassment Service for members of the community to report hate crime, which is then investigated by the Racial Harassment Officer. The Police document incidents of reported hate crime, and the Community Safety Team is responsible for supporting and reassuring communities following incidents as well as looking for remedies using civil law. Tulat said that the Cambridge community is very cohesive on the whole, as levels of hate crime in Cambridge remain low with around 20 reported incidents per month, compared to 1,200 general reported crimes.

Tulat explained that Cambridge City Council is also responsible for supporting the Prevent agenda, which means paying "due regard" to preventing violence and terrorism. Prevent is part of the Counter-Terrorism Security Act. The Council also sits on the Channel Panel for Peterborough and Cambridgeshire, which is a panel of professionals looking at referred cases of individuals who are identified as a concern under Prevent. The Channel Panel looks to see if suitable interventions can be made. The Council also is required to run Prevent training courses for Council Officers and last year, around 200 staff were trained.

Tulat said that the local community leaders, including Equalities Panel members, can attend Prevent training and open days at local mosques. Details will be circulated to Equalities Panel members.

The Equalities Panel made the following comments and questions in response to the presentation:

- i. Councillor Adey asked if hate crime incidents had risen since the Brexit vote. Tulat reported that there had been little change in the number of reported incidents in Cambridge City, although there has been an increase nationally.
- ii. Susan Wan commented that academics were fearful that involvement in Prevent of academic institutions was compromising their academic freedom. Tulat explained that legislation places a higher level of requirements on academic institutions, whereas local authorities are required to have “due regard” to preventing extremism.
- iii. Susan Wan asked what response the Council had received from local communities in relation to its work on the Prevent agenda. Tulat explained that initially there had been criticism of the Prevent agenda locally and nationally from Muslim communities, because the Government CONTEST 1 strategy had focussed primarily Islamist extremism. The national approach has changed since then, and the CONTEST 2 strategy focusses on all forms of extremism, including Islamist extremism, far-right extremism, animal rights extremism and Northern Irish extremism, but the Prevent agenda still has negative connotations for some residents. Tulat said that the Council’s approach to Prevent is to support people who are vulnerable to radicalisation, rather than to isolate individuals or communities.
- iv. Orsola Spivack asked for more details on referred cases of individuals who are identified as a concern under Prevent. Tulat confirmed that there have been two referrals in Cambridge City to Prevent so far.
- v. Councillor Adey asked about the proportion of hate crime incidents in Cambridge that included physical violence. Tulat explained that hate crime incidents in Cambridge tended to be non-violent. Detailed figures would be circulated to the Panel.
- vi. Ariadne Henry, Council Officer, shared that Muslim women she works with had noticed a change in attitudes and had reported feeling uncomfortable in public places, such as buses, since the attacks in London and Manchester. Tulat said that people experiencing such incidents should be encouraged to report them.
- vii. Panel members questioned how the Prevent team received referrals of individuals who are identified as a concern. Tulat confirmed that the Council’s Community Safety Team received information from the community the Council works with and the police force.
- viii. Councillor Ratcliffe asked if there have been any changes to the Mela now that Cambridge Live organises the Big Weekend. Officers confirmed that there had been little change.

Antoinette Jackson thanked Tulat for an interesting presentation and confirmed that an email will be circulated to the Panel containing the required statistical information and further opportunities for the panel to be involved in local events and training.

## **17/6/EP      Community Needs Analysis Results**

The Panel received a presentation by Helen Crowther, Equality & Anti-Poverty Officer from the Corporate Strategy Service, about the results from various community needs analyses. Community needs assessments were undertaken with BAME people, disabled people, women, and men on low incomes for Cambridge City in 2015. The results have been recently analysed. For Cambridge City and South Cambridgeshire, a community needs assessment was undertaken with LGBT+ people in 2014. Results of the LGBT+ community needs assessment have already been published on the [Cambridgeshire Encompass Network website](#). Helen outlined:

- some main themes from all the reports,
- actions the Council has undertaken that relate to issues identified by the respondents in the needs assessment surveys,
- and confirmed that full details for the 2015 needs assessments will be published on the Cambridge City Council website later in the year.

The Panel undertook some group work, and were asked to pick one of two topics, which were identified as important across all 5 community needs assessment surveys. These were hate crime/harassment and involvement in local decision-making.

Two groups decided to look into how individuals/organisations can tackle hate crime and street harassment and discussed some of the following themes:

- i. The Panel raised the issue of how hate crime was under-reported and what could be done to change this. It was suggested that people might be unaware that they should report low-level hate crime and what the definition of hate crime covers. The Panel also discussed how some people might be fearful of reporting incidents of hate crime due to repercussions from perpetrators, and needed reassurance of confidentiality, and that they would be safer once hate crime is reported. Finally, the Panel suggested that there needed to be greater awareness of where hate crime can be reported, including publicising where hate crime reporting centres in the city are.
- ii. The Panel also talked about how to educate the public on hate crime and promote community cohesion to prevent hate crime and discrimination.

They felt that more workshops were needed in schools and colleges to highlight positive elements of diversity, promote equality and to raise awareness on what hate crime is and how to report it. The Panel also argued that local festivals bringing diverse members of the community together were very positive in promoting community cohesion. Some Panel members felt that the Pink Festival was a more prominent and popular event when it took place in Cherry Hinton. One group also suggested that it would be helpful to work with faith groups to help raise awareness of hate crime, potentially through the developing Council of Faiths and the Equalities Partnership.

- iii. Concerns were expressed regarding the concentration of police work in the city centre areas and where fewer officers were present in quieter areas that are also hot-spots for crime where the local community might feel more uneasy.

One group discussed how individuals/ organisations can increase the involvement of different equalities groups in local politics, and talked about the following themes:

- i. Promoting volunteering opportunities within the Council for the public to learn how the Council operates and to provide feedback on how the Council can better support the Cambridge community.
- ii. Further work to engage young people in local decision-making, which the Council has recently been engaged in, such as youth take-over days.
- iii. The Council could look into how committees, such as area committees, could better be used to engage the public in decision-making and explore equality and diversity implications of Council policies.
- iv. Providing training, such as mentoring opportunities, for community activists and community groups to support them to influence Council decision-making.

Helen thanked the Panel for their input and said that their suggestions would be considered for the next Single Equality Scheme strategy (2018-21). She invited panel members to submit any further suggestions they may have by email.

### **17/7/EP     Single Equalities Scheme Annual Update (draft report)**

The Panel received a report from Helen Crowther, Equality & Anti-Poverty Officer, regarding the Single Equality Scheme review for 2016/17 (a report on progress for the second year of the Council's three-year equalities strategy). The Panel was invited to submit further feedback on this report by email. Helen

also explained that next year a new equalities strategy is due to be published for 2018 to 2021.

Helen highlighted three projects that are current priorities across all Council services:

- i. The Equalities Pledge;
- ii. Safer Spaces;
- iii. Dementia Action Alliance.

Panel members made the following comments in response to the presentation.

- i. Councillor Moore stated that there were good economic reasons to encourage greater equality.
- ii. Councillor Moore suggested organisations such as Cambridge City Council, needed better ways to flag up service user vulnerabilities and mental health issues before communications were dispatched.
- iii. Councillor Moore suggested that the equalities team should work closely with organisations undertaking similar research to ensure comparability of data. Helen and Ariadne Henry confirmed that the Council is pursuing this.
- iv. The Panel suggested that more work should be directed towards schools and colleges in teaching people about the importance of promoting equality and diversity, and tackling discrimination.

The Panel were invited to submit further comments or suggestions on the current priorities across Council services or on the next Single Equality Scheme strategy (2018-21) via email or by arranging to meet Helen.

### **17/8/EP      Equality in Employment, Workforce Report, April 2016- March**

The Panel received a report from Deborah Simpson, Head of Human Resources, regarding the Equality in Employment, Workplace Report 2016/17. She highlighted the trends identified in the report and pointed out that the report was a snapshot of the current position at 31 March 2017.

The workforce report has been produced since 2008 and provides and the opportunity to compare trends with previous years. In 2016 the waste service was transferred to another employer via TUPE. As the workforce of the waste service was predominantly male, this had an impact on the workforce gender statistics. There are now more women than men employed by the Council. We have also recruited more women this year.



Public authorities are now required to provide information on the gender pay gap and this is published in the report for the first time this year.

Positive trends were reported for the numbers of BAME and disabled workers as a percentage of the workforce. Although numbers of BAME staff members have increased, we have not met the target of 9.5% so the Council proposes that the target should remain the same for the next year. The existing target for disabled staff of 6.5% has been reached, so the target will be increased to 7.5%.

When applying for jobs, people have been more reticent this year in supplying age information and this will be reviewed.

The Council has agreed a new Apprenticeship Strategy and will aim to optimise the use of apprenticeship levy contributions whilst continuing to provide a high quality 'Cambridge City Apprenticeship Scheme'.

The Council has a high staff retention rate, 48% of staff have worked for Cambridge City Council for ten years or more.

The Panel made the following comments in response to the report:

- i. Councillor Adey asked about comparable data from other District Councils with similar demographics for their community. Deborah suggested that it was hard to get comparable data and different authorities provided different services. The Local Government Association was mentioned as a potential source of data.
- ii. The Panel raised concerns about the number of internal promotions but accepted that, due to the low numbers, a single year's reporting was inconclusive.
- iii. Susan Wan asked about the gender pay gap and whether future reports would include comparisons with others. This was confirmed.

The Panel requested that numbers to be included as well as percentages when identifying trends.

## **17/9/EP      Equalities Panel Programme for 2017/18**

The Panel suggested the following topics for future meetings:

1. Mental Health Discrimination

## 2. Disability Discrimination

### **17/10/EP Any Other Business**

None reported.

### **17/11/EP Date of Next Meeting**

The next Panel meeting would be on the 20<sup>th</sup> November 2017.

The meeting ended at 6.10 pm

**CHAIR**

## Disability Confident- Implementation by Recruitment / HR



The Department for Work and Pensions has contacted all employers who are currently registered to display the 'Positive about Disabled People' (Two Ticks) symbol regarding a new scheme named 'Disability Confident', which will be phased in to replace 'Two Ticks'. The aim of the new Disability Confident scheme is to be simple and accessible, offering advice and guidance that will take organisations through a three level Disability Confident journey, promoting the ability to: attract, recruit and retain disabled people, whilst demonstrating commitment, action and progression to people who have a disability.

The three levels are as follows:

**Level 1: Disability Confident Committed:** To be Disability Confident Committed, the employer must deliver the following commitments: 'Ensure our Recruitment process is inclusive and accessible', 'Communicate and Promote Vacancies', 'Offer an Interview to Disabled People', 'Anticipate and provide reasonable adjustments as required' and 'Support any existing employee who acquires a disability or long term health condition, enabling them to stay in work'. Once the employer meets the criteria for this stage they will be awarded a badge for a 12 month period.

**Level 2: Disability Confident Employer:** This level requires the employer to demonstrate progression on Level 1 by undertaking a self-assessment process against a set of statements to help employers to attract, recruit and retain disabled people. The employer will also need to demonstrate that they are taking positive action in the following areas: 'Getting the Right People for your business'- which contains 7 core actions and 'Keeping and Developing your people' which contains 6 core actions. Once the employer meets the criteria for this stage they will be awarded a badge for 2 years.

**Level 3: Disability Confident Leader:** This level requires the employer to be Disability Confident as recognized by their peers, local community and disabled people. Disability Confident Leaders will be open to external challenges and will support other employers to become Disability Confident. The criteria for Level 3: Disability Confident Leader consists of two additional elements to the assessment process. The first is an 'Outside Challenge'- where employers are validated or subject to challenge by one of 4 external groups; such as a Disabled People's Organisation, for instance. The second is 'Leadership', where an employer who is Disability Confident will follow one or more of 6 recommended routes to encourage other employers to become disability confident. Once the employer meets the criteria for this stage they will be awarded a badge for 3 years.

As an employer who is already accredited with the 'Two Ticks' Positive about Disabled People symbol, we have completed the migration form, (sent to us by the Department of Work and Pensions) which places us at Level 1.

We are progressing our self-assessment for a Level 2 award and will update the Equalities Panel. Following the award at Level 2, this accreditation will be valid for a period of 24 months, at which point another self-assessment would be required.

By migrating to Disability Confident, we are demonstrating a commitment for the fair treatment of disabled people through the entire employee process, from application through to exit. We will be able to display the badge on promotional documents as a symbol of a commitment that (in the vast majority of areas) we already meet or exceed. By progressing to Level 2 Disability Confident Employer, we will also have the opportunity to further demonstrate our commitment, with the potential of moving to Level 3 in the future as we undertake further action to achieve this level of accreditation.

The communication plan for the migration to Disability Confident will be presented at the Equalities Panel for comment and feedback.

November 2017

Andrew Rowland

## COMMUNICATION PLAN

In ensuring equal opportunity within recruitment and employment it is essential that the migration to Disability Confident is handled in a respectful manner. However, it is important to promote the commitment that we will be undertaking in migrating to Disability Confident. Below is an outline of the key communication methods which could/should be utilised to notify staff and the public of our renewed commitment.

Communication Method	Considerations
<b>Update Recruitment Documentation</b>	Our Recruitment Documentation (specifically the Application Pack which is loaded with all vacancies) discusses our commitment to the recruitment and retention of staff who have a disability. It is important (from an applicant and organisational perspective) that the information within this document is up to date and correct and reflects the Disability Confident Scheme.
<b>Communicate with Disability Staff Group</b>	The aim of the group is to create a sensitive and supportive working environment for disabled staff. It supports staff who may have a physical impairment, sensory impairment, learning disability, mental health issue or other condition which has an impact on their daily life. With this in mind, it is essential that the changes are communicated to the group early into the migration process.
<b>Article in Insight (Internal Staff Newsletter)</b>	83% of people acquire their disability whilst they are in work, therefore, by promoting the change in Insight, we will be able to communicate our commitment to supporting and retaining staff members. Other key areas of being a Disability Confident Employer focus around equal opportunity to promotions and learning and development opportunities, which could be reiterated using this method of communication to existing staff members.
<b>Citynet (News + Recruitment Pages) (Intranet Site)</b>	Many developments within our organisation are communicated using Citynet. For the reasons explored above, it is important to ensure the changes are communicated here also.
<b>Corporate Twitter / LinkedIn</b>	Upon researching a number of other companies who are now signed up to the Disability Confident scheme, one of the key methods that have been utilised to communicate the change to customers (externally) is the use of social media. LinkedIn, specifically, will be an important tool to communicate the change.
<b>Website</b>	With the above reference to social media, it will be important to direct people to further information about the scheme and our website would be ideal to host such information whilst also acting as another method to communicate our commitment.
<b>External Groups/Organisations</b>	In addition to communicating the changes internally and to potential applicants through our Recruitment documentation, it is important that discussions take place with external organisations and groups such as Job Centre Plus, Papworth Trust etc. This is an area we hope to expand upon through Disability Confident.

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## **Dementia Action Alliance**

In 2018, in time for the publication of the Council's new Single Equality Scheme strategy, we aim to formally sign up to the Dementia Action Alliance. The Dementia Action Alliance is a national movement to improve the lives of people living with dementia and their carers. For further information see <http://www.dementiaaction.org.uk>

There are seven outcomes for people with dementia that all businesses, charities and public bodies can collectively work towards as part of the Dementia Action Alliance. These are:

1. I have personal choice and control or influence over decisions about me
2. I know that services are designed around me and my needs
3. I have support that helps me live my life
4. I have the knowledge and know-how to get what I need
5. I live in an enabling and supportive environment where I feel valued and understood
6. I have a sense of belonging and of being a valued part of family, community and civic life
7. I know there is research going on which delivers a better life for me now and hope for the future

At the Equalities Panel Clara Gomez-Serrano, Independent Living Supervisor, will outline what the Dementia Action Alliance is and how the Council is currently engaging in the initiative. Members of the Panel will be asked to consider the Council's actions to date and advise on how the Council can improve its services for people with dementia and their carers.

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## **Exploration of links between poverty and inequality through our Anti-poverty Strategy**

The Council recently approved a revised Anti-Poverty Strategy for 2017 to 2020, which sets out how the Council will work with a range of partners to support residents on low-incomes living in Cambridge. To read the Strategy, go to: <https://www.cambridge.gov.uk/anti-poverty-strategy>. For this item of the Equalities Panel we will explore:

- The relationship between poverty and inequality for some equality groups in Cambridge
- How some objectives and actions in the anti-poverty strategy supports particular equalities groups

Members of the Panel will be invited to discuss in groups how poverty impacts on different equalities groups and consider whether there is further work that the Council could do to these residents.

In preparation for this item, you can read our Equality Impact Assessment on the Anti-Poverty Strategy.

This item will be led by David Kidston, Strategy & Partnerships Manager, and Helen Crowther, Equality and Anti-poverty Officer.

# 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.



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

Revised Anti-Poverty Strategy 2017-2020

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

The Council's first Anti-Poverty Strategy was approved by the Executive Councillor for Finance and Resources at Strategy and Resources Committee on 23 March 2015. The strategy set out the Council's strategic approach to addressing poverty in Cambridge during the period April 2014 to March 2017.

The Council's Anti-Poverty Strategy aims to: improve the standard of living and daily lives of those residents in Cambridge who are currently experiencing poverty; and to help alleviate issues that can lead households on low incomes to experience financial pressures.

The Council has produced a revised and updated Anti-Poverty Strategy for the period from April 2017 to March 2020, which will be presented for approval by the Executive Councillor at Community Services Committee on 5 October 2017. The revised Anti-Poverty Strategy sets out 5 key objectives and 57 associated actions to reduce poverty in Cambridge over the next three years.

## 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

## 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: Chief Executive's Department

Service: Corporate Strategy

## 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 Anti-Poverty Strategy is a corporate strategy, so many of the City Council's services have contributed to the delivery of the Strategy, either through delivering particular actions or through refocussing existing services. However, the key services which are currently represented on the Project Board are Housing Services, Community Services, Corporate Strategy, Environmental Services, and Revenues and Benefits. We have also engaged with a wide range of partners as part of the development and delivery of the Strategy to date

## 7. Potential impact

**(a) Age** (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

As part of the development of the revised Anti-Poverty Strategy, we reviewed available evidence on the nature of poverty. This suggests that some age groups of people in Cambridge may be more likely to experience poverty. For example:

- Older people are more likely to be living in households receiving benefits than the population as a whole. For example, 16% of pensioners in Cambridge are living in a household claiming Housing Benefit and/or Council Tax support in 2017<sup>1</sup>, compared to 10.6% of all Cambridge residents.
- More than one in five (22%) of all children in the city in 2017 are living in households that are claiming Housing Benefit and/or Council Tax Support

One of the objectives for the revised strategy focusses explicitly on helping address the impact of poverty on children and older people:

- Objective 5 - Supporting groups of people that are more likely to experience poverty and social isolation, including children and young people, low income families, people with disabilities, older people, women, and BAME residents.

A number of actions in the revised strategy are likely to have a positive impact on children and young people including:

- Continuing to provide open access activities for children and young people in local

<sup>1</sup> Cambridge City Council, 2017, Housing Benefit and Council Tax support data

**(a) Age** (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

neighbourhoods across Cambridge, including low income neighbourhoods

- Commissioning a theatre production to be delivered in secondary schools and community settings in Cambridge, to raise awareness of money issues and financial decisions and the effect these can have on young people's lives
- Continuing to provide free swimming lessons for children who either come from low income families or cannot swim at the key stage 2 assessment point
- Continuing to work with Cambridgeshire County Council to provide nursery provision at Ross Street Community Centre and Buchan Street Neighbourhood Centre
- Continuing to provide a programme of free lunches in community facilities and other venues with partners for low income families during school holidays, to reduce costs for families when free school meals are not available, reduce social isolation and provide opportunities for families to access other services

A number of actions in the revised strategy are likely to have a positive impact on older people including:

- Continuing to work towards at least 2% of new social housing being fully wheelchair accessible, with a further 8% to meet other specialist needs provided there is an identified need and appropriate support for the residents is available
- Continuing to support the Cambridgeshire Home Improvement Agency (HIA), along South Cambridgeshire and Huntingdonshire District Council, to provide people living in Cambridge who are elderly or vulnerable, who have disability needs, or who are on a low income, to repair, maintain or adapt their homes
- Continuing to provide good quality modern sheltered housing schemes for older people
- Continuing to provide a city-wide support service for older people, working with health and social care services at Cambridgeshire County Council and local housing associations
- Funding a dedicated post to provide additional support for older people in Cambridge who are in financial need to maximise their access to low income benefits (with a particular focus on those aged 85+, single, living alone and Asian women over 65)
- Continuing to run and support groups for older people in community facilities operated by the Council and partner organisations in low income areas of Cambridge
- Working with partners and voluntary groups to develop and deliver a programme of inclusive and accessible events as part of the annual "Cambridgeshire Celebrates Age" festival
- Recruiting volunteers to work with the Council's Independent Living Service and provide social support for older people, and signpost older people to befriending schemes delivered by voluntary and community organisations
- Continuing to provide targeted sports development work in partnership with Forever Active and Cambridgeshire and Peterborough Clinical Commissioning Group (CCG), including work to reduce falls amongst older people

**(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)

Evidence identified in the revised Anti-Poverty Strategy shows that having a disability or long-term health condition can limit an individual's ability to work, reduce their income, and increase their dependence on benefits. For example:

- People with disabilities are less likely to be economically active. 39.5% of working age people with disabilities (Equality Act core work-limiting disabled) in Cambridge were economically in 2016, compared to 20.1% of the working age population in Cambridge as a whole<sup>2</sup>.
- A recent report by the Joseph Rowntree Foundation found that once account is taken of the higher costs faced by those who are disabled, half of people living in poverty nationally are either themselves disabled or are living with a disabled person in their household<sup>3</sup>

One of the objectives for the revised strategy focusses explicitly on helping address the impact of poverty on people with disabilities:

- Objective 5 - Supporting groups of people that are more likely to experience poverty and social isolation, including children and young people, low income families, people with disabilities, older people, women, and BAME residents.

A number of actions in the revised strategy are likely to have a positive impact on older people including:

- Continuing to work towards at least 2% of new social housing being fully wheelchair accessible, with a further 8% to meet other specialist needs provided there is an identified need and appropriate support for the residents is available.
- Continuing to support the Cambridgeshire Home Improvement Agency (HIA), along South Cambridgeshire and Huntingdonshire District Council, to provide people living in Cambridge who are elderly or vulnerable, who have disability needs, or who are on a low income, to repair, maintain or adapt their homes
- Continuing to fund an expanded 'Advice on Prescription' project, to provide outreach support for residents experiencing mental health issues due to low income, debt or addiction at East Barnwell Health Centre, Nuffield Road Medical Centre, Arbury Road Surgery, and Trumpington Medical Centre
- Continuing to provide move on accommodation for adults recovering from mental ill health, in conjunction with the Cambridgeshire County Council and Metropolitan Housing Group
- Developing and contributing to a city wide Equalities and Diversity Network, building on the Equality Pledge, to enable shared learning, a strong cross sector voice, and effective partnership working. 5 training sessions will be delivered for the 15 organisations that are part of the Equality and Diversity Network. The sessions which will focus on different equalities groups, including BAME, women, people with disabilities and LGBTQ.

<sup>2</sup> Office for National Statistics, 2017, Annual Population Survey

<sup>3</sup> Tinson, Aryton, Barker, Born, Aldridge and Kenway, 2016, "Monitoring Poverty and social exclusion", JRF <https://www.jrf.org.uk/report/monitoring-poverty-and-social-exclusion-2016>

### **(c) Gender**

Available quantitative evidence and feedback from stakeholders suggests that women are more likely to experience low income and poverty than men. This is for a variety of reasons, including:

- Women in Cambridge are less likely to be in employment than men. Employment rates were lower for working age women (71.5%) in Cambridge than for working age men (82.6%) in 2016.
- Women in Cambridge earn less on average than men, because they are more likely to be working in lower paid occupations and are more likely to be working part-time. The average earnings for women in Cambridge with the lowest 25% of earnings is £214.50 per week or less, compared with £419 or less for men with the lowest 25% of earnings .
- The majority of lone parents are women, and it is more difficult for single parents to cover basic costs, and luxuries such as family holidays, as they tend to have lower incomes than couples. Lone parent families are more likely to be receiving benefits than other households, with almost 4 out of 5 (77%) of lone parent families in the city receiving Housing Benefit and/or Council Tax support in 2017 .

A number of actions in the revised strategy are likely to have a positive impact on women including:

- Promoting the living wage within the City, which should result in more employers within the City paying a Living Wage to their staff. This will have a positive impact on those residents who are currently not paid the Living Wage, including women on low incomes. Research by the Resolution Foundation (Low Pay Britain, 2012) found that a higher proportion of women (25%) receive less than the living wage than men (15%).
- Continuing to provide regular free health sessions for BAME women.
- Continuing to work with Cambridgeshire County Council to provide nursery provision at Ross Street Community Centre and Buchan Street Neighbourhood Centre.
- Developing and contributing to a city wide Equalities and Diversity Network, building on the Equality Pledge, to enable shared learning, a strong cross sector voice, and effective partnership working. 5 training sessions will be delivered for the 15 organisations that are part of the Equality and Diversity Network. The sessions which will focus on different equalities groups, including BAME, women, people with disabilities and LGBTQ.

### **(d) Pregnancy and maternity**

No differential impact on those who are pregnant or on maternity leave has been identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently being delivered.

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

No differential impact on transgender people has been identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently being delivered.

#### **(f) Marriage and Civil Partnership**

No differential impact on people due to their marriage or civil partnership status has been identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently being delivered.

#### **(g) Race or Ethnicity**

Cambridge continues to be one of the most ethnically diverse places in the country outside of London, with an increasing proportion of its population made up of ethnic groups that are not white. In the 2011 Census, 17.5% (or 21,700 people) identified themselves as belonging to other ethnic groups, compared to 10.0% in 2001. The largest of these groups in 2011 were Bangladeshi, Chinese and Indian, representing an aggregated proportion of the population of 7.9% (or 9,716 people).

As part of the development of the revised Anti-Poverty Strategy, we reviewed available evidence on the nature of poverty. While ethnic minority residents in Cambridge have a range of income levels, evidence suggests that some ethnic groups in Cambridge may be more likely to experience poverty. For example:

- BAME residents are less likely to be employed than the population as a whole. 67.1% of BAME working age residents were in employment in 2016, compared to 77.4% of the working age population as a whole<sup>4</sup>.
- stakeholders consulted as part of the development of the original strategy identified some ethnic groups which are more likely to be on low incomes or find it hard to access work due to language or skills barriers.

A number of actions in the revised strategy are likely to have a positive impact on BAME residents including:

- Developing and contributing to a city wide Equalities and Diversity Network, building on the Equality Pledge, to enable shared learning, a strong cross-sector voice, and effective partnership working. 5 training sessions will be delivered for the 15 organisations that are part of the Equality and Diversity Network. The sessions will focus on different equalities groups, including BAME, women, people with disabilities and LGBTQ).
- Continuing to provide regular free health sessions for BAME women.

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<sup>4</sup> Office for National Statistics, 2017, Annual Population Survey

#### **(h) Religion or Belief**

No differential impact on people due to their religion or belief has been identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently being delivered.

#### **(i) Sexual Orientation**

No differential impact on people due to their sexual orientation has been identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently being delivered.

#### **(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):**

The overall aim of the Anti-Poverty Strategy is to improve the standard of living and daily lives of those residents in Cambridge who are currently experiencing the impacts of poverty. The action plan sets out 57 initial actions which aim to have a positive impact on people on low incomes.

### **8. Sign off**

Name and job title of assessment lead officer: David Kidston, Strategy and Partnerships Manager

Date of completion: September 2017