



Cambridge City Council Equalities Panel

Date: Tuesday, 16 July 2019

Time: 4.00 pm

Venue: Storey's Field Community Centre, Eddington Avenue, Cambridge CB3 1AA

Contact: democratic.services@cambridge.gov.uk, tel:01223 457000

Agenda

- 1 Welcome, Introductions and Apologies
- 2 Declarations of Interest
- 3 Minutes of Previous Meeting and Matters Arising (Pages 3 - 12)
- 4 Domestic Abuse Housing Alliance (Pages 13 - 14)
- 5 Cambridge City Council Single Equality Scheme
2018 - 2021 Year one Review June 2019 (Pages 15 - 54)
- 6 Equality in Employment End of Year Workforce
Report April 2018 - March 2019 (Pages 55 - 56)
- 7 Any Other Business

The next Equalities Panel meeting will be held on 21 January 2020.

Chair: Antoinette Jackson

Elected Members: Councillors Collis, Thittala, Page-Croft, Porrer and Smart

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

Staff Members: Naomi Armstrong, Lesley-Ann George, Joe Obe, Ariadne Henry and Alistair Wilson

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EQUALITIES PANEL

19 November 2018

4.00 - 6.00 pm

Present

Chair: Antoinette Jackson

Public Members: Graham Lewis, Judith Margolis, Orsola Spivak and Raheela Rehman

Elected Members: Councillors Holt, Massey, O'Connell, Sheil and Thittala

Staff Members: Ariadne Henry

Officers and other Councillors:

- Executive Councillor for Communities, Cllr Anna Smith
- Head of Human Resources: Deborah Simpson
- Strategy and Partnerships Manager: David Kidston
- Equality and Anti-Poverty Officer: Helen Crowther
- Community Cohesion & Racial Harassment Officer: Tulat Raja
- Independent Living Facilitator: Mary Hyde
- Senior Administrator: Carol Skinner
- Community Development Officer (Southern Fringe): Vicky Haywood

External speaker:

Eddie Stadnik, Chief Executive of Cambridge Ethnic Community Forum

FOR THE INFORMATION OF THE COUNCIL

18/26/EP Welcome, Introductions and Apologies

Apologies were received from:

- Staff members: Joe Obe and Lesley-Ann George
- Public members: Dr Susan Wan

18/27/EP Declarations of Interest

No interests were declared.

18/28/EP Minutes of Previous Meeting and Matters Arising

The minutes of the meeting of the 20th November were approved and signed as a correct record.

18/29/EP Support for Asylum Seekers and Refugees

The Panel received an update from Tulat Raja on the Syrian Refugee resettlement scheme:

- i. The Government committed to resettle 20,000 Syrian refugees nationally through the Syrian Refugee Resettlement Scheme. The scheme is a fully funded Home Office scheme where by LA's were invited to participate to deliver on the government pledge.
- ii. In 2015 Cambridge City Council pledged to resettle 50 Syrian refugees in three years. The Council achieved this in one-year-and-a-half. The Council were then asked to resettle a further 50 in another year-and-a-half. By the end of November 2018 the Council will have met this target.
- iii. There are 2 Arabic speaking support officers to help with the Syrian Refugee resettlement project.
- iv. Challenges that the refugees have when they arrive include knowing UK systems, including systems related to benefits, accessing public services and managing their finances. The Council funds that refugees need ongoing support to understand our processes, but also need support with mental health issues, including post-traumatic stress disorder.
- v. Other refugees and asylum seekers not part of the Syrian Refugee Resettlement Scheme need support too. The Council wanted to bridge the difference in support for refugees who are part of formal schemes and those that were not so funded a support and advice service, which is being run by CECF.

The Panel received a presentation from Eddie Stadnik from the Cambridge Ethnic Community Forum (CECF) on the support service CECF runs for asylum seekers and refugees who are not part of the formal resettlement schemes. The presentation covered the following key points:

- i. CECF historically had funding to support refugees and asylum seekers up to the end of 2014. They found that refugees and asylum seekers were still approaching them for support despite the organisation not having received funding for this.

- ii. There was a clear need for a service supporting those refugees who were not part of formal resettlement schemes. This was identified nationally in 2017 through an All-Party Parliamentary Committee that argued there is a two-tier support service for refugees who are part of formal resettlement schemes and those who were not.
- iii. In 2016 City Council commissioned CECF to undertake research to establish evidence of local need. The report that found refugees and asylum seekers not part of the national schemes needed support with learning English, access to legal aid, health issues, lack of access to financial support, finding housing, lack of familiarity with the job market and lack of information on qualifications.
- iv. The City Council has funded CECF to provide a Refugee and Asylum Seeker Support and Information Service for 2 years to provide support to refugees and asylum seekers who are not part of the formal resettlement schemes.
- v. CECF runs the advice and support service 5 days per week and has recently appointed a paid worker responsible for this. On three days (Monday, Wednesday and Friday) appointments can be made by refugees and asylum seekers.
- vi. CECF has access to a hardship fund to help refugees and asylum seekers needing funding in an emergency. For instance, the fund can be used to pay for travel costs to get access to legal aid immigration advice, which is not available in Cambridge.
- vii. CECF is working with a variety of partners to help provide the advice and support needed. Partners include the British Red Cross, Red Cross Training Service, the British Refugee Council, and Migrant Help. The service also refers/ signposts to other organisations able to provide specialist help such as Citizens Advice, Cambridge City Council, Cambridgeshire County Council and the Cambridgeshire and Peterborough NHS Foundation Trust.

The Panel also asked about the following:

- i. Clarification as to whether legal aid immigration advice is available in Cambridge
- ii. How many unaccompanied children there are in Cambridge City who are refugees and how they are supported
- iii. The sample size for the local research undertaken and how this compared with the number of refugees in the city
- iv. How CECF monitors impacts of the advice and support service
- v. Age groups of refugees

The following answers were provided by Eddie Stadnik and Tulat Raja:

- i. Legal aid immigration advice is not available in Cambridge but is available in London, Bedford or Peterborough. Solicitors sometimes provide pro-bono advice, but this would not be for a sufficient amount of time to go through an asylum application.
- ii. There are 10 unaccompanied young people in Cambridge. In addition, there are a further 90 young people who are supported by Cambridgeshire County Council's Social Services. These young people are supported in Peterborough, as it is a dispersal city with greater support provision for asylum seekers and refugees.
- iii. The local research on asylum seekers and refugees that CECF carried out used a sample size of 20 people. The total number of asylum seekers and refugees in Cambridge is not known, but it is likely to be several hundred people. It is difficult to get a full picture as to how many refugees and asylum seekers there are at any one time because they often do not want to settle. Also, failed asylum seekers do not tend to come forward for support.
- iv. Nottinghamshire did similar research on needs of asylum seekers and refugees with a sample of 1,000 and identified similar needs and problems as those identified by the Cambridge research. The number of asylum seekers and refugees in Nottingham is much larger than Cambridge because it is a 'dispersal' city.
- v. It was confirmed that refugees can be of all ages but families with children are most likely to be settled in Cambridge.
- vi. It was confirmed that CECF follow up with people they see face-to-face to monitor the impact of the support provided, but they also provide a lot of support by telephone, which is more difficult to monitor.

18/30/EP Tackling loneliness experienced by older people, people with mental health issues and in new communities

The Panel received a second presentation from Mary Hyde about how the Independent Living Service supports older people with loneliness. Mary explained:

- i. Some statistics from the Campaign to End Loneliness about the specific ways loneliness can affect older people. Mary shared a case study that demonstrated loneliness can affect anyone, even older people who were very sociable and at low risk of loneliness when younger.
- ii. That the Independent Living Service (ILS) manages 13 sheltered housing schemes for 245 tenants.
- iii. The ILS also provides a visiting support service, which aims to help prevent social isolation and to signpost people to services which help

older people to remain independent. The visiting support service has supported 212 customers in the last year

- iv. That when an older person is feeling lonely and they are not sure who to turn to the ILS can help prevent social isolation and get the support and other services they need. For instance, the ILS works closely with Cambridgeshire County Council, Care Network, the Royal British Legion, Camsight and Besom.
- v. That the ILS can provide help with a range of things to help people maintain independence, such as assisting with transport/blue badge applications, running digital groups to help people get online, and helping to increase older people's income by supporting them in accessing benefits. During 2018 the service had supported clients to access more than £98,000 in additional benefits.
- vi. Mary provided examples of two projects being run by the ILS that are tackling loneliness – the monthly support group that meets at Mansel Court and the Social Inclusion Project with the Fitzwilliam Museum.

Helen Crowther agreed to send the video on the Fitzwilliam project to members of the Panel via email.

The Panel received a second presentation from Vicky Haywood about the Council's approach to Community Development work on the Southern Fringe of the city, and how this tackles loneliness. Vicky explained:

- i. Context around the scale of population growth on the Southern Fringe.
- ii. How new communities tend to have much higher than average needs in their first few years, and there is often a time lag before the additional service and facilities are provided, which means that it can take up to ten years before the community has all the resources that it needs.
- iii. There is often an increase in isolation and loneliness in new communities ("new town blues") and social care referrals.
- iv. Equality groups especially represented in new communities include international residents, and families with young children. There is therefore often a high need for pre-school services and additional school places in new communities. Cambridge City Council's Community Development facilitates new communities to map and define their needs and to discover their strengths. The Council connects with "pioneers" – people in new communities who are keen to take an active part in kick-starting new community activity. The approach supports community-led projects and ideas, and encourages community-led governance.
- v. How the community chest project works, which is using developer contributions to provide small pots of funding up to £250 to kick-start community projects in and around the new communities. 42 projects

have been supported in Trumpington and 6 in Eddington. An international café was funded through the Community Chest and set up by a local church, and this helps tackle loneliness experienced by people from a diverse range of cultures.

- vi. How the City Council is engaged in promoting Cambridgeshire County Council's Time Credits project and promoting digital champions to help people connect with one another online.
- vii. How a community-led project on Addenbrooke's Road in Trumpington whereby a community artist and collective of residents persuaded the area's developer to allow a show-home to be turned into a temporary community space for a fixed period of year.

The following questions and points were raised by the Panel:

- i. How the pop-up community space model developed in Trumpington might be applied in other areas of the City, such as Abbey, where isolation can also be an issue and there is a lack of community facilities.
- ii. Asked for clarification on how people were referred to the ILS.
- iii. Explained that there is a project in St Ives that helped tackle isolation experienced by older men by encouraging those men to fix broken items for the community. Further expanded that there have been projects where older people are connected to young families, as a means of tackling loneliness and mixing age groups.
- iv. Explained that the Encompass Network has helped launch a meet-up group for older LGBT men who are especially likely to be lonely and struggle in most spaces to be open about their sexuality. Asked whether this group might be promoted within sheltered housing schemes.

Mary Hyde and Vicky Haywood answered the queries:

- i. People can self-refer to the ILS or be referred through a variety of partners such as the County Council or GPs.
- ii. Mary agreed to share the details of the LGBT older men's meet up group through the ILS, and offered to attend the group to explore how the ILS could help its members.

18/31/EP Comprehensive Equalities and Diversity Policy

Helen Crowther provided a presentation on recent changes to the Council's Comprehensive Equalities and Diversity Policy, which the Council had been consulting on. The Panel was asked to feedback their thoughts on impacts the changes could have for people living in, working in or visiting Cambridge and how the Council might mitigate against any negative impacts.

The key points covered in the presentation included:

- i. Changes made to the Policy that the Council had consulted on publicly in October and November 2018.
- ii. Following independent legal advice, changes were made to the wording of the Policy to ensure that it is consistent with the Equality Act 2010
- iii. Changes included replacing the term 'gender' with the term 'sex' and the term 'transgender' with 'the protected characteristic of gender reassignment'. This was because the terms 'sex' and 'gender reassignment' are defined in the Equality Act 2010, whereas 'gender' and 'transgender' are not.
- iv. Changes also included introducing the following commitment to the Policy: "We will recognise and treat people with the protected characteristic of gender reassignment according to the gender in which they present unless it is necessary, in exceptional circumstances, to use the services and employment exceptions as a proportionate means to achieve a legitimate aim in line with the Equality Act 2010."
- v. The new provision replaced two previous commitments in the Policy, which were:
 - o "We will not exclude transgender people from positions which require a gender-appropriate candidate"
 - o "Transgender people will not be excluded from gender-appropriate single sex/sex segregated facilities operated by the council"

Defining terminology used in the Equality Act and our current Comprehensive Equalities and Diversity Policy, including 'gender reassignment' and 'sex', and the services and employment exceptions. Panel members made the following comments about impacts of the Policy:

- i. Asked for clarification on what 'exceptional circumstances' would trigger the Council to consider whether to apply the services and employment exceptions.
- ii. Explained concerns that unlawful discrimination may occur by the Council if it triggered the use of exceptions where an individual were to complain about the presence of another individual who is a transgender person in a service or a facility provided by the Council.
- iii. Explained an understanding of the legal position to be that a decision to exclude transgender people from a particular service would need to be taken, and justification given, ahead of time rather than retrospectively.
- iv. Acknowledged that Council has sought legal advice in developing the revised Policy. Suggested that it might be sensible for the Council to review its approach to existing services and how it would apply the revised policy to them in practice.

- v. Explained that the Council's starting point in delivering services would be that all City Council services are open to people according to the gender they identify as.
- vi. Queried whether 'exceptional circumstances' where the exceptions might apply would be foreseeable. Explained difficulties for the Council to pre-emptively decide to apply exceptions where it has not received any complaints for the past 8 years to contribute to evidence to support such a decision. Some Panel members shared an understanding of the legal position to be that the application of exceptions needs to be considered on a case-by-case basis. They explained that exceptional circumstances would not always lead to changes of the rules of a service, but do require the Council to assess this.
- vii. Explained that the Council should respond to the needs of both women and transsexual people as best as we can, and also make sure that both groups are safe.
- viii. If the Council were to apply exceptions to a particular service, it was queried whether the Council would be able to take on a person-centred approach to identify how we can best support the needs of individuals that cannot be supported by that particular service.
- ix. Suggested that the current confusion about how the Council will apply the revised policy in practice might mean that transgender people are less likely to use services in Cambridge, which is a negative impact.

In response to the comments Cllr Anna Smith explained that:

- i. The Council's commitment to equality generally and LGBT equality has not changed. It is not the Council's intention to undertake a blanket overhaul of how it runs Council facilities and services.
- ii. In deciding whether to apply the exceptions, the Council would need to have a fair, reasonable, and proportionate response. This response would not be about changing a whole service to exclude a particular group because an individual would feel uncomfortable.

Antoinette Jackson, Chief Executive stated that:

- i. The Council has sought in-depth legal advice on changes to the Policy, including from Counsel. The Council changed the Policy to provide clarity that the exceptions could be applied where there were exceptional circumstances and this would be a proportionate and appropriate response.
- ii. Officers would reflect the Panels comments in the report to Environment and Communities Scrutiny Committee in January 2019. This would include the key point raised that the policy should be applied by the

- Council in a measured way, and that the exceptions should not be applied reactively in response to complaints about particular individuals
- iii. Panel members could email Helen Crowther any individual comments they had on the Policy by the end of the week (23rd November) if they wished, which would be included in consultation feedback.

18/32/EP Any Other Business

Ariadne Henry agreed to send updates on Community Services equalities work to Helen Crowther to be circulated to Equalities Panel members about:

- AccessAble Cambridgeshire launch
- Black History Month
- Disability History Month
- Holocaust Memorial Day
- International Women's Day
- Community development work with Gypsies and Travellers

The meeting ended at 6.00 pm

CHAIR

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Item 4: Domestic Abuse Housing Alliance

David Greening, Head of Housing at Cambridge City Council

This item is to inform Panel Members of the Council's work with the Domestic Abuse Housing Alliance (DAHA) and protected characteristics. DAHA's mission is to improve the housing sector's response to domestic abuse through the introduction and adoption of an established set of standards and an accreditation process for social housing providers. It is a partnership between three agencies: Standing Together Against Domestic Violence (STADV), Peabody and Gentoo. Since May 2018 Housing Services, in partnership with a number of other Council departments, has worked with the Domestic Abuse Housing Alliance (DAHA) to develop a new suite of policies and procedures around how best to support people who have experienced domestic abuse. In this item feedback shall be sought from Panel members on:

- Next steps for engagement of Housing Services with DAHA in 2019/20
- How domestic abuse can impact on people of different protected characteristics

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Item 5: Cambridge City Council Single Equality Scheme 2018 - 2021 Year one Review June 2019

Helen Crowther, Equality and Anti-Poverty Officer at Cambridge City Council

Background papers:

- *Environment and Communities Scrutiny Committee report Cambridge City Council, Single Equality Scheme 2018 – 2021, Year One Review*
- *Appendix A to Committee Report: Cambridge City Council Single Equality Scheme 2018 – 2021 Year one Review June 2019*

In this item an update will be provided on progress in delivering key actions set out in the Council's Single Equality Scheme (SES) in 2018/19. This item is also to share some new actions for delivery during 2019/20. The Year One Review for the Single Equality Scheme at Appendix A sets out 48 new actions for the Council to deliver in 2019/20 (for the second year of the Scheme).

The SES 2018 – 2021 identifies 5 objectives for the Council's work on equalities issues. It sets out a total of 56 actions for the Council during 2018/19 to help deliver the 5 objectives. There are a further 32 actions that apply across the length of the Scheme, and officers will report on these actions in 2021.

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Item



CAMBRIDGE CITY COUNCIL, SINGLE EQUALITY SCHEME 2018 – 2021, YEAR ONE REVIEW

To:

Councillor Anna Smith, Executive Councillor for Communities
Environment & Community Scrutiny Committee 27/06/2019

Report by:

Helen Crowther, Equality and Anti-Poverty Officer
Tel: 01223 - 457046 Email: helen.crowther@cambridge.gov.uk

Wards affected:

All

Not a key decision

1. Executive Summary

- 1.1 The Council's Single Equality Scheme (SES) was approved by the Executive Councillor for Communities at the Environment and Communities Scrutiny Committee on 4 October 2018. The SES sets out how the organisation will challenge discrimination and promote equal opportunity in all aspects of its work over a three year period (2018 – 2021).
- 1.2 This report provides an update on progress in delivering key actions set out in the SES for 2018/19. It also proposes some new actions for delivery during 2019/20.

2. Recommendations

- 2.1 The Executive Councillor is recommended to:

1. Note the progress in delivering equalities actions during 2018/19.
2. Approve the actions proposed in SES for delivery during 2019/20.

3. Background

- 3.1 The Public Sector Equality Duty (PSED) in the Equality Act 2010 requires local authorities to: publish information annually to demonstrate how they meet the equality duty; and publish one or more equalities objectives at least every four years.
- 3.2 The Council has developed a Single Equality Scheme (SES) for April 2018 to March 2021. The scheme was approved by the Executive Councillor for Communities at the Environment and Communities Scrutiny Committee on 4 October 2018.
- 3.3 The SES identifies 5 objectives for the Council's work on equalities issues. It sets out a total of 56 actions for the Council during 2018/19 to help deliver the 5 objectives and there are a further 32 actions that apply across the length of the Scheme, which will be reported back on in 2021 (when this Single Equality Scheme three-year period is at its end).
- 3.4 The annual report for the Single Equality Scheme at Appendix A sets out 48 new actions for the Council to deliver in 2019/20 (for the second year of the Scheme). It also provides feedback on progress in delivering actions for 2018/19. A summary of the latter is provided at 4.0 in this document. A summary of actions set for 2019/20 can be found in section 5.0 of this document.

3. Progress during 2018/19

- 4.1 During 2018/19, we undertook a number of steps to increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively (SES Objective 1), including:
 - Booking 5 free peer-to-peer training sessions for the Equality and Diversity Partnership.
 - Analysing results from the annual survey of residents within our sheltered housing schemes and users of the 65+ service to identify

additional support to address loneliness and isolation. The survey identified 15% of respondents who said they were lonely. Targeted work has been done with individuals as part of their support planning process to try and relieve this.

- Supporting Cambridgeshire County Council to research needs of new communities by running a number of resident workshops.

4.2 We delivered a number of actions which aimed to improve access to and take-up of services from all residents and communities (SES Objective 2), including:

- Providing Gypsy Roma and Traveller cultural awareness training for our frontline staff run by Cambridgeshire County Council's Race Equality and Diversity Service.
- Signing up to the STOP Suicide campaign during mental health awareness week 2018 (14th May to 20th May).
- Leading the development of a Cambridgeshire-wide policy on how funding for Disabled Facilities Grants (DFGs) is awarded and to provide more joined up services across housing, health and social care in order to support people to live independently for longer.

4.3 We have progressed a number of actions to promote equal access to public activities and spaces in Cambridge and help people to participate fully in the community (SES Objective 3), including:

- Identifying a single point of contact at the City Council for Homelink applications for Gypsy, Roma and Traveller people, and identifying a member of staff to engage with Gypsy, Roma and Traveller people who set up temporary unauthorised sites in the city.
- Providing theatre sessions at Cambridge Junction for a cohort of young people at risk of involvement with the criminal justice system. At least 60% of the young people involved with the project will now achieve their Bronze Level Arts Award.
- Meeting our pledge to help resettle 100 refugees. As part of our resettlement support, the City Council ESOL (English for Speakers of Other Languages) model was praised as being the one of the best in the region and is going to be used to show what a Good Practice ESOL model looks like.

4.4 We undertook a number of activities to tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the city continue to get on well together (SES

Objective 4), including:

- Working with the Domestic Abuse Housing Alliance (DAHA) to develop a new suite of policies and procedures around Domestic Abuse.
- Funding Women's Aid to provide a service supporting women who have experienced domestic abuse, which is available for 24 hours a day, 365 days per year.
- Replacing our CCTV systems with new High Definition cameras that are low-light capable in order to improve our provision of evidential quality images to the police, which can also help us in identifying and responding to hate crimes in the city. The work will be complete in June/July 2019.

4.5 We took a number of steps to ensure that the Council's employment and procurement policies and practices are nondiscriminatory and to work towards a more representative workforce within the Council (SES Objective 5). We have:

- Procured a new ICT system to improve our approach to managing and delivering the Council's complex range of programmes and projects, including the reporting on equality impacts of proposals
- Developed a new Sickness Absence Management Policy to enable employees to stay in work by adopting a variety of supportive measures for staff experiencing sickness.
- Monitored the profile of the Council's workforce. The percentage of disabled staff as at end of March 2019 was 6.37%, whereas the target for 2018/19 was 7.5%. The percentage representation of BAME individuals in the workforce as at end of March 2019 was 6.75%, whereas the target was 9.5%.

5. New actions for 2019/20

5.1 A further 48 actions have been identified to help deliver the objectives of the SES in 2019/20 (pages 21 to 28 of Appendix A). Most of the actions are an extension or evolution of activity delivered during 2018/19. New areas of work are identified below.

5.2 Related to Objective 1 ("To further increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively") new areas of work include:

- Developing an equality and diversity terminology guide for staff.
- Investigating/ mapping instances of hoarding across our tenancies and reviewing our current procedure to ensure we support people as best as possible. People with hoarding behaviours can be especially prone to mental health issues such as anxiety.

5.3 For Objective 2 (“To continue to work to improve access to and take-up of Council services from all residents and communities”) the following is a new area of work:

- Exploring means to raise greater awareness of further Council Tax Reduction for local disabled people. Especially raising awareness for those that national policy defines as “severely mentally impaired”, which refers to someone with “a severe impairment of intelligence and social functioning which appears to be permanent”.

5.4 There are the most new areas of work for Objective 3 (“To work towards a situation where all residents have equal access to public activities and spaces in Cambridge and are able to participate fully in the community”) including to:

- Undertake a campaign on period poverty encouraging all our council buildings to provide free sanitary provision for girls and young women.
- Work with 15 children from East Chesterton, Trumpington, Abbey and Cherry Hinton wards (so a total of 60 children) aged 11 to 16 on ‘Shout!’ that is a performance-based project.
- Investigate how we could extend the provision of the Community Hub to cover different areas of the City.
- Aim to set up more sessions where nursery-aged children visit sheltered housing schemes across the city.

5.5 The new action for Objective 4 (“To tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the city continue to get on well together”) is to support the local Romany Community with a bid to The National Lottery Heritage Fund for a project to research scientific information on the genetic and linguistic origins of the English Romany community.

5.6 The new area of work related to Objective 5 (“To ensure that the City Council’s employment and procurement policies and practices are non-discriminatory and to work towards a more representative workforce

within the City Council”) is to develop workplace guidance to support transgender people at Cambridge City Council who are transitioning to another gender.

5.7 Most actions identified are to be delivered by specific services. The key areas of work that include all services are:

- Dementia Friends training around identifying how services can support people with dementia and their carers
- Supporting people who experience domestic abuse, especially those who develop housing problems as a result of this, through our work on the Domestic Abuse Housing Alliance
- To encourage more individuals from different services to sign up to the Equality Pledge
- To provide support to service users in our role as a Hate Crime Reporting Centre
- Safer Spaces, through which we are training frontline services on how to tackle discrimination experienced by lesbian, gay, bisexual and transgender people.
- The Stop Suicide campaign about tackling stigma associated with talking about suicide to make sure people get help they need
- The Wellbeing at Work strategy that includes a programme of activities and information campaigns to promote a healthy workforce

6. Implications

a) Financial Implications

As equalities has been mainstreamed across all Council services, the activities and actions identified in the action plan will primarily be delivered through existing service budgets and will not require additional resources. However, the Strategy and Partnerships Team has a small budget to support equalities projects and publications, and a further budget to finance interpreting services that support fair and equal access to and delivery of services. Other services support corporate and service based equalities initiatives through provision of staff resources and occasionally funds for specific projects. We also work extensively with partner organisations to maximise the impact of our resources.

b) Staffing Implications

As equalities has been mainstreamed across all Council services, the activities and actions identified in the strategic action plan will primarily be delivered as part of the core responsibilities of staff within the relevant services. The Joint Equalities Group is made up of staff representatives from across all City Council services who are able to input time to supporting the mainstreaming of equalities. These are not specific posts within services, but are roles that have been adopted by staff where departments have been able to absorb additional duties.

c) Equality and Poverty Implications

No Equality Impact Assessment (EqIA) has been carried out for the Single Equality Scheme itself or this annual report. The Single Equality Scheme 2018 - 2021 forms the framework for the City Council's work to challenge discrimination and promote equal opportunities in all aspects of its work. Relating to this, the annual report feeds back on progress made for actions that were set for 2018/19, and identifies further actions that will start from 2019/20.

d) Environmental Implications

The actions that have been identified starting from 2019/20 for the Scheme are not anticipated to have any environmental impact.

e) Procurement Implications

The City Council has taken steps to ensure that equalities considerations are embedded in its procurement processes. We have produced a guide on implementing The Public Services (Social Value) Act (2012) into our procurement processes for staff to use. This ensures that a key part of our assessment process in procuring contracts is to consider economic, social and environmental benefits suppliers can bring to Cambridge. Additionally, when procuring services it is a requirement that our commissioners abide by our Equality Value Statement and help us in meeting our Public Sector Equality Duty. In the Single Equality Scheme 2018 – 2021 itself, over the three years, we have committed to identifying further opportunities to maximise social value through the Public Services (Social Value) Act 2012.

f) Community Safety Implications

Most actions under Objective 4 that are proposed for 2019/20 relate to community safety. Objective 4 is "To tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the

city continue to get on well together”, and actions around community safety are as follows:

- Provide support to service users as a Hate Crime Reporting Centre and to raise awareness with the voluntary and community sector and faith groups of this role we have.
- Work with partners in the Community Safety Partnership to improve public safety and raising concerns of people with protected characteristics.
- Design and undertake a project to provide Safeguarding advice and/or training to door staff at relevant licensed premises.
- Devise and implement an action plan for the Domestic Abuse Housing Alliance.

Some highlights from 2018/19 of work we have undertaken to maintain or improve community safety included work related to:

- The Domestic Abuse Housing Alliance
- Funding for Women’s Aid
- Replacing our CCTV systems to be complete in June/July 2019

7. Consultation and communication considerations

In accordance with the principles of the Cambridgeshire Compact, consultation on the Single Equality Scheme 2018 – 2021, upon which the annual report is based, took place with voluntary and community sector partners and public sector partners, and Equalities Panel members.

The content of this report will be communicated to residents through the media using a news release, through the Council website, and on Twitter.

8. Background papers

Background papers used in the preparation of this report: Cambridge City Council Single Equality Scheme 2018 – 2021

(<https://www.cambridge.gov.uk/media/6721/single-equality-scheme-2018-to-2021.pdf>)

9. Appendices

Appendix A - Cambridge City Council Single Equality Scheme 2018 – 2021, Year one review

10. Inspection of papers

To inspect the background papers or if you have a query on the report please contact Helen Crowther, Equality and Anti-Poverty Officer, tel: 01223 - 457046, email: helen.crowther@cambridge.gov.uk.

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Appendix A

**Cambridge City Council
Single Equality Scheme
2018 – 2021**

**Year one review
June 2019**



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Introduction

The Single Equality Scheme 2018 – 2021 sets out Cambridge City Council's proposed objectives related to equality and diversity work over the three year period from 2018 to 2021. It identifies the wide range of work the Council undertakes to meet its Public Sector Equality Duty to:

- (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The objectives of the Single Equality Scheme 2018 – 2021 are as follows:

1. To further increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively
2. To continue to work to improve access to and take-up of Council services from all residents and communities
3. To work towards a situation where all residents have equal access to public activities and spaces in Cambridge and are able to participate fully in the community
4. To tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the city continue to get on well together
5. To ensure that the City Council's employment and procurement policies and practices are non-discriminatory and to work towards a more representative workforce within the City Council

This review does not seek to capture everything we do in relation to equality and diversity. Instead it:

- Reports on progress against the specific actions we identified for the first year of our Single Equality Scheme (2018/19)
- Sets out some actions that will apply from the second year of the Single Equality Scheme (2019/20) that will further help us achieve our Scheme's objectives

What have we achieved during 2018/19?

Details of actions for the first year of the Single Equality Scheme (2018/19) and the progress we have made in delivering them are set out in the tables below. The actions and achievements/ updates are listed under their relevant objectives.

Objective 1 – To further increase our understanding of the needs of Cambridge’s growing and increasingly diverse communities so that we can target our services effectively

In the first year (2018/19) of the Single Equality Scheme for 2018-21 we aimed to:	In the first year we:
Support the Equality and Diversity Partnership to run 6 training sessions that focus on a different equality group each – women, sexual orientation, minority ethnic, disabled, mental health, and gender reassignment. The training sessions will be run for the voluntary and community sector organisations supporting different equality groups and it is peer-to-peer training.	In 2018/19 we booked 5 free peer-to-peer training sessions relating to women, sexual orientation, minority ethnic people, disabled people and gender reassignment. For each session around 20 to 25 people attended.
Support the development of the Faiths Partnership, including providing secretariat support for two further meetings of the partnership to enable members to come together and work on plans for the future.	We provided secretariat support for three meetings, including on local responses to housing and homelessness, and two to mark Holocaust Memorial Day.
<p>Identify any further actions we might undertake as a Council to help combat loneliness by:</p> <ul style="list-style-type: none"> • Identifying opportunities for working with the Campaign to End Loneliness, which has received some funding to undertake research in Cambridgeshire • Gathering further evidence on impacts our policies, plans and procedures have related to loneliness in our Equality Impact Assessments 	<p>There have not been any opportunities to engage further with the Campaign to End Loneliness in 2018/19. Cambridgeshire County Council is now leading on work across the county, and we will seek opportunities to support this work as it is developed further.</p> <p>Our Equality Impact Assessment training now encourages services to identify if changes to policies and procedures have an impact on loneliness, and identifies loneliness as a public health issue.</p>
Encourage representatives from all	Representatives from the following Council

Council services to sign up to the Equality Pledge and promote the Equality Pledge in public spaces at council services.	Services have signed up to the Equality Pledge: Commercial Services, Community Services, Customer Services, Housing Service, Human Resources, and Revenues and Benefits. Equality Pledge posters are now displayed in community centres and we are designing a new poster to go live in other council buildings.
Evaluate and address demand for training flats available for people accessing the county council's Making Every Adult Matter (MEAM) service.	This work is currently being undertaken in discussion with multiple registered providers. In the meantime we have a target to provide 10 training flats by March 2020.
Compile and analyse existing data we have on neighbourhoods to create 'Area Profiles' to try and identify issues experienced by different communities and what we can do to address causes of these issues. We will especially concentrate on areas impacted on by poverty and that will have the highest numbers of Universal Credit claimants.	This work has not yet been undertaken: We have been reviewing the purpose of the 'Area Profiles' to ensure that the analysis will help us gain a better understanding of how to support new developments and deliver mixed and sustainable communities through the Council's house building programme.
Analyse results from the annual survey of residents within our sheltered housing schemes and users of the 65+ service and identify any additional support that can be provided to address loneliness and isolation. For those who have identified themselves as experiencing loneliness, provide advice and signposting to social groups and befrienders in the area, and ensure that they are aware of the activities within the sheltered schemes and how to access them.	The 2018 survey for residents in our sheltered housing schemes and users of the 65+ service identified 15% of respondents who said they were lonely. Targeted work has been done with individuals as part of their support planning process to try and relieve this, for instance we made referrals to befriending services, and supported people who were considering moving in order to help develop a social network.
Support Cambridgeshire County Council and use findings from their survey of new communities in order to identify needs that are specific to the different new communities in Cambridgeshire that we can meet.	Cambridgeshire County Council are currently analysing the results of the survey. During the previous year we have supported the research by running a number of resident workshops to gather additional information to analyse alongside the main survey's findings. We are

	working with Cambridgeshire County Council to analyse some of the results that help identify needs in areas in the city that are significantly growing in population.
<p>In delivering support to our tenants we will develop further understanding of the profiles of neighbourhoods and specific issues these groups face. We will:</p> <ol style="list-style-type: none"> 1. Continue to undertake estate walkabouts to identify issues specific communities face. We will make improvements we identify to one neighbourhood at a time in order for their impacts to be felt. 2. Visit people in new tenancies and those on the highest Homelink banding who are of the highest priority to move from their current properties. 3. Continue to encourage subcontractors and all council staff visiting tenants homes (e.g. Repair Operatives, Housing Officers, Assistant Housing Officers etc.) to know how to identify and to report safeguarding concerns they have about a particular household by using 'Concern Cards'. 	<ol style="list-style-type: none"> 1. Estate champions from City Homes who undertook the walkabouts in 2018/19 identified that anti-social behaviour and fly-tipping were the main two issues neighbourhoods wanted support with. In 2019/20 we will make improvements for Kingsway flats, the East Road estate and to city-wide street lighting and make communal lighting upgrades. 2. We have just filled all our vacancies in City Homes so will be starting to visit tenants in their new homes in 2019/20. 3. Over the last year, short talks were undertaken to Repair Operatives and some subcontractors on how to identify and report safeguarding concerns.

Objective 2 – To continue to work to improve access to and take-up of Council services from all residents and communities

In the first year (2018/19) of the Single Equality Scheme for 2018-21 we aimed to:	In the first year we:
<p>Carry out works to the Guildhall to improve accessibility for staff and the public, including:</p> <ol style="list-style-type: none"> 1. Considering how to improve accessibility to the entrances to the building. 2. Aiming to provide 6 gender neutral toilet facilities. 3. Exploring the feasibility of providing 	<ol style="list-style-type: none"> 1. We have reviewed this but been unable to find a good solution due to the constraints of the building. 2. We are on course to deliver 6 gender neutral toilets. 3. We are still on course to have gender neutral showers on all floors but it is

gender neutral showering facilities on all floors except for the fourth floor.	not possible to achieve this on the first floor at present.
<p>Provide a programme of equality and diversity training for staff, including:</p> <ol style="list-style-type: none"> 1. Continuing to provide Equality and Diversity induction training that also includes disability awareness (11 sessions per year) 2. Continuing to provide transgender awareness training (2 sessions per year). 3. Providing 2 Mental Health Awareness courses for staff, two Mental Health First Aid (two day course), and exploring training solutions for managers and leaders around managing mental health. 	<p>Due to changes related to the Council's procurement processes, we have not been able to run the number of Corporate Induction: Diversity & Disability Awareness, Transgender Awareness and Mental Health courses that we had expected. Fortunately, we have secured suppliers to deliver these training courses for the next 3 years. We provided:</p> <ol style="list-style-type: none"> 1. Three of the 'Corporate Induction: Diversity and Disability Awareness' sessions attended by 36 people. Some feedback from attendees was "Insightful & well presented", "really enjoyed and was very engaging", and "really good presenter". 2. Two Mental Health First Aid courses attended by 25 people. Some feedback was "Interesting & though provoking with some good analysis of certain behaviours", and "Fantastic trainers". 3. 'Managing Mental Health' training for managers supporting staff members experiencing mental ill-health. Two sessions were provided and a total of 15 people attended.
Work with Encompass Network to develop further actions we can undertake to ensure our services as welcoming, accessible and inclusive for LGBTQ people as possible and to raise awareness of staff policies we have that support LGBTQ people.	We have been working with the Encompass Network to develop a clear action plan for 2019/20 involving a number of services. In 2018/19 Encompass shared information about Safer Spaces at the Council's Equalities Panel and delivered interactive training sessions on challenging LGBTQ discrimination for managers and Joint Equality Group members.
Procure Gypsy Roma and Traveller cultural awareness training for our frontline staff that will in part be run by Travellers. This will help	We commissioned the Cambridgeshire County Council's Race Equality and Diversity Service to run two separate training

staff learn about experiences of discrimination and barriers from accessing public services that are faced by Gypsies and Travellers.	sessions. The sessions were run by people within the Traveller community, and officers that work directly with Gypsy, Roma and Traveller people (in public health and as liaison officers at South Cambridgeshire District Council and Cambridgeshire County Council). The sessions were attended by 37 Council Officers from across a range of services that work directly with Gypsy, Roma and Traveller people.
Sign up to the STOP Suicide campaign and develop an action plan for the Council to help ensure people who are at risk of suicide that come into contact with Council services get support they need.	We signed up to STOP Suicide during mental health awareness week (14th May to 20th May 2018) We raised awareness of the First Response Service phone number that supports people with mental health crises at a stall for the public on the market square over two days.
<p>Participate in the Dementia Action Alliance in order to:</p> <ul style="list-style-type: none"> • Support the external campaign across the city that identifies buildings as dementia friendly and recruits dementia friends and champions across the city. • Help improve access to Council services for people with dementia and their carers, and provide Dementia Friends training to frontline facing staff. 	<p>There have not been opportunities to support the external campaign this year. However, two businesses will be leading on and revitalising the campaign for 2019/20 and we will liaise with them to identify how we may support the external campaign.</p> <p>We have provided Dementia Friends training to frontline staff from the Housing Advice service, Environmental Health service and Commercial Services. We signpost people with dementia and/or their carers to support groups and organisations that can help them. The Supported Housing Service also signposts or refers people to support with things that might help people live independently, such as referrals to assistive technology (now called technology enabled care), and requests carers assessments for those who may need them.</p>
Explore means we can improve the accessibility of our website for people with different disabilities and learning difficulties.	We have purchased a tool call Recite in order to help improve the accessibility of our website for people with different disabilities and learning difficulties, which includes text to speech functionality, dyslexia software,

	<p>an interactive dictionary, and a translation tool with over 100 languages. Additionally, we have been working to ensure that our websites meet minimum accessibility standards set out by the EU Web Accessibility Directive.</p>
<p>Explore how we can support service users with different needs to get help they require from Council services easily and efficiently, including:</p> <ol style="list-style-type: none"> 1. Implementing the 'Single Customer Account' portal that will mean people can access a range of critical services from a single, integrated online portal. This can help people who are unable to visit us for instance, due to a disability impacting on their mobility, or who cannot contact us through our phone system as a result of hearing difficulties. 2. Continuing to provide face-to-face support to people who need it, including people who are especially vulnerable and/or those who are digitally excluded. 3. Reducing queues at our customer service centre front desk and ensuring vulnerable people and those with more complex needs are seen as promptly as possible. 	<p>The Customer Services team has had its best year for performance since the Customer Service Centre first opened in 2008. It achieved all of its Key Performance Indicators (KPIs) for the first time for all of the contact channels they are responsible for. In addition, in relation to this SES action:</p> <ol style="list-style-type: none"> 1. The online portal is up and running and as at the end of March 2019, we had around 900 registered users. 2. We continue to assist customers face-to-face, and have also employed a temporary staff member to help people with our new Homelink system. Also, we continue to provide the Advicehub through which Cambridge Online supported 186 people and Citizens Advice supported 594 customers in our self-service area. 3. Where queues occur, staff will intercept customers to check if queries can be dealt with quickly or using the self-service area. We have purchased two tablets to support our staff to continue to do this.
<p>Ensure that all Shopmobility front-line staff understand the issues surrounding dementia and are committed to considering customers who may be affected so they feel comfortable and supported using our service.</p>	<p>All frontline staff working in the car parks and for the Shopmobility service have undertaken dementia friends training (15 people).</p>
<p>Lead a joint project with neighbouring district councils to develop a Cambridgeshire-wide policy on how funding for Disabled Facilities</p>	<p>A new policy for Disabled Facilities Grants (DFGs) has been developed and implemented from early April 2019.</p>

Grants (DFGs) is awarded and to provide more joined up services across housing, health and social care in order to support people to live independently for longer.	
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Objective 3 – To work towards a situation where all residents have equal access to public activities and spaces in Cambridge and are able to participate fully in the community

In the first year (2018/19) of the Single Equality Scheme for 2018-21 we aimed to:	In the first year we:
Work with residents who have disabilities, including blind and partially sighted people, to develop a Street Charter. As part of our Environmental Improvement Programme we will use intelligence from the Street Charter to identify a range of funding opportunities for environmental improvements that support accessibility.	Due to other commitments in 2018/19 this work has been delayed and the action will be carried through to 2019/20.
Through the Greater Cambridge Partnership, make a financial contribution to the Signpost2Skills project, which brings together local businesses with school pupils, including those from low income backgrounds, to raise their awareness of career options in the local economy and the types of learning and qualifications that will equip them to compete for those jobs.	<p>The Greater Cambridge Partnership (GCP) has funded Form the Future to deliver the Signpost2skills project, which aims to raise the aspirations of young people and increase the uptake of apprenticeships in STEM skill areas.</p> <p>The GCP has also contracted with Form the Future and Cambridge Regional College in March 2019 to deliver a new service to get more people into apprenticeships. The service will link prospective apprentices and businesses together, and it will develop a hub to support apprentices and help businesses identify how best to introduce apprenticeships.</p>

<p>As of 5th June 2018, the following community grants to date were awarded to support the voluntary and community sector (VCS) in their work with equality groups. This is not an exhaustive list but we have picked out examples that relate to some issues experienced by equality groups identified in this strategy:</p> <ol style="list-style-type: none"> 1. Cambridgeshire Older People's Enterprise 2. Cambridge Housing Society (CHS) Group 3. Centre 33 4. Changing Directions 5. Richmond Fellowship 6. Cambridge & District Citizens Advice Bureau 7. Illuminate 8. Encompass Network 9. The Kite Trust 10. Cultural workshops and/or events held by the Indian Cultural Society, the Bangladeshi Welfare and Cultural Association, the Cambridge Mayalee Association and others that help BAME people develop social networks. 11. Khidmat Sisters 12. Cambridge Ethnic Community Forum 13. Cambridge Women's Aid 14. Cambridge Women's Resources Centre 15. Romsey Mill Trust 	<p>In 2018/19 the Council funded 97 voluntary and community groups through its £900,000 Community Grants. These groups delivered 137 services and activities to help reduce social or economic inequality among Cambridge residents with the greatest needs. The activities covered the grant priorities of legal and financial advice, sports, arts and culture, community development, employment support and voluntary sector support.</p>
<p>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.</p>	<p>We funded Citizens Advice to deliver the Advice on Prescription project, which led to nearly 396 people receiving specialist advice this year, providing them with additional income of £590,000 and reducing their debts by more than £103,000.</p>
<p>Continue to provide affordable, doorstep sport StreetGames activities in local neighbourhoods to encourage physical</p>	<p>In Arbury, Abbey and Trumpington, a programme of 8 weekly doorstep StreetGames sessions were delivered. The activities included</p>

activity for young people aged 11 to 25 years old.	basketball, football, multi sports, gymnastics, tennis, and gym sessions. Activities were also delivered at local neighbourhood community festivals.
Facilitate and support three Let's Go Girls festivals, specifically designed to empower women to take part in sport and physical activity, hosted in Leisure Centres across the City.	We delivered three Let's Go Girls festival events – 2 events for women aged 16 and above (98 women attended these in total), and a festival event for secondary school aged girls at Netherhall School (48 attended).
Continue to deliver the Invigorate programme, offering reduced cost and free physical activity to users of mental health services.	We delivered weekly sessions in activities such as multi-sports, tennis and badminton, Tai Chi and football. We have been running a 6 week swimming lesson programme for this group and have quarterly walking tours in the botanical gardens.
Continue to provide an exercise referral programme across the City. Including free access for residents via ten identified GP surgeries. Available to those who have a medical condition 16+, users of mental health services and people with a disability.	<p>The referral programme continued to be provided for free to all patients registered to 3 of the surgeries and as free to those entitled to receive a free prescription at a further 7 surgeries. 142 free exercise referrals were made by GPs from these practices.</p> <p>A payable, subsidised service continues to be available to those registered outside of the 10 surgeries. 84% of those people who were referred (including free and payable referrals) completed 10 weeks or more of the 12 programme.</p>
To provide reduced cost swimming lessons to BAME communities and free sessions for toddlers and parents via the Surestart centres at the Kings Hedges & Abbey swimming pools.	There were 2,534 attendances to the Surestart swimming sessions during 2018/19.
Develop more targeted work with young people to prevent homelessness – especially for young people not in employment, education or training (NEET) or those in Pupil	We have been delivering our specialist New Horizons project (for young people who are NEET) to support young people over a longer period of time around finance skills, digital

Referral Units.	skills and employment/ training. In 2018, 67% of young people coming to us for support for general housing advice were NEET and we refer them to New Horizons and also signposted to Centre 33's 'Someone to talk to' service. Last year we also delivered some workshops at the Pupil Referral Units in Cambridge for young people at risk of becoming NEET.
Improve support services for those with mental health issues or a dual diagnosis with mental health as a primary issue, including: 1. Monitor the efficacy of the Dual Diagnosis Street Team (DDST) through ongoing evaluation. 2. Establish a monitoring system to assess the efficacy of the County Council's dual diagnosis strategy.	Quarterly reports have been produced monitoring the efficacy of the DDST. An independent evaluation was also undertaken by the Centre for Regional Economic and Social Research at Sheffield Hallam University, working in partnership with Heriot Watt University and the University of Cardiff. It runs from April 2018 to October 2019. It found that stakeholders were universally positive about the implementation and impact of the DDST, indicating that it had enabled improved access to appropriate treatment for rough sleepers in the city, and that it had facilitated more effective collaboration between service providers.
Identify further opportunities for collaborative working with Cambridgeshire County Council's Traveller Liaison Officer in order to better support Travellers who set-up temporary sites in the city, and Travellers who are high priority need for social housing.	We now have a single point of contact for the County and South Cambridgeshire District Council to use to support Gypsy, Roma and Traveller people with Homelink applications. We also have a single point of contact to engage Gypsy, Roma and Traveller people who set up temporary unauthorised sites in the city. This Officer's role is in Enforcement but they also undertake health and wellbeing checks to ensure that public health needs of Gypsy, Roma and Traveller people can be met.
Work with partners to deliver the second phase of ACTIVATE, which will work with to up to 30 students in receipt of Pupil Premium across years 7, 8 and 9 at Coleridge Community College in order to increase educational attainment, aspiration, capacity for creativity and innovation, the sense of	Phase Two was completed in July 2018 and included seven pupils from Phase One, plus 34 new participants (so 41 pupils in total). There was a core group of 17 participants who regularly attended weekly sessions and other participants would drop in. Participants learnt skills like acting, writing, directing, film-making,

being able to make a difference and awareness of the city cultural offer.	3D modelling, animation, curation and design. A film was produced to summarise the outcomes and benefits of the ACTIVATE project overall and can be viewed here: https://youtu.be/XBkquG_8i7o
Provide theatre sessions at Cambridge Junction for a cohort of young people at risk of involvement with the criminal justice system. This will help to develop their creative and analytical skills, help them to manage social situations more constructively and develop skills needed to progress into employment.	We partnered with TBAP Academy to commission 5 artists to work with 19 young people (aged 13 to 15) who developed a multi-performance piece. Of young people engaged, all of them were having difficulty within education, half were displaying difficult or anti-social behaviour, and 36% of young people had come into contact with the law. At least 60% of the young people involved with the project will now achieve their Bronze Level Arts Award. The evaluation report for the project identified it is “an excellent example of how we can challenge perceptions of young people’s capabilities and demonstrate what young people with barriers to learning can achieve”.
Fund an Independent Living Facilitator to support people aged over 85 and ethnic minority women who are at risk of financial exclusion.	This one year project helped provide additional support for older specific groups of older people. The ILF helped people receive a total of at least £96,986 in non-housing-related benefits. The Facilitator also supported beneficiaries to get online in order to find cheaper deals for utilities and shopping. The Independent Living Facilitator found that Asian people supported through the project tended to need help with housing more than other beneficiaries. The facilitator helped to rehouse two people. The Independent Living Service continues to provide a city-wide support service for older people, including support to maximise their non-housing related benefits and income.
Explore the feasibility of letting hard-to-let sheltered housing units to students at reduced rents with the requirement that they undertake 30 hours volunteer work per	A feasibility study was undertaken but concluded that this was not financially viable.

month to support older tenants with support needs, including helping to combat social isolation.	
Continue to develop the queer arts project in partnership with The Kite Trust. Also, use public arts funding to involve people with protected characteristics in Cambridge through the public art grants programme.	We provided further grant funding to help develop the queer arts project. This will support The Kite Trust to work with an artist to develop a performance piece that will be a part of Cambridge's first Pride Parade on 8th June 2019. We also provided grant funding for a project inspired by the 100th anniversary of women receiving the right to vote. The project is called WAW (women at work) and will be formally launched in spring/summer 2019.
Continue to provide open access play activities for children, young people and their families in local neighbourhoods (including low income neighbourhoods) across Cambridge, including the SummerDaze 2018 programme during the school holidays.	In 2018/19, we held 738 universal sessions. There were 25,319 child visits to these universal sessions, substantially more than the annual the target of 12,000. We also ran SummerDaze 2018, which provided a successful programme of free arts, crafts, games, sports and outdoor activities for children and families in the school holidays. Activities were provided every weekday at a variety of venues including Coleridge Recreation Ground, Meadows Community Centre, St Alban's Recreation Ground, Trumpington Pavilion, Orchard Park and on board the ChYpPS Community Play Boat at Jesus Green lock.
Continue to explore with children and young people how to further their influence on Council decisions, including an additional two engagement days following on from the Take Over Day pilot in 2017.	We have continued to engage with children and young people and hosted the 2018 Take Over Day, which included discussions with council officers, Councillors and the police on issues that impact on young people (year's 7-9) in their neighbourhoods, and on the Cambridge Science Festival on what children and young people would like the 2019 festival to include. Other engagement work with young people that we undertook this year includes consultation on Abbey BMX, Section 106 bids for park equipment, partnership work with the Greater Cambridge Partnership to get young

	people's feedback on transport, and partnership work with Form the Future on how young people feel the city should look.
Roll out to Cambridge and some South Cambridgeshire secondary schools the board game 'Reality Cheque', which builds on the work we started in 2017 to raise financial awareness for young people, particularly those about to transition from secondary school to work or further education.	Reality Cheque, a financial literacy board game, has been developed and distributed to 16 schools in Cambridge and South Cambridgeshire.
Work towards designing improvements of lighting on our Council estates, looking into reliability of current lighting that may need to be upgraded and assessing the need for greater illumination of dark spots around the Council estates. This will help towards improving safety of residents, including groups of people who may be less likely to feel safe at night like women.	A number of projects have been approved for development in 2019/20, and the main project is to upgrade street lamp columns. This upgrade will be phased in over the next two years.
Continue to provide a Shopmobility service at the Grand Arcade and Grafton East car parks to support disabled people, including: 1. Hiring mobility scooters and mechanical wheelchairs to people who need mobility assistance 2. Collecting customers from Dial-A-Ride and local bus stops. 3. Providing escorted shopping trips, which help disabled people who need personal assistance to access shops and shopping 4. Providing Three hours' free parking for all Shopmobility customers.	<p>From the start of April 2018 to the end of March 2019, there were 3,094 visits to the Shopmobility service.</p> <p>Charges for the ShopMobility daily scooter/wheelchair hire and annual membership were introduced on 8 May 2018 as part of the council's budget. The charges were introduced because:</p> <ul style="list-style-type: none"> • In 2016 Cambridgeshire County Council withdrew their proportion of contribution funding for the Cambridge City Council Shopmobility services. The value of this was £49,500 • During the period from 2016 to May 2018 where we used the General Fund to cover the £49,500 shortfall, we were unable to obtain support from local businesses to help fund the shortfall <p>Nevertheless, when we introduced the charges we committed to reviewing whether this</p>

	impacted on usage figures. The Shopmobility service became free of charge as of 1st April 2019 after the scheduled review revealed a decline in the use of the service.
Provide further support for refugees who are not included in the Government schemes under which the Council is resettling refugees, including providing effective information and translation services, tackling economic and social marginalisation, and providing assistance with immigration status and help to find accommodation.	We tendered a 2 year support service to give advice and assistance to asylum seekers and refugees not part of the formal Government resettlement schemes. The tender was won by Cambridge Ethnic Community Forum (CECF) and the service has been put in place since August 2018. From 1st August 2018 to 31st January 2019, CECF supported 57 beneficiaries. Help has been provided to enable people access support with a diverse range of topics including immigration advice, counselling, accommodation, benefits, English lessons, addressing employment issues and more.
Support resettlement of 100 Syrian refugees (subject to availability of accommodation).	<p>The City Council pledge to resettle 100 refugees was met in November 2018. Resettlement support is available for 5 years on entry so we continue to strive to help the resettled community to become self-sufficient and independent.</p> <p>One of the requirements of the Home Office in resettling refugees is to provide ESOL classes (English classes). The City Council have developed a programme where all have an opportunity to attend regular classes. The City Council ESOL model was praised by the East of England as being one of the best in the region and is going to be used to show what a Good Practice ESOL model looks like.</p>
Assess needs of communities using the new community centres at Clay Farm and Storeys Field, and develop programmes of activities and partnerships in order to meet these needs. Review our community activities in Queen Edith's and Cherry Hinton wards in order to identify if we are best meeting local needs.	As a result of assessing needs, activities developed at Storey's Field included a group to support young families called Teddington in run partnership with university, a regular language café run in partnership with the local church and other resident-led activity including regular socials plus the New Communities Development Team (NCDT) has delivered Christmas and holiday activities. In Clay Farm,

	<p>activities included weekly Rhyme Time sessions for young families in partnership with the Children's' Centre which are very well attended, Digital champions volunteers trained and supported to offer support to residents to improve their digital / IT skills, holiday activities for children and young families in partnership with NCDT staff, Lego Club for young people , venue space for Citizens Advice to provide advice to local people , Engage project with activities for older people, and a Summer reading challenge for children as part of the Library offer.</p> <p>The review of community activities in Queen Edith's and Cherry Hinton wards will be completed in summer 2019 as part of the NCDT review of working arrangements in all wards , the updating of ward profiles and the development of work plans across the city.</p>
<p>Work with partners to continue to run free Holiday Lunch clubs in community centres, churches and other venues to help tackle social isolation for low income families and help them to meet increased food costs during school holidays when free school meals are not available.</p>	<p>2,737 Holiday Lunches were provided for free to low-income families delivered by the City Council and/or partners in Arbury, King's Hedges, East Chesterton, Abbey, Queen Edith and Romsey. Cambridge City Council and partners delivering the free lunches have signposted people to projects at children's centres, Thyme to Cook projects and made referrals to the Christmas lunch event at Buchan Street Community Centre, and more in order to further combat social isolation.</p>
<p>Continue to provide support for groups of people who are more likely to be digitally excluded, including older people, disabled people and low income residents, helping them to access the internet and develop digital skills. Promote access to digital services and technologies to help address the educational attainment gap currently experienced by young people from lower income families.</p>	<p>We funded Cambridge Online to open, drop in sessions at a number of community venues, which were attended by 232 people. We have supported 13 volunteer digital champions to deliver 169 sessions in sheltered housing schemes which were attended by 71 people. In addition, we have been working with the Red Hen Project and Kings Hedges Family Support Project to identify children from low income families who would benefit from attending a regular Code Club. Initial discussions have taken place with a local technology company</p>

	who are keen to support the initiative.
Design and undertake a project to provide Safeguarding advice and/or training to door staff at relevant licensed premises, including encouraging initiatives that reduce anti-social night-time activities of licensed operations (e.g. Ask Angela, and A Good Night Out). This will help increase everyone's safety related to the Night Time economy but will especially be targeted towards supporting groups that are most likely to be at risk in this setting, such as women (as identified in the Women's Community Needs Assessment).	<p>We have been promoting awareness of the Ask for Angela scheme in conjunction with CAMBAC and Cambridgeshire Constabulary. This includes discussion at the Pubwatch meetings held every other month as well as at visits and inspections conducted by officers.</p> <p>We have been working with Cambridge Business Against Crime (CAMBAC) to devise a training course that will be delivered in 2019/20 to raise awareness of issues related to vulnerability, intimidation, harassment and safeguarding.</p>

Objective 4 – To tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the city continue to get on well together

In the first year (2018/19) of the Single Equality Scheme for 2018-21 we aimed to:	In the first year we:
Work with the Domestic Abuse Housing Alliance to: 1. Review the Council's domestic abuse policies, procedures and practices with a view to developing a joint framework for local housing providers to consider adopting. 2. Develop procedural guidelines covering the Council's approach to known perpetrators of domestic abuse, and to look at perpetrators who are excluded from their homes.	Since May 2018 Housing Services, in partnership with a number of other Council departments, has worked with the Domestic Abuse Housing Alliance (DAHA) to develop a new suite of policies and procedures around Domestic Abuse.
Provide funding for an outreach service to women who have experienced domestic abuse in the City. The key aims of the service are to prevent homelessness and provide an on call service 24 hours a day/365 days a year, help improve the housing security and safety of service users in their homes, and tackle social isolation and exclusion via a programme of therapeutic, creative and practical activities.	Funding for this service, delivered by Women's Aid, has been provided over many years. In 2018/19 we provided £48,526.

<p>Explore opportunities to work with partners in the Community Safety Partnership to improve public safety and raising concerns of people with protected characteristics. The Partnership's priorities for 2018/19 relate to safeguarding people against violence and exploitation, identifying and responding to vulnerable locations, and tackling domestic abuse.</p>	<p>The Community Safety Partnership has agreed a new structure, which will include leading for the County on a Transformation Topic to examine and plan how to address the issue of Serious Violence – Young People and Knife Crime. Our first activity is for a workshop to be held on 21 June ,where professionals will share knowledge and develop a strategic approach which will link work already being done, identify gaps in service or information sharing, particularly around County Lines and link with the National Serious Violence Strategy. The Partnership's priorities for 2019/20 will continue to be; safeguarding people against violence and exploitation, identifying and responding to vulnerable locations, and tackling domestic abuse.</p>
<p>Replace our CCTV system with new High Definition cameras that are low-light capable in order to improve our provision of evidential quality images to the police. This will have a positive impact on people of protected characteristics that are especially likely to be vulnerable to harassment or violence, and hate crime. Continue to train staff to identify suspicious or threatening behaviours seen on our cameras and report them to the police whilst patching the live images across to them to assess an appropriate response.</p>	<p>The project is in its final phase of implementation and all cameras will be in place and connected up by June/July 2019. Staff training on the software will take place in 2019/20, as we wanted to make sure the new CCTV system was in place before carrying this out.</p>

Objective 5 – To ensure that the City Council's employment and procurement policies and practices are non-discriminatory and to work towards a more representative workforce within the City Council

In the first year (2018/19) of the Single Equality Scheme for 2018-21 we aimed to:	In the first year we:
<p>Procure a new ICT system to improve our approach to managing and delivering the Council's complex range of programmes and projects, including the reporting on equality impacts of proposals.</p>	<p>The new ICT system has been procured in early 2019 and we are configuring this to meet our needs. The associated new project management process ensures that all project managers carry out equality impact assessments when developing their business</p>

	case for a project.
Develop, adopt and promote a 'Wellbeing at Work Strategy' to include a range of wellbeing classes, activities and information campaigns and promotions to circulate amongst all employees, to encourage a healthy active workforce.	The Wellbeing at Work Strategy was developed, supported by a network of workplace health champions. The strategy includes a programme of weekly classes at an affordable rate, as well as a calendar of health-related campaigns including step challenge, blood pressure clinics, weight management and mental health awareness.
<p>Review our sickness absence management policy to:</p> <ol style="list-style-type: none"> 1. Ensure the Council is supporting employees who experience sickness or ill-health to remain in work through having early intervention and putting effective measures in place. 2. Identify where additional support is available that could help improve employees' health and wellbeing, reduce absence and support those with a disability. 	A new Sickness Absence Management Policy went live in August 2018. The aim of the policy is to enable employees to stay in work by adopting a supportive approach, treating all individuals as unique, by listening and keeping in regular contact with staff experiencing sickness, and by providing a flexible approach using a variety of supportive measures. The policy stipulates that disability absence is managed on a case-by-case basis and that reasonable adjustments are considered and applied from the point of disclosure for each situation.
Continue to monitor the profile of the Council's workforce, including reviewing our targets for Black Asian Minority Ethnic and disabled representation in the workforce and identifying how best to raise our profile as an employer with disabled people and BAME people.	The percentage of disabled staff as at end of March 2019 was 6.37% (so 50 staff out of 785), whereas the target for 2018/19 was 7.5% as a percentage of the overall workforce. The percentage representation of BAME individuals in the workforce as at end of March 2019 was 6.75% (so 53 staff out of 785), whereas the target was 9.5% as a percentage of the overall workforce.
Promoting new Council apprenticeships via community groups representing BAME groups and in conjunction with our training providers on the government apprenticeship website, which has a wide reach and access by school leavers, young adults and careers guidance professionals.	Our Apprenticeship Strategy has a focus on increasing skills and opportunity for existing employees and employing new apprentices recruits where there are identified business requirements. Because we have not needed to employ new recruits from outside the organisation into apprenticeships there have not been any external apprenticeship

	opportunities to advertise, so we have not undertaken this action.
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What further actions have been identified starting from 2019/20 for the Scheme?

Below are listed some further actions starting in year two (2019/20) of the Single Equality Scheme.

Objective 1 – To further increase our understanding of the needs of Cambridge’s growing and increasingly diverse communities so that we can target our services effectively

From the second year of the plan (2019/20) we will:	The service(s) that will lead on this:
Support the Equality and Diversity Partnership to run two training sessions: one on mental health and the other on hate crime awareness. The training sessions will be run for the voluntary and community sector organisations supporting different equality groups and it is peer-to-peer training.	Community Services
Provide secretariat support for three further meetings of the Faiths’ Partnership to enable members to come together and work on plans for the future to address key social issues they are concerned about. The sessions will be on climate change, hate crime, and tackling inequality and poverty in the city.	Community Services
Complete a ward profiling exercise in order to identify community development plans for each area by late summer 2019. It is likely that this will identify further means to reduce social isolation and work with older people.	Community Services
Develop an equality and diversity terminology guide for staff in consultation with voluntary and community sector organisations that are members of the Equality and Diversity Partnership.	Corporate Strategy
Develop a protocol between our Housing Service and Cambridgeshire County Council’s Social Services department around how to improve housing options and support to remain housed for people with high care needs, likely to be as a result of poor mental health and substance abuse issues.	Housing Service

Develop Area Profiles in order to gain a better understanding of how to best deliver the new developments and balanced communities.	Housing Service
Investigate/ map instances of hoarding across our tenancies and review our current procedure to ensure we support people as best as possible. People with hoarding behaviours can be especially prone to mental health issues such as anxiety.	Housing Service

Objective 2 – To continue to work to improve access to and take-up of Council services from all residents and communities

From the second year of the plan (2019/20) we will:	The service(s) that will lead on this:
Look into the feasibility of providing individual showers for greater privacy in leisure facilities where men's changing rooms and showers are communal. Install a segregated shower in the men's changing rooms at Abbey Pool in order to provide an option for men who wish for greater privacy.	Community Services
Ensure that our intranet meets the minimum standards set out by law under the EU Web Accessibility Directive for 2019/20.	Corporate Strategy
Provide the Gypsy and Traveller cultural awareness training developed by Friends, Families and Travellers to council officers. The training provides an introduction to Gypsy and Traveller history and culture and information on barriers to accessing public services.	Corporate Strategy
Update the Council's webpages on support available to Gypsy, Roma and Traveller communities.	Corporate Strategy
Mark Mental Health Awareness Week (13 th to 19 th May) and World Mental Health Day (10 th October) by: <ol style="list-style-type: none"> 1. Organising two STOP Suicide training sessions for staff – one to mark Mental Health Awareness Week and one to mark World Mental Health Day 2. Running a market stall during Mental Health Awareness Week to provide members of the public with information on where to get support with mental health problems, including support with mental health crises. 	Corporate Strategy

<p>Train our staff on best practice in supporting service users with mental health problems by providing two sessions of each of the following training:</p> <ol style="list-style-type: none"> 1. Mental Health Awareness: providing staff who are presented with behaviours they may be unfamiliar with, the knowledge and communication skills to effectively support people. 2. Mental Health First Response: providing people with knowledge and some skills needed to support individuals experiencing mental ill health, or who may be in a mental health crisis. 	Corporate Strategy and Human Resources
<p>Provide Equality and Diversity induction training that also includes disability awareness (10 sessions per year). Provide two training sessions on how to carry out Equality Impact Assessments.</p>	Corporate Strategy and Human Resources
<p>Support the Dementia Friendly Communities campaign¹ by:</p> <ol style="list-style-type: none"> 1. Running Dementia Friends training sessions for our staff 2. Exploring the feasibility of training a Council Officer to be able to deliver Dementia Friends to Council staff and to external organisations 3. Coordinating services to take part in a 'Cupcake Day' on 13th June in order to raise awareness about Dementia and fundraise for The Alzheimer's Society. 4. Explore the feasibility of running Dementia Friends training for market traders in September 2019. 	Corporate Strategy (and Environmental Services for number 4)
<p>Provide further housing support for people identified as having no recourse to public funds by:</p> <ol style="list-style-type: none"> 1. Identifying individuals can get recourse to public funds through their links to a spouse, and by looking at employment records 2. Working with Social Services to identify if there is a duty under the Care Act 2014 for the individual to receive support 3. If 1 and 2 do not apply, work with the UK Border Agency to ensure the individual is removed from the UK to another country where they will have greater entitlements to support.² 	Housing Services

¹ Previously called Dementia Action Alliance

² This is important as if people cannot get recourse to public funds here then they will receive no support so are especially vulnerable to harm.

Work collaboratively across housing, health and social care to implement the newly approved county wide adaptations policy for Disabled Facilities Grants.	Housing Improvement Agency
Explore means to raise greater awareness of further Council Tax Reduction for local disabled people. Especially raise awareness for those that national policy defines as "severely mentally impaired", which refers to someone with "a severe impairment of intelligence and social functioning which appears to be permanent".	Revenues and Benefits

Objective 3 – To work towards a situation where all residents have equal access to public activities and spaces in Cambridge and are able to participate fully in the community

From the second year of the plan (2019/20) we will:	The service(s) that will lead on this:
Provide the Shopmobility service at the Grand Arcade and Grafton East car parks to support disabled people, including: <ol style="list-style-type: none"> 1. Hiring mobility scooters and mechanical wheelchairs to people who need mobility assistance 2. Collecting Dial A Ride customers from allocated shopping centre pick up points 3. Providing Three hours' free parking for all Shopmobility customers 	Commercial Services
Work with partners to run free Holiday Lunch clubs in community centres, churches and other venues to help tackle social isolation for low income families and help them to meet increased food costs during school holidays when free school meals are not available.	Community Services
Undertake a campaign on period poverty in order to encourage all our council buildings to provide free sanitary provision for girls and young women.	Community Services
Provide open access play activities for children, young people and their families in local neighbourhoods (including low income neighbourhoods) across Cambridge. For PlayDaze 2019, aim to involve a wider range of partners and to focus on family engagement.	Community Services
Work with 15 children from East Chesterton, Trumpington, Abbey	Community Services

and Cherry Hinton wards (so a total of 60 children) aged 11 to 16 on 'Shout!' that is a performance-based project. The children will come together for a final performance at the Junction.	
Source external funding to continue to provide affordable, doorstep sport StreetGames activities in local neighbourhoods to encourage physical activity for young people aged 11 to 25 years old.	Community Services
Facilitate and support two Let's Go Girls festivals, specifically designed to empower women to take part in sport and physical activity, hosted in Leisure Centres across the City.	Community Services
Deliver the Invigorate programme, offering physical activity at reduced cost or for free to users of mental health services.	Community Services
Provide the exercise referral programme across the City that includes free access for residents via ten identified GP surgeries. This will be available to those who have a medical condition 16+, users of mental health services and people with a disability.	Community Services
Provide free sessions for toddlers and parents via the Surestart centres at the Kings Hedges & Abbey swimming pools.	Community Services
Provide Community Grants to support the voluntary and community sector in their work with equality groups.	Community Services
Produce materials to promote the Equality Pledge in Council buildings and encourage more council officers to sign up to the Equality Pledge as individual signatories.	Corporate Strategy
As part of being part of the Safer Spaces project run by Encompass Network, undertake training on tackling lesbian, gay, bisexual and transgender discrimination (LGBT+) discrimination for front-of-house staff of Council buildings. Also, run two transgender awareness training sessions per year for frontline-facing staff.	Corporate Strategy
Work with residents who have disabilities, including blind and partially sighted people, to develop a Street Charter. As part of our Environmental Improvement Programme use intelligence from the	Environmental Services

Street Charter to identify a range of funding opportunities for environmental improvements that support accessibility.	
Reconfigure the Dual Diagnosis Street Team (DDST) in response to end of grant funding in June 2019.	Housing Services
Investigate opportunities to pilot a second Community Hub in the South of the City using student volunteers to pilot a new. The aim of the project is to bring together the local community and the tenants of the sheltered housing scheme to help tackle social isolation and prevent loneliness.	Housing Services
Explore the feasibility of developing an Intergenerational Project within our sheltered housing schemes, involving children from local nurseries visiting sheltered housing schemes. The project could build on the existing monthly session involving children and tenants living in Whitefriars.	Housing Services
Provide in-depth financial support for people needing support to manage their money and identify their benefit entitlements, especially people who are vulnerable. Vulnerable people might include protected characteristics who more likely to be affected by loneliness (and so do not have social support networks available to help them manage their money), such as disabled people (including people with mental health issues).	Revenues and Benefits
Provide Discretionary Housing Payments (DHPs) to people claiming benefit who need extra help with housing costs, if these are more than the amount of benefit they get. DHPs are especially likely to help people affected by the benefit cap (likely to be families with a number of children), and vulnerable people that can include disabled people.	Revenues and Benefits

Objective 4 – To tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the city continue to get on well together

From the second year of the plan (2019/20) we will:	The service(s) that will lead on this:
Support the local Romany Community with a bid to The National	Community

Lottery Heritage Fund for a project to research scientific information on the genetic and linguistic origins of the English Romany community. If successful, the project would include this information in museums across Cambridgeshire, engage with people from the wider community, and enable young people to share learning about their own community.	Services
Provide support to service users as a Hate Crime Reporting Centre. In 2019/20, and raise awareness amongst the Equality and Diversity Partnership and the Faiths' Partnership of how the Council supports victims of hate crime.	Community Services
Work with partners in the Community Safety Partnership to improve public safety and raising concerns of people with protected characteristics. The Partnership's priorities for 2019/20 continue to relate to safeguarding people against violence and exploitation, identifying and responding to vulnerable locations, and tackling domestic abuse.	Community Services
Design and undertake a project to provide Safeguarding advice and/or training to door staff at relevant licensed premises.	Environmental Services
Devise and implement an action plan resulting from the Domestic Abuse Housing Alliance (DAHA) accreditation process and introduce the new arrangements across the Council in order to support people experiencing domestic abuse. As part of this work, identify the means by which we can implement security measures in the home.	Housing Services

Objective 5 – To ensure that the City Council's employment and procurement policies and practices are non-discriminatory and to work towards a more representative workforce within the City Council

From the second year of the plan (2019/20) we will:	The service(s) that will lead on this:
Develop, promote and deliver the 'Wellbeing at Work' strategy to include a range of wellbeing classes, activities, information campaigns and promotions to encourage a healthy active workforce.	Community Services
Develop workplace guidance to support transgender people at	Human Resources

Cambridge City Council who are transitioning to another gender.	
Monitor the profile of the Council's workforce, including reviewing our targets for Black Asian Minority Ethnic (BAME) and disabled representation in the workforce, and identify how best to raise our profile as an employer with disabled people and BAME people.	Human Resources
Support mental health and wellbeing of staff by running two training sessions on each of the following: <ul style="list-style-type: none"> • Managing Stress & Pressure • Managing Mental Health: For managers who support staff in the workplace who are experiencing mental ill health issues 	Human Resources
Deliver 4 training workshops to familiarise managers with the Council's new Absence Management Policy.	Human Resources

Item 6: Equality in Employment End of Year Workforce Report April 2018 - March 2019

Deborah Simpson, Head of Human Resources at Cambridge City Council

The purpose of this item is to update the Equalities Panel on Cambridge City Council's workforce profile as at March 2019 in relation to ethnicity, disability, gender, age, religion or belief, and sexual orientation.

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