



Cambridge City Council Equalities Panel

Date: Tuesday, 7 July 2020

Time: 4.00 pm

Venue: This is a virtual meeting

Contact: Helen.Crowther@cambridge.gov.uk, tel:01223 457046

Agenda

- 1 Welcome, Introductions and Apologies
- 2 Declarations of Interest
- 3 Minutes of Previous Meeting and Matters Arising (Pages 3 - 12)
- 4 Cambridge City Council's support for people identified as vulnerable by the Covid-19 Social Exclusion Oversight and Co-ordination Group (Pages 13 - 34)
Allison Conder, Strategic Project Manager at Cambridge City Council
- 5 Cambridge City Council Single Equality Scheme 2018 - 2021 Year Two Review (Pages 35 - 52)
Helen Crowther, Equality and Anti-Poverty Officer at Cambridge City Council
- 6 Any Other Business

The next Equalities Panel meeting will be held on 26 January 2021.

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

Information for the public

Please note that the meeting will be held between 4pm and 5:30pm, instead of the usual time of 4pm to 6pm. This is because the meeting will be held virtually on Microsoft Teams.

Members of the Panel will be sent a link in advance via email to join the meeting on Teams.

If you are not a member of the Panel but are interested in joining to observe the meeting, please contact Helen Crowther, Equality and Anti-Poverty Officer, on 01223 457046 or helen.crowther@cambridge.gov.uk.

EQUALITIES PANEL

21 January 2020

4.00 - 6.00 pm

Chair: Antoinette Jackson

Public Members: Dr Susan Wan

Elected Members: Councillor Collis, Councillor Porrer, and Councillor Smart

Staff Members: Lesley-Ann George and Naomi Armstrong

Officers:

Head of Environmental Services: Joel Carre

Head of Human Resources: Deborah Simpson

Strategy and Partnerships Manager: David Kidston

Equality and Anti-Poverty Officer: Helen Crowther

Principal Planning Policy Officer: Jonathan Dixon

Principal Planner (Project Manager): Julian Sykes

Planning Officer: Fiona Lightfoot

FOR THE INFORMATION OF THE COUNCIL

20/1/EP Welcome, Introductions and Apologies

Apologies were received from:

- Councillor Page-Croft and Councillor Thittala
- Public members: Graham Lewis, Judith Margolis, Orsola Spivak, and Raheela Rehman
- Staff members: Ariadne Henry, Alistair Wilson and Joe Obe

20/2/EP Declarations of Interest

No interests were declared.

20/3/EP Minutes of Previous Meeting and Matters Arising

The minutes of the meeting of the 16th July were approved and signed as an accurate record.

20/4/EP Cambridge Local Plan Issues and Options Consultation

The Panel received a presentation from Jonathan Dixon, Principal Planning Policy Officer, which included the following points:

- i. The Issues and Options report for the Local Plan has been produced as the first stage towards preparing the Greater Cambridge Local Plan - a new joint Local Plan for Cambridge and South Cambridgeshire.
- ii. The Local Plan will affect the way we live, work and play in Greater Cambridge over the next 20 years and beyond.
- iii. Consultation on the Issues and Options paper starts on 13 January and runs until 24 February.
- iv. The Big Themes in the Issues and Options paper were introduced including:
 - o climate change
 - o biodiversity and green spaces
 - o 'great places' (good design and protecting/ enhancing/ adapting our historic buildings and landscapes)
 - o wellbeing and social inclusion.
- v. The Local Plan will include plans for new homes, jobs and business developments. The Issues and Options paper provides 6 broad options for where new homes could be built and asks for people's views.
- vi. The Local Plan will also consider the need for additional Gypsy, Traveller and caravan sites, both for those who travel and those who are settled.
- vii. The consultation process aims to be as inclusive and accessible as possible. For instance:
 - o All information will be online on a dedicated, segmented, easy-to-use website (also accessible through smart phones)
 - o All information will be provided in plain English
 - o Officers will reach out to under-represented groups
 - o Video and social media will be used
 - o There will be a roadshow to over 20 community venues, including pop-up events
 - o There is a Big Debate event on 18th February. This will be an opportunity for 8 local groups to share their ideas for what the new Plan should contain to a public audience.

The Panel Members asked the following questions and made the comments on the Local Plan:

- i. How will the Planning Service ensure its consultation process obtains views from people with a range of protected characteristics.
- ii. Will the Local Plan also consider how new development relates to people who cannot afford to live in the city and South Cambridgeshire but who work in the city. Organisations, including Cambridge University, are finding it harder to recruit people who cannot afford to live in the city, but would finding transport into the city too expensive.
- iii. In new developments, is consideration being given to enabling people to have more flexible working options (such as houses with workshops attached) so people do not need to commute?
- iv. Will the Local Plan focus on creating high skilled jobs and business locations to support the continued growth of the high tech sector, or will the plan seek to create local employment opportunities in new developments in a variety of industries and skill levels.
- v. How will young people be involved in the consultation process. Young people will grow up in the city and the Local Plan covers a large portion of their lifespan.
- vi. Might Sixth Form Geography students be able to help consult with schools.
- vii. How will University students be consulted. To engage with university students, the Planning Service could write to student bodies who might help promote discussion on the Local Plan on behalf of the Planning Service.
- viii. It was felt that the £3 ticket for admission to the Big Debate event would prevent people on low incomes and families from attending, especially where people may already need to pay travel costs to attend.
- ix. How can disabled people and others who may not be able to attend consultation events be included? Ideas were shared as to how the Planning Service could reach different audiences such as participatory software and including reference to the Local Plan consultation on the Planning Service's telephony system.
- x. How will other equality groups, including LGBTQ+ and older people, be engaged in the consultation.
- xi. Important to consider how to get timely information on Local Plan consultation to village newsletters.

Jonathan Dixon responded to the Panel's comments:

- i. The Planning Service is ensuring it will obtain views from different protected characteristics by consulting with charities that are part of the Equality and Diversity Partnership in the city, and undertaking equalities monitoring of online consultation responses.
- ii. The Planning Service will consider whether new ideas suggested by the Panel members on how to consult with different groups can be taken on board.
- iii. It is expected that the roadshow will help the Service to seek views from a very wide range of people.
- iv. Views of young people will be sought by making Local Plan consultation documents available on smart phones, capturing views on Twitter as consultation responses, and through visiting Anglia Ruskin University and to local FE colleges. It has been difficult to engage with secondary schools because their curriculums mean they are pushed for time.
- v. The proposal for a £3 entry charge to the Big Debate was intended to ensure that those who book places at the event actually attend. However, the Planning Service will consider whether to make entry to the Big Debate event free of charge so that it does not exclude people with low incomes.
- vi. Inclusive growth and connectivity, also in relation to plans for transport, are very important to the Local Plan. People's views on these issues, including those expressed by Panel members above, will be captured in the consultation.
- vii. Parish councils have been informed about the consultation early on and been asked to share this with local groups and/or in newsletters.

20/5/EP Cambridge Northern Fringe East - Equality Impact Assessment

Julian Sykes, Principal Planner (Project Manager), presented on the North East Cambridge development and equality impacts identified for the project so far. He shared:

- i. The North East Cambridge (NEC) area is predominantly in business use with residential uses to the south, north and east

- ii. Cambridge City Council and South Cambridgeshire District Council are preparing a joint Area Action Plan (AAP) to provide a detailed policy framework to guide development and investment decisions in the area
- iii. The planning vision is for 'a socially and economically inclusive, thriving, and low carbon place for innovative living and working; inherently walkable where everything is on your doorstep'
- iv. The Planning Service is going to use the EqIA to inform ongoing work on the AAP and its evidence documents
- v. Some equality impacts identified so far are:
 - How new district developments tend to attract a high proportion of families with young children. Draft proposals within the AAP will include appropriate education and healthcare facilities to serve new residents and those existing communities in the vicinity of the site.
 - The Draft AAP will seek the provision of sustainable public transport and pedestrian/cycle links to/from and within the plan area. Such proposals will benefit those with reduced mobility ensuring the development is accessible for all.
 - There is an existing Gypsy and Traveller community close to the site. Consultation is planned with these communities during the AAP preparation and implementation.
 - Evidence suggests that some large new developments can create feelings of social isolation in the early years before the community is established. Community development and support will be a key element in the creation of this new city district.

Panel Members shared the following comments and questions:

- i. Is there scope to consult with existing communities in the North of the city that will surround the new development by attending Arbury Carnival and the Big Lunch.
- ii. Can carbon credits be used to provide people with low-incomes in the surrounding communities with home improvements to reduce energy bills.
- iii. How might the Council and other partners ensure that the Gypsy and Traveller communities have improved access out of Fen Road when the level crossing of Cambridge North station goes down.

- iv. It was suggested that Cambridge City Council could use learning from Trumpington around how new and existing communities can be brought together.
- v. That the Planning Service consider provision for young people, especially in the evening, which was identified as an issue for the Trumpington development
- vi. In consultation with the Science Park, can the Planning Service ensure it consults with employees and workers with a range of incomes who work there.
- vii. Is the Planning Service considering opportunities there may be for people to earn money locally on the new development, which would include a range of jobs at different salaries.

Julian Sykes responded to the comments and questions:

- i. The community events in the North of Cambridge would be held too early for consultation (in that the papers are going to Committee at the end of June to be approved for consultation). However, the Planning Service might be able to attend the events to raise awareness about the upcoming consultation. A draft report to be consulted on will be publicly available for mid-May.
- ii. Agreed to investigate the use of carbon credits and upon recommendation of Helen Crowther, Equality and Anti-Poverty Officer, will also liaise with the Cambridgeshire Home Improvement Agency on opportunities
- iii. The Council cannot ask developers to improve road access to Fen Road, because Fen Road and Gypsy and Traveller sites are not on the North East Cambridge development site itself. However, as part of ensuring good planning for the wider area the City Council is discussing options with the County Council and Network Rail around access.
- iv. The Planning Service will consider how to consult with people on a variety of incomes.
- v. The Planning Service is seeking to ensure mixed use activities for the new development, that the surrounding communities with many households on low incomes can be supported and that the new development is inclusive.

- vi. The Planning Service will continue to consult with students at Cambridge Regional College and the Planning Service will identify other means to consult with young people.
- vii. In late February / early March 2021, there will be a much more targeted consultation exercise on Community and Culture placemaking.

Members of the Panel were asked to provide any further feedback on the EqIA directly to Julian by 3 February 2020.

20/6/EP Cambridge Market Square Project

Joel Carré, Head of Environmental Services, introduced the previously circulated briefing paper on the market square redevelopment project, and highlighted the following key points:

- i. The project is at the stage of initial concept design and financial planning work.
- ii. There is a feasibility assessment report publicly available on Cambridge City Council's website that sets out information on the issues and opportunities related to redevelopment of the market square.
- iii. The market square is one of the few areas in the city centre with a public service function and in any redevelopment plans retaining the market function will be of key importance.

A Panel Member asked for clarification on what issues have been identified with the current function of the market. Joel Carré shared that these related to:

- i. The fact that stalls are fixed.
- ii. There is a lack of public seating.
- iii. There is a need to ensure the market is fit for purpose for the growing population of the city and the large number of tourists and visitors.
- iv. The surfacing of the market is not very accessible for people with mobility and/or visual impairments.
- v. The road and pavement area surrounding the market square itself is confusing in terms of use at the times of day when it is not being used by vehicles supplying shops and for setting up and taking down the market.

The Panel were asked to feedback their views on benefits of the existing use/management of the market square space for different equality groups or

people with protected characteristics. Panel Members identified some benefits as:

- i. Variety in cost (with some affordable options) of produce and good range of local goods.
- ii. The variety of small business ventures the market supports, which are mainly independent businesses
- iii. It is a meeting place for people and an established tourist attraction.
- iv. The positive function of the space for civic purposes, including for protest, demonstrations and vigils.
- v. Market traders are aware of and support some vulnerable members of the Cambridge community.

Panel Members were asked to comment on changes to the daytime use/management of the space they felt would benefit different equality groups or people with protected characteristics. Some points raised included:

- i. Agreement that the cobbles provide accessibility barriers for some disabled people but also for people needing to use pushchairs and buggies. Levelling surfaces was identified as important.
- ii. There is a need to maintain vehicle access for deliveries to shops and to ensure that disabled people can continue to use disabled parking bays outside the shops.
- iii. There is currently no play space for children. The council could explore installing a fountain or water feature. Such features serve as free, popular play spaces in other cities, and are a means for people to keep cool in summer.
- iv. Consider accessibility of the space during busy periods
- v. In planning redevelopment, the Council should consider the urban environment the market is situated in, who uses it the most, and who we want to use it.
- vi. There was some debate about the current function of the market, with some Panel Members feeling that it was used by a mixture of residents, including people on low-incomes, and employees of local businesses, and other suggesting that it was more geared to tourists and did not fulfil the same function as traditional, genuine markets in other cities. Panel Members all agreed the market was heavily used by tourists and visitors.
- vii. In managing market space, to acknowledge the variation in income of current stall holders and aim not to 'price out' some traders.

- viii. Safety issues between pedestrians and cyclists, especially in area surrounding the market square.

Panel Members were asked about changes to the night-time use/management of the space that would benefit different equality groups or people with protected characteristics. They shared views on:

- i. The need to consider community safety issues if the Council expanded the operational hours of the market or encouraged other evening and night-time uses of the market square space.
- ii. If the Council were to use the space to generate income from the night-time economy, then it would need to ensure that there is a staff presence to look after people's safety.
- iii. How improved lighting and layout of CCTV may help prevent anti-social behaviour at night. Part of the reason why there is anti-social behaviour in the space at night currently is because there is no activity in the evening.
- iv. There is not much for young people to do at night, which could be considered in identifying potential night-time activities in the space.
- v. The toilets that surround the market currently shut at 8pm and this would need to be considered if the market space was to include activities later in the evening.

20/7/EP Any Other Business

There was a discussion regarding whether the Council should have a policy on the inclusion of personal pronouns at the bottom of email signatures to be inclusive and welcoming as possible to people with different gender identities, or whether this should be a voluntary matter for staff. Helen Crowther was asked to explore the matter further, in consultation with HR, staff and the trade unions.

The meeting ended at 6.00 pm

CHAIR

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Item 4 - Cambridge City Council's support for people identified as vulnerable by the Covid-19 Social Exclusion Oversight and Co-ordination Group

Background papers:

- Cambridge City Council support for thematic Public Health vulnerable groups as identified by the County Council, during COVID-19 (up to date as at 10th June 2020)

This item will explore the issues experienced groups of people identified as vulnerable during the pandemic by the Covid-19 Social Exclusion Oversight and Co-ordination Group. The vulnerable group categories are:

- Rough Sleepers and those experiencing homelessness
- Gypsies and Travellers
- People experiencing domestic abuse
- Children and young people experiencing criminal exploitation
- Ex-offenders within the community
- People with existing mental health issues
- People with a drug and alcohol addiction
- Sex workers
- Migrant workers
- People at risk of financial hardship (this group includes people with no recourse to public funds)

The presentation will set out the support provided by the Council to people within these groups during the pandemic. Panel members will be invited to ask questions and to provide feedback on any further support the Council may provide for these equality groups.

Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need 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.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk or phone 01223 457046.

Once you have drafted the EqIA please send this to equalities@cambridge.gov.uk for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, (graham.saint@cambridge.gov.uk or 01223 457044).

1. Title of strategy, policy, plan, project, contract or major change to your service
Cambridge City Council support for thematic Public Health vulnerable groups as identified by the County Council, during COVID-19 (up to date as at 10 th June 2020)

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
No applicable

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

Some groups have been identified as having additional public health challenges which increases their vulnerability to coronavirus. The County Council's Public Health team has identified the following thematic groups within the population as having this additional public health vulnerability during the crisis.

These groups are considered as needing additional measures and support to ensure they can implement the Govts public health requirements to reduce rates of infection e.g. hand washing, minimising social contact, isolating if symptomatic. For many of these thematic groups some normal systems of support have changed, reduced or stopped because of the crisis e.g. family or neighbour help.

Some groups cut across these and need particular consideration within each theme, as they are more vulnerable to coronavirus itself than the general population e.g. BAME residents.

The County's thematic groups with additional public health vulnerability include:

PH Vulnerable Group Theme	City Council Lead person on County Thematic workstream
Rough Sleepers and those at risk of homelessness	David Greening
Gypsies and Travellers	Helen Crowther
Migrant workers (HMO's)	Yvonne O'Donnell
People experiencing domestic abuse	Louise Walker
Children and young people experiencing criminal exploitation	Lynda Kilkelly
Offenders community	Lynda Kilkelly
Mental health issues	Helen Crowther (for time being, tbc)
Drug and alcohol addictions	Lynda Kilkelly

Those at risk of economic hardship (including people with no recourse to public funds)	Naomi Armstrong (suggested, TBC)
Sex workers	Lynda Kilkelly

Some of the groups above are already identified as having a specific protected characteristic (e.g. Gypsies and Travellers, migrant workers and people with no recourse to public funds who are ethnic minorities). For some people, their experiences will differ, or be worse than for other people with some protected characteristics group. This EqlA unpicks this to assess whether people with protected characteristics who are vulnerable are getting the support they need.

There is some information in this EqlA identifies other issues that are exacerbated during Covid-19 separate from the vulnerable groups identified by public health. This information reflects issues that the Council may be able to help people with, and that are more likely to be experienced by people with specific protected characteristics. There include digital exclusion (that is more commonly experienced by older people and disabled people than other equality groups) and language barriers for people for whom English is a second language.

4. Responsible service

Community Services, Corporate Strategy, Customer Services, Environmental Services, Housing Service, and Revenues and Benefits

5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?

(Please tick all that apply)

- ☒ Residents
- ☒ Visitors
- ☒ Staff

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

6. What type of strategy, policy, plan, project, contract or major change to your service is this?

- ☒ New
☐ Major change
☐ Minor change

7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)

- ☒ Yes
☐ No

If 'Yes' please provide details below:

This is a cross-corporate programme for the City Council, and we have been working with a number of partners in order to develop a coordinated PH vulnerability response to COVID-19, including: Cambridgeshire County Council, Peterborough City Council, Cambridgeshire and Peterborough NHS Foundation Trust, Cambridgeshire and Peterborough CCG, Cambridgeshire Police, other District Councils, and the various organisations from the voluntary and community sector.

8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?

Not applicable, although some actions related to this EQIA shall be included in the Anti-Poverty Strategy and Single Equality Scheme annual report that are going to the Environment and Communities Scrutiny Committee in July 2020.

There may be a future audit of the City Council's response to the COVID-19 crisis to help identify what we did well, where we could/should have responded differently, and how we could be better prepared in future.

9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?

Data and intelligence from partner organisations we are working with to coordinate a response, (including the Equality and Diversity Partnership), and from Council Services that have experience of supporting the public health vulnerable groups listed above. Comprehensive desktop research and analysis of data sets held by Cambridge City Council has been completed by Community Services and Corporate Strategy to identify individuals we hold records for whom have an identifiable vulnerability. The Council shall also receive data from the Department for Work and

Pensions and the Home Office.

Further sources of information informing this EqlA from secondary research are included in footnotes below.

10. Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

(a) Age

Rough Sleepers and those at risk of homelessness

During the pandemic, up to now, we have provided rough sleepers with temporary accommodation, and have needed to ensure strong safeguarding procedures are in place for adults at risk. We need to ensure that people vulnerable to exploitation, and domestic abuse, are provided with adequate support and be alert to avoid housing people near or with abusers.

Children and young people experiencing criminal exploitation

The County Lines drug dealing model in the City is changing, as under lockdown dealing activity has been driven into houses, sometimes taking over the properties of vulnerable people, which may lead to an increase in safeguarding concerns for adults at risk. This has led to an increased number of arrests and incidences of children and young people being driven to private addresses to deal drugs.

Children and young people might also be more vulnerable in this time to criminal exploitation because schools have closed, which would have previously structured a lot of their time. Whilst vulnerable young people (whom social services work with) can go to school during this time, they do not have to so this might not minimise their risk to criminal exploitation. The City Council's Community Safety Team is working with partners in a number of ways to ensure it exchanges information and identifies links within all the services that deal with child exploitation - including Youth Offending Service, Safeguarding Boards, Police and Voluntary organisations. The

Cambridge Community Safety Partnership has received funding from the Office of the Police and Crime Commissioner to run a project that will deliver a social media campaign delivering appropriate messages in a city context. It will have a project officer who will work closely with partners on the emerging County Lines Model and messaging.

People with existing mental health issues

Prior to lockdown, Mind reported that three in five young people (59%) have either experienced a mental health problem themselves or are close to someone who has¹. Whilst anxiety has been linked to a closer observation of rules relating to lockdown, depression has been linked to an increased failure to comply.

King's College London analysed data from a survey of 2,250 adults carried out by Ipsos Mori in early April on their response to coronavirus lockdown. Found 48 per cent could be classed as “the accepting”, 44% as “the suffering” and 9% as “the resisting”. Young people were most likely to be in the resisting group, which was 64% male, and those aged 55 to 75 were the biggest proportion of the accepting.²

(b) Disability

Rough Sleepers and those experiencing homelessness

Homeless people and rough sleepers are especially likely to have long-term health issues or disabilities. Rough sleeping can either cause or exacerbate health conditions, and obligations of councils to make sure all rough sleepers are accommodated in this time might then have positive impacts on people's health.

Rough sleepers are especially at risk of contracting coronavirus because they are more likely to suffer from respiratory conditions, they can't wash their hands and if someone is sleeping rough or in a crowded night shelter, it's impossible to self-isolate.

The King's Fund released a report earlier in March that revealed serious barriers to

¹ Mind (2019) Three in five young people have experienced a mental health problem or are close to someone who has: <https://www.mind.org.uk/news-campaigns/news/three-in-five-young-people-have-experienced-a-mental-health-problem-or-are-close-to-someone-who-has/>

² Kings College London (2020) The three groups reacting to life under lockdown: <https://www.kcl.ac.uk/news/the-three-groups-reacting-to-life-under-lockdown>

healthcare for people living on the streets, with the number of rough sleepers being admitted to hospital surging by 130 per cent in five years³. This cohort often struggles to access services due to practical barriers such as not owning a phone, as well as the belief among some staff that patients need a home address to register for GP services. This can lead to health issues not being picked up until they are much harder to treat.

Gypsies and Travellers

Gypsies and Travellers are more likely to have long-term health issues and disabilities, which can put them at greater risk of coronavirus and due to poor health, their life expectancy is 10 to 12 years lower than for the settled population⁴.

Many Gypsy and Traveller people visit Cambridge and stay with family or in unauthorised encampments to gain access to Addenbrooke's Hospital. This is because it is often the case that Gypsies and Travellers encounter barriers relating to proving a permanent address that many GPs continue to ask them for. So far there has been one unauthorised encampment in Cambridge since the pandemic, but the welfare assessment undertaken did not identify the Travellers as having health issues.

People experiencing domestic abuse

Disabled people are especially likely to experience domestic abuse. They also experience more severe and frequent abuse than non-disabled people. They may also experience domestic abuse in wider contexts and by greater numbers of significant others, including intimate partners, family members, personal care assistants and health care professionals. Many abusers have used lockdown as a tool for coercive and controlling behaviour, and survivors who live with abusers have fewer opportunities to seek external help to prevent abuse. Cambridge City Council has developed an action plan for supporting people experiencing domestic abuse during this time to help address needs relating to communication, co-ordinating local services, and continuation of services. With regards to communication, Cambridge City Council circulates a hard copy of Cambridge Matters magazine to every city household, which includes information about services. The Police have also circulated posters to supermarkets, food banks, GP surgeries and pharmacies and Boots Pharmacy offers a safe space instore.

³ The King's Fund (2020) Health and care services for people sleeping rough:

<https://www.kingsfund.org.uk/projects/health-care-services-sleeping-rough>

⁴ Women and Equalities Committee (2019) Tackling inequalities faced by Gypsy, Roma and Traveller communities: <https://publications.parliament.uk/pa/cm201719/cmselect/cmwomeq/360/360.pdf>

People with existing mental health issues

Increased stress and anxiety experienced as a result of the epidemic is especially impacting on people with existing mental health problems as they cope with being cut off from friends, family and other sources of support in their communities, including mental health services. Depression has been linked to a lack of willingness to comply with public health messaging keeping people safe.⁵

On 7th May Mind reported that nearly a quarter of people had not been able to access mental health services in the preceding two weeks. Mind spoke to more than 8,200 people who shared that coronavirus is taking on their mental health. Almost a quarter of people who tried to access mental health support in the past fortnight had failed to get any help – facing cancelled appointments, difficulty getting through to their GP or Community Mental Health Team, being turned away by crisis services and issues accessing digital alternatives.⁶

Ashley Fulwood, of OCD UK, said the charity had received an increase in calls and emails from people with obsessive compulsive disorder who were developing a new fixation on the coronavirus. Around a quarter of people with OCD experience compulsive cleaning, such as handwashing over a fear of contamination, according to Fulwood.⁷

There are also concerns that relate to impacts of coronavirus, people will develop long-term mental health problems, particularly caused by anxiety and depression around financial concerns.

The Cambridgeshire and Peterborough NHS Foundation Trust has continued to support people in the community with their mental health and have increased staffing in inpatient and crisis services. They are also offering therapy online using video or telephone calls, where appropriate. They launched their 'Now We're Talking' campaign on 27th April to encourage people to stay in touch with one another to reduce loneliness and ensure people get support they need.⁸ (Loneliness, in itself, has been identified by the Campaign to End Loneliness as a public health issue and is one very closely linked to mental health.) Cambridge City Council

⁵ Kings College London (2020) The three groups reacting to life under lockdown: <https://www.kcl.ac.uk/news/the-three-groups-reacting-to-life-under-lockdown>

⁶ Mind (2020) Mental health charity Mind finds that nearly a quarter of people have not been able to access mental health services in the last two weeks: <https://www.mind.org.uk/news-campaigns/news/mental-health-charity-mind-finds-that-nearly-a-quarter-of-people-have-not-been-able-to-access-mental-health-services-in-the-last-two-weeks/>

⁷ OCD UK (2020) Comment by Ashley Fulwood Chief executive of OCD-UK and someone with lived experience of OCD: <https://www.ocduk.org/oed-and-coronavirus/>

⁸ CPFT (2020) Now we're talking - coming together in isolation: <https://www.cpft.nhs.uk/Latest-news/Now-were-talking---coming-together-in-isolation.htm>

contains information on its website on where people can get support with mental health during the crisis and has raised awareness of 'Now We're Talking' on social media, including the virtual community centre. The Council has also signposted people to support and made referrals to CPFT when:

- Making calls to individuals who are identified as vulnerable after having had a recent adult social care referral that did not meet threshold for receiving support
- Receiving calls into the Community Resilience Hub from community mutual aid groups supporting their wards during coronavirus and from individuals needing support

People with a drug and alcohol addiction

Addiction to drugs and alcohol is often related to poor mental health⁹, so many issues explored above may also impact on those with addictions.

There are also different threats to health of people with addictions during coronavirus. The supply of drugs is going down, which will push up costs and means the purity will decrease so they will often be mixed with dangerous chemicals. This may cause people long-term health issues. Moreover, some people who have alcohol addictions who lost their jobs because of how many businesses are struggling due to coronavirus may not be able to afford to buy alcohol. This brings increased health risks related to withdrawal.

The council has worked with its partners, particularly in the Drug and Alcohol Teams, to share Cambridge data with support workers and the outreach team to help ensure residents receive support they need. In addition, Cambridge City Council has been working with services across the Council and the police on addressing aggressive begging, which can often be linked to drug and alcohol addiction, through the Street Life Community working group and Problem Solving Group with enforcement and support.

People with no recourse to public funds

There is much complexity within the law around in relation to who has no recourse to public funds and treatment they can receive from the NHS that is free of charge. People still fear being charged and lack of clarity about the rules means many may not be seeking support urgently need with coronavirus and health conditions that can put people at greater risk if they were to get coronavirus.

⁹ Rethink Mental Illness: <https://www.rethink.org/advice-and-information/about-mental-illness/learn-more-about-conditions/drugs-alcohol-and-mental-health/>

(c) Gender reassignment

Cambridge City Council is in regular contact with The Kite Trust and The Encompass Network to help identify issues experienced by people they are supporting and if we can provide further help, including related to some of the issues explored below. The Council also funds these two organisations through Community Grants.

Rough Sleepers and those experiencing homelessness

National statistics indicate that one in four trans people (25 per cent) have experienced homelessness at some point in their lives, compared to one in six LGB people who are not trans (16 per cent)¹⁰. There are no local statistics on this.

People experiencing domestic abuse

The Albert Kennedy Trust has warned young people not to come out as trans or LGB during coronavirus to family as would make them at greater risk of abuse¹¹. The LGBT Foundation has seen a huge increase in the number of calls to its helpline since the coronavirus pandemic started¹². Many LGBTQ+ people are seeking support as they are stuck self-isolating with abusive family and partners. At the same time, many LGBTQ+ people living with abusers are unable to seek support they normally would be able to from local charities or even national helplines/ websites as they lack privacy from abusers.

Moreover, Cambridge City Council has developed an action plan for supporting people experiencing domestic abuse during this time to help address needs relating to communication, co-ordinating local services, and continuation of services. With regards to communication, Cambridge City Council circulates a hard copy of Cambridge Matters magazine to every city household, which includes information about services. The Police have also circulated posters to supermarkets, food banks, GP surgeries and pharmacies and Boots Pharmacy offers a safe space instore.

¹⁰ Stonewall (2017) LGBT in Britain - Trans Report: <https://www.stonewall.org.uk/lgbt-britain-trans-report>

¹¹ Pink News (2020) LGBT charity tells young people to 'hit pause' on coming out while in lockdown with parents <https://www.pinknews.co.uk/2020/04/05/albert-kennedy-trust-coming-out-hit-pause-coronavirus-lockdown-parents/>

¹² Pink News (2020) LGBT+ domestic abuse victims are staying with perpetrators in lockdown because no refuge spaces are available: <https://www.pinknews.co.uk/2020/05/03/lgbt-domestic-abuse-victims-stay-with-partners-coronavirus-lockdown-lgbt-foundation/>

People with existing mental health issues

Trans people are more likely to have mental health issues. In a 2017 Stonewall report for instance, almost half of trans people (46 per cent) had thought about taking their own life in the previous.¹³ Mental health issues for trans people could be exacerbated during lockdown. For instance, Gender Identity Clinics have frozen their waiting lists and other services, such as gender affirming surgeries, have been cancelled. This will be very distressing for many, especially considering that under normal circumstances the average waiting time for a first appointment with a Gender Identity Clinic is 18 months and can be as long as two and a half years. Many have had surgeries delayed, and some are struggling to access hormone therapy and counselling services.¹⁴

Sex workers

According to international statistics, trans women disproportionately likely to be sex workers. Some sex workers are breaking lockdown rules to keep working to make ends meet. Cambridge Women's Resources Centre (CWRC) is part of a Sexual Exploitation and Sex Work Partnership Board based in Peterborough. Currently, if the City Council front line workers become aware of sex workers in need of support, then we will pass the information to CWRC.

(d) Marriage and civil partnership

People with no recourse to public funds

Rules around who has recourse to public funds and who does not are incredibly complex. Sometimes whilst a person has recourse to public funds from being in the UK for 5 years, their spouse may not. This means that whilst they may claim benefits as a couple, they are recommended to get immigration advice because claiming benefits might impact on the spouse's immigration status. Nevertheless, not many organisations in Cambridge are able to offer free immigration advice. Cambridge Ethnic Community Forum can provide level 2 immigration advice but has reduced capacity to do so.

¹³ Stonewall (2017) LGBT in Britain - Trans Report: <https://www.stonewall.org.uk/lgbt-britain-trans-report>

¹⁴ LGBT Foundation (2020) The Essential Briefing on the Impact of COVID-19 on LGBT Communities in the UK : <https://lgbt.foundation/coronavirus/impact>

(e) Pregnancy and maternity

Gypsies and Travellers

On unauthorised encampments across the UK, access to clean water during coronavirus has been identified as a key issue. This is especially the case where people are self-isolating or shielded because Gypsies and Travellers often need to go off site for access to water: in Cambridge, the Newmarket Road Cemetery and garages have previously been a main source for water. The County Council has developed a formal arrangement with water companies across Cambridgeshire and Peterborough to help unauthorised sites access clean water. However, solutions identified to provide water will need to ensure it is clean enough to sterilise milk bottles for babies. Infant mortality for Travellers is 4 times that of the general population.¹⁵ The Cambridge City Council lead on the Covid-19 response for Gypsies and Travellers is exploring implications (including any risks) of the Council purchasing a water bowser that could help speed up water provision for unauthorised encampments needing it.

People experiencing domestic abuse

Pregnant women or those who have recently given birth are more likely to experience domestic abuse. Whilst antenatal clinics are open, they are aiming to provide virtual antenatal clinic services as much as possible¹⁶. This means they have fewer opportunities to seek face-to-face advice about their pregnancy and any concerns they have like domestic abuse. Cambridge City Council has developed an action plan for supporting people experiencing domestic abuse during this time to help address needs relating to communication, co-ordinating local services, and continuation of services. With regards to communication, Cambridge City Council circulates a hard copy of Cambridge Matters magazine to every city household, which includes information about services. The Police have also circulated posters to supermarkets, food banks, GP surgeries and pharmacies and Boots Pharmacy offers a safe space instore.

¹⁵ Women and Equalities Committee (2019) Tackling inequalities faced by Gypsy, Roma and Traveller communities: <https://publications.parliament.uk/pa/cm201719/cmselect/cmwomeq/360/360.pdf>

¹⁶ Royal College of Obstetricians and Gynaecologists (2020) Coronavirus (COVID-19) infection and pregnancy <https://www.rcog.org.uk/en/guidelines-research-services/guidelines/coronavirus-pregnancy/>

(f) Race – Note that the protected characteristic ‘race’ refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Gypsies and Travellers

Key concerns for the community during the pandemic have included:

- Access to information where many Gypsy and Traveller communities are isolated, may not have a permanent address and where literacy issues are common. The Enforcement Officer has visited the recent unauthorised encampment regularly when it moved to a new location to undertake welfare assessments and share public health information.
- How can people self-isolate if need to, given that many are living with families live close to one another on pitches?
- Access to clean water, rubbish disposal and toilets for unauthorised encampments has been an issue across the UK.

We do not have any council-managed or private Gypsy and Traveller sites in the city. We do have two private campsites Kerry's Yard and Riverview that are occupied – mainly by single person households. The last check Environment Health made of the sites for licencing purposes was November and there were no issues related to access to water, waste disposal or toilets, or related to overcrowding. East Chesterton Mutual Aid Group has leafletted Kerry's Yard and Riverview and has been actively supporting a couple of households from these sites. They are about to leaflet the households again in order to signpost them to the Council if they have any accommodation issues that may include access to water, overcrowding and so on.

For unauthorised encampments during the pandemic or if people needed to move from Fen Road to self-isolate or distance from people with coronavirus, we have no designated sites people can temporarily stay at in the city with access to water and toilets. The County has identified farmland to be used temporarily during the pandemic for these purposes (off A14) but only for people with coronavirus. The City Council has been exploring implications of designating a small patch of land we own that is not currently being used, such as King's Hedges Learner Pool Carpark.

Migrant workers and HMO's

A key issue that the City Council may be able to help support people with is overcrowding in HMOs, which is especially likely to be experienced by migrant workers in the county. Overcrowding would increase the chances of coronavirus spreading. The Council has produced a leaflet, and made this available in five different languages, with information and support for people living in shared

accommodation to help them understand public health guidance for this area.

People with no recourse to public funds (NRPF)

During the pandemic councils have obligations to house people with NRPF. Cambridge Ethnic Community Forum is supporting people with NRPF in providing food and other support during coronavirus. As mentioned, laws around who has no recourse to public funds are especially complex and there is a shortage of legal advice on this.

If one of the following circumstances applies, recourse to public funds may be granted:

- The person has provided satisfactory evidence that they are destitute (homeless or unable to meet essential living needs)
- The person has provided satisfactory evidence that there are particularly compelling reasons relating to the welfare of a child on account of the parent's very low income
- The person has established exceptional circumstances relating to their financial circumstances¹⁷

People would need access to immigration advice at level 2 at least to determine if the changes to the law apply and there is a shortage of free immigration advice in the city at this level. Government guidance on support that is available for people with NRPF during this time, who are not allowed access to public funds is here:

<https://homeofficemedia.blog.gov.uk/2020/05/05/no-recourse-to-public-funds-nrpf/>.

Risks for BAME people of dying from coronavirus

A government-ordered inquiry has found that death rates from Covid-19 in England have been higher among people of black and Asian origin than any other ethnic group. There are a range of factors that may have contributed to this, which could include language barriers for people with English as a second language hindering public health messages getting through or access to support. Cambridge City Council has an interpretation and translation service that has been used during the pandemic to help share public health messaging and can be used to communicate better with individuals for whom English is a second language. There have been very few requests made to the community resilience team for interpretation support so far. Cambridge City Council also maintains regular contact with the Cambridge Ethnic Community Forum to identify any issues experienced by people they support

¹⁷ NRPF Network (2020) Leave to remain with NRPF - change of conditions:
<http://www.nrpfnetwork.org.uk/information/Pages/change-of-conditions.aspx>

that the council might help with.

Implications of George Floyd's death and Black Lives Matter protests

On 25 May 2020, George Floyd was killed by a police officer in Minneapolis. Following Mr Floyd's death, Black Lives Matter protests were held across the world, including in the UK, to draw attention to racism and discrimination and call for change. These protests highlighted a range of issues, including the fact that death rates from Covid-19 in England have been higher among people of black and Asian origin than any other ethnic group. Cambridge City Council, alongside some other Councils, lit up its main council building, the Guildhall, on 2nd June in remembrance of George Floyd. The Council also carries out a range of activities to address racism, discrimination and harassment. The Council promotes and is a signatory of the Cambridgeshire-wide [Equality Pledge](#), is a hate crime reporting centre, and [runs a racial harassment service](#). The Council works in partnership with local organisations to provide a programme of events to mark Black History Month each year, and in 2020 is helping to coordinate South Asian History Month (being marked in Cambridge for the first time this year). Moreover, Cambridge City Council provides funding to [Cambridge Ethnic Community Forum](#) to help support refugees not part of the formal Home Office resettlement schemes, for their capacity building service for groups supporting BAME people in the city, for race equality services, and for their [CHESS Service](#).

(g) Religion or belief

Currently no impacts specific to this equality group have been identified.

(h) Sex

Rough Sleepers and those experiencing homelessness

Homeless Link shares that women are more likely to be 'hidden homeless' (their homelessness often linked to domestic abuse), and not as easy to identify if needing support¹⁸. In housing people experiencing homelessness, the Housing Service reports that it has supported a number of people who before would have been hidden homeless.

¹⁸ Homeless Link (2018) Women's Hidden Homelessness:
<https://www.homeless.org.uk/connect/blogs/2018/feb/27/women's-hidden-homelessness>

People experiencing domestic abuse

One in four women and one in six men experience domestic abuse in their lifetimes¹⁹. Self-isolation is likely to shut down routes to support and safety for people, who may face even greater barriers to finding time away from the perpetrator to seek help. Perpetrators will use infection control measures as a tool of coercive and controlling behaviour.

Cambridge City Council has developed an action plan for supporting people experiencing domestic abuse during this time to help address needs relating to communication, co-ordinating local services, and continuation of services. With regards to communication, Cambridge City Council circulates a hard copy of Cambridge Matters magazine to every city household, which includes information about services. The Police have also circulated posters to supermarkets, food banks, GP surgeries and pharmacies and Boots Pharmacy offers a safe space instore.

Measures to decrease social contact are likely to have significant mental health impacts on the population, and this could be acute for survivors coping and recovering from trauma. Cambridge City Council has been helping to raise awareness on what support is available for people to look after their mental health during the Covid pandemic.

Sex workers

Sex workers are more likely to be women than men. Some sex workers are breaking lockdown rules as a means to keep working in order to make ends meet. Cambridge Women's Resources Centre (CWRC) is part of a Sexual Exploitation and Sex Work Partnership Board based in Peterborough. If City Council front line workers become aware of sex workers in need of support we will pass the information to CWRC. A project has provided outreach work to provide condoms, food and drink as well as advice in Peterborough and it is expected that CWRC will link with known clients locally. A potential gap would be identifying and supporting male sex workers, apart from them accessing the national Men's Advice helpline.

¹⁹ Living Without Abuse <https://www.lwa.org.uk/understanding-abuse/statistics.htm>

Migrant workers and people with no recourse to public funds

The Women's Budget Group warns that despite being disproportionately represented in 'key worker' occupations, most migrant women have no recourse to public funds.²⁰

(i) Sexual orientation

Cambridge City Council is in regular contact with The Kite Trust and The Encompass Network to help identify issues experienced by people they are supporting and if we can provide further help, including related to some of the issues explored below. The Council also funds these two organisations through Community Grants.

Rough Sleepers and those experiencing homelessness

LGBTQ+ young people are especially at risk of homelessness (often related to being asked to leave by family members when they come out to their family).²¹

People experiencing domestic abuse

Albert Kennedy Trust has warned young people not to come out as trans or LGB during coronavirus to family as would make them at greater risk of abuse.²² The LGBT Foundation has seen a huge increase in the number of calls to its helpline since the coronavirus pandemic started. Many LGBTQ+ people are seeking support as they are stuck self-isolating with abusive family and partners.²³

Moreover, the council has developed an action plan for supporting people experiencing domestic abuse during this time to help address needs relating to communication, co-ordinating local services, and continuation of services. With regards to communication, Cambridge City Council circulates a hard copy of Cambridge Matters magazine to every city household, which includes information about services. The Police have also circulated posters to supermarkets, food

²⁰ Women's Budget Group (2020) Latest Report: Migrant Women and the Economy: <https://wbg.org.uk/analysis/latest-report-migrant-women-and-the-economy/>

²¹ Albert Kennedy Trust (2015) <https://www.akt.org.uk/campaigning>

²² Pink News (2020) LGBT charity tells young people to 'hit pause' on coming out while in lockdown with parents <https://www.pinknews.co.uk/2020/04/05/albert-kennedy-trust-coming-out-hit-pause-coronavirus-lockdown-parents/>

²³ Pink News (2020) LGBTQ+ domestic abuse victims are staying with perpetrators in lockdown because no refuge spaces are available: <https://www.pinknews.co.uk/2020/05/03/lgbt-domestic-abuse-victims-stay-with-partners-coronavirus-lockdown-lgbt-foundation/>

banks, GP surgeries and pharmacies and Boots Pharmacy offers a safe space instore.

People with existing mental health issues

LGB people are more likely to have poor mental health so have existing conditions. According to 2018 Stonewall research, half of LGBT people (52 per cent) said they had experienced depression and 13% of LGBT people aged 18-24 said they had attempted to take their own life in the past year.²⁴

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

Rough Sleepers and those experiencing homelessness

District councils have been directed by national government to ensure rough sleepers are placed in temporary accommodation for the duration of the pandemic. Cambridge City Council is also exploring what support could then be provided following the pandemic.

Gypsies and Travellers

More likely to be unemployed so experience poverty and on low incomes²⁵. Large proportion are self-employed and receive cash-in-hand but have lost work during the pandemic.

Ex-offenders within the community, especially those recently released from prison

Difficulties finding work after release exacerbated by pandemic. If a lot of people get coronavirus in prison, the government may look to undertake early releases, which might put pressure on our Housing Service if need to house larger numbers of people.

²⁴ Stonewall (2017) LGBT in Britain - Trans Report: <https://www.stonewall.org.uk/lgbt-britain-trans-report>

²⁵ Women and Equalities Committee (2019) Tackling inequalities faced by Gypsy, Roma and Traveller communities: <https://publications.parliament.uk/pa/cm201719/cmselect/cmwomeq/360/360.pdf>

Sex workers

Many people who rely on sex work to make ends meet, could financially struggle during lockdown.

People with no recourse to public funds

Complexity of the immigration and benefits systems can make it very difficult for people to understand what they are entitled to. Organisations that advise on this will need to be qualified to at least Level 2 in Immigration advice. Cambridge Ethnic Community Forum is but may be lacking in capacity would normally have to help people in this time.

11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqlA accordingly.)

- Update the EqlA (and date new version) periodically as new government guidance is issued and new impacts identified.
- All risk assessments to be carried out in relation to response in supporting each vulnerable group.
- Identify further opportunities for providing translation and interpretation advice in further communications with the public.

12. Do you have any additional comments?

Some other inequalities make particular protected characteristics more vulnerable during the COVID-19 crisis, including:

- **Digital exclusion** issues related to how increased reliance on digital as a means contact. Most likely to be experienced by older people and disabled people. Especially an issue for low-income people who may be struggling financially so not have equipment they need/ broadband (and single parent households headed by women make up disproportionate proportion of households experiencing poverty). Will exacerbate inequalities in educational outcomes between richest and poorest students. The Council has been providing advice and referrals to support the voluntary and community sector

(VCS) organisations that are helping to tackle digital exclusion. It is supporting the VCS organisations to set up a 'digital alliance' to help further ensure technology gets to people who need it the most and The Guildhall has been identified as a drop off point for people to donate their old technology to support these efforts.

- Some people with protected characteristics were more likely to experience **poverty** before pandemic such as BAME people, disabled people, 18 to 24 year olds, women (especially lone parents) and LGBTQ+ people.

13. Sign off

Name and job title of lead officer for this equality impact assessment: Helen Crowther [Click here to enter text.](#)

Date of EqlA sign off: 10/06/2020

Names and job titles of other assessment team members and people consulted:

Allison Conder. Ariadne Henry, Debbie Kaye, Harriet Morgan, David Kidston

[Click here to enter text.](#)

Date of next review of the equalities impact assessment: To be reviewed as risk assessments for groups are updated or government advice changes

Date to be published on Cambridge City Council website: 16/06/2020

All EqlAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer. Ctrl + click on the button below to send this (you will need to attach the form to the email):

Send

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Item 5 - Cambridge City Council Single Equality Scheme 2018 – 2021 Year Two Review June 2020

Background papers:

- Environment and Communities Scrutiny Committee report Cambridge City Council, Single Equality Scheme 2018 – 2021, Year Two Review

In this item an update will be provided on progress in delivering key actions set out in the Single Equality Scheme (SES) for the second year of its implementation (2019/20).

New actions for delivery during 2020/21 will also be presented for comment by the Panel. The Year One Review for the Single Equality Scheme at Appendix A sets out the new actions for the Council to deliver in 2020/21, including actions relating to the Council's response to Covid-19. 2020/21 will be the third and final year of the 2018 – 2021 Scheme.

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Item

Cambridge City Council Single Equality Scheme 2018 – 2021 Year two review

July 2020

To:

Councillor Anna Smith, Executive Councillor for Communities
Environment and Communities Scrutiny Committee 02/07/2020

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. Introduction / Executive Summary

- 1.1 The current Single Equality Scheme (SES) covers the period from 2018 to 2021. The council produces an SES in order to set out its strategic approach to equalities issues. The SES includes a number of equalities objectives for the Council, which is a key requirement of the Public Sector Equality Duty (Section 149 of the Equality Act 2010).
- 1.2 This annual report presents information to demonstrate compliance with the Public Sector Equality Duty by providing an update on progress in delivering key actions set in SES for 2019/20. It also proposes some new actions for delivery during 2020/21 under the Scheme's objectives.

2. Recommendations

The Executive Councillor is recommended to:

1. Note the progress in delivering equalities actions during 2019/20 set out in this report.

2. Approve the actions proposed in Appendix 1 for delivery during 2020/21.

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 1 April 2018 to 31 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. This annual report also identifies key areas of progress in delivering the key actions in the Single Equality Scheme for 2019/20. It also identifies some new actions for 2020/21 for approval by the Executive Councillor, including specific actions to respond to some of the key issues experienced by people with protected characteristics as a result of the Covid-19 pandemic.
- 3.4 Some key achievements from 2019/20 for each SES objective are as follows.

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

- The Council completed four ward profiles for areas in the North, South, East and West of the city and identified work plans for each area relating to reducing social isolation. The profiles will also help inform the Tenancy Audits being carried out by Housing Services in 2020/21 to understand more about tenants living in Council homes and identify areas of support that they may require
- The Council supported the Equality and Diversity Partnership to run training sessions on mental health awareness, suicide prevention and awareness, and on identifying and reporting hate crime.
- A draft equality and diversity terminology guide was developed for staff members in consultation with voluntary and community sector organisations that are members of the Equality and Diversity Partnership. This shall be shared with staff in 2020/21.

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

- Training was provided for council officers to better support service users with different protected characteristics. Training was provided for Gypsy, Roma and Traveller cultural awareness, mental health awareness, mental health first aid, suicide prevention and awareness, and undertaking equality impact assessments. Equality and diversity induction training was provided for new staff members, which also included disability awareness training.
- The Council raised awareness of the council tax discount for those national policy defines as "severely mentally impaired" amongst disabled residents needing support to make adaptations to their homes. We also simplified the application process for this discount.

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

- The Council worked with local churches and community organisations to provide a total of 3,865 free holiday lunches in 9 different 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.
- The Council provided free menstrual products at all council buildings, including our community centres, to help tackle period poverty.
- Encompass delivered Safer Spaces training to support Council staff to identify and respond to discrimination and hate crime experienced by LGBTQ+ people. This training was provided for staff based in the following buildings to help ensure that they are safer spaces: the Customer Service Contact Centre, City Homes, The Guildhall, Clay Farm Community Centre, Storey's Field, The Meadows Community Centre and Brownsfield Community Centre.
- The Council developed links between a local school and Ditchburn Place sheltered housing scheme to help bring different generations together to tackle loneliness. Visits from the children to Ditchburn Place will take place in 2020/21 and will be linked to themes the children are exploring at school.

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

- The Council drafted an expression of interest on behalf of the local Romany community, which has been submitted to the National Lottery to bid for a project researching scientific information on the genetic and linguistic origins of the English Romany community.
- The Council has undertaken a number of actions to support victims of domestic abuse following the Council's accreditation by the Domestic Abuse Housing Alliance (DAHA), including (but not limited to): appointing designated domestic abuse safeguarding leads for each service; reviewing our approach to proof requirements for victims of domestic abuse applying for housing who are unable to access documents; and publicising the organisation Respect across all council services.
- The Council undertook social media activity to raise awareness of its role as a Hate Crime Reporting Centre during Hate Crime Awareness Week. The Equality and Diversity Partnership received hate crime awareness training and 15 people attended. The Faiths' Partnership received information on our role as a Hate Crime Reporting Centre and 3 members of the partnership attended a training session to find out more.

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

- Representation of disabled people as a proportion of the total workforce rose to 7.2% at 31st March 2020, from 6.37% at 31st March 2019. However, BAME people as a proportion of the total workforce was 6.3% as at 31st March 2020, compared to 7.59% at 31st March 2019. The recent TUPE transfer of staff from Ditchburn and retirements have had a significant impact on the BAME workforce profile in the last year.
- A range of 'Wellbeing at Work' activities were provided for Council staff including a Step Challenge, a programme of three weekly fitness classes, a blood pressure pop-up clinic, a health check clinic and a workshop on how to prevent back pain.
- Training for Council staff was provided on managing stress and pressure. Training was also provided for managers on how to support staff with mental health problems.

For a full account on progress on actions in 2019/20 (that is the second year of the Single Equality Scheme) see background paper one.

- 3.4 Appendix A lists actions identified under each objective of the Single Equality Scheme for completion in 2020/21 (the third and final year of the scheme). This includes actions to prevent or mitigate impacts of Covid-19 on different equality groups. These are listed separately in the Appendix to the other actions for 2020/21 and most are also included in this main committee report in the Community Safety section too.

a) Financial Implications

Equalities has been mainstreamed across all Council services. This means that activities and actions identified in the action plan will primarily be delivered through existing service budgets, but services sometimes fund specific initiatives. The Corporate Strategy service has a small budget to support equalities projects and publications, and it funds interpreting services to enable fair and equal access to Council services. The council works extensively with partner organizations to maximize the impact of our resources.

b) Staffing Implications

As equalities has been mainstreamed across all Council services, the activities and actions identified in the action plan will primarily be delivered as part of the core responsibilities of staff within the relevant services. Corporate Strategy convenes a 'Joint Equalities Group' made up of staff representatives across Cambridge City Council's services who are able to support the mainstreaming of equalities. During the Covid-19 pandemic, staff capacity to undertake activities planned before the pandemic may be more limited, as their time will be spent meeting more immediate needs. Some staff may also be unable to undertake some of their responsibilities due to lockdown restrictions.

c) Equality and Poverty Implications

No Equality Impact Assessment (EqIA) has been carried out for SES itself or this annual report. SES 2018 - 2021 forms the framework for the council's work to challenge discrimination and promote equal opportunities in all aspects of its work. An EqIA has been carried out and will continue to be updated to identify needs of the vulnerable groups identified by the Covid-19 Social Exclusion Oversight and Co-ordination Group.

d) Environmental Implications

The actions that have been identified for 2020/21 to help meet the Scheme's objectives 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 through implementing The Public Services (Social Value) Act (2012). This means that a key part of our assessment process in procuring contracts is to consider economic and social benefits that suppliers can bring to Cambridge. Additionally, when procuring services, commissioners are required to abide by our Equality Value Statement.

f) Community Safety Implications

The actions that relate directly to community safety in the strategy are as follows:

- Developing the data management plan to identify and categorise individuals by vulnerability and translate this into a process for bringing together datasets together (under the VPP emergency protocol).
- Developing our action plan around responding to domestic abuse during Covid-19 to address communication, co-ordinating local services, and continuation of services.
- Monitoring standards of work related to the Domestic Abuse Housing Alliance (DAHA) through the DAHA Quality Assurance Group.
- Support Cambridgeshire County Council and Public Health to contact people considered vulnerable to Covid-19 because they have disabilities and long-term health conditions.
- Identifying where we can make an impact in supporting vulnerable groups identified by the Covid-19 Social Exclusion Oversight and Co-ordination Group. This will include undertaking risk assessments for each group.
- Working with partners in the Community Safety Partnership (CSP) to improve public safety and raising concerns of people with protected characteristics.

4. Consultation and communication considerations

Consultation took place on the Single Equality Scheme 2018 – 2021. The council consulted with voluntary and community sector partners and public sector partners, and the Equalities Panel.

The content of this report will be communicated to residents through the

media using a news release, and on the Council website and Twitter.

5. Appendices

Appendix A: Further actions identified starting from 2020/21 for the Scheme (including actions identified to help mitigate or prevent negative impacts of the coronavirus pandemic for equality groups)

6. Background papers

1. Progress on actions in the second year of the Single Equality Scheme (2019/20): <https://www.cambridge.gov.uk/our-equality-and-diversity-performance>
2. Equality Impact Assessment on Cambridge City Council support for thematic Public Health vulnerable groups as identified by the County Council during COVID-19:
<https://www.cambridge.gov.uk/media/8425/eqia-support-for-vulnerable-groups-2020-06.pdf>

7. 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

Appendix A:

Further actions identified starting from 2020/21 for the Scheme (including actions identified to help mitigate or prevent negative impacts of the coronavirus pandemic for equality groups)

Below are listed some further actions starting in year three (2020/21) of the Single Equality Scheme, and the services that will be responsible for completing them. Please note that many services expect to be impacted by the coronavirus pandemic in unanticipated ways and that new priorities continue to arise. This may impact on the completion of these actions, especially project work.

Objective One: To further increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively

<u>From the third year of the plan (2020/21) we will:</u>	<u>The service(s) that will lead on this:</u>
Provide the Shopmobility service at the Grand Arcade and Grafton East car parks to support disabled people.	Commercial Services
Work with 7 other local authorities to complete an assessment of the accommodation needs of Gypsies, Travellers, Travelling Showmen and Bargee Travellers and other caravan and houseboat dwellers to inform the councils' Local Plans.	Housing Service
Complete the review of our current hoarding procedure to ensure we support people with hoarding behaviours, who can be especially prone to mental health issues, as best as possible.	Housing Service

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

<u>From the third year of the plan (2020/21) we will:</u>	<u>The service(s) that will lead on this:</u>
Carry out a review of ChYpPS to establish the need for the current provision for children &	Community Services

young people, including Scrap Store & Play Pods.	
Procure a service to support British Sign Language (BSL) users to be able to receive BSL interpretation when contacting the Customer Service Centre phone line.	Corporate Strategy
Pilot Unconscious Bias and Social Inclusion training to help services identify how they can improve access to and take-up of services from different equality groups.	Corporate Strategy
Provide our staff with face-to-face Gypsy, Roma and Traveller cultural awareness training delivered by Friends, Families and Travellers.	Corporate Strategy
Support and encourage people on low-incomes and who have disabilities or long-term health conditions to reduce energy and water demand and costs, and to maintain a warmer home.	Environmental Services
Produce a draft homelessness and rough sleeper strategy to go to committee in January 2021 that helps meet needs of people with different protected characteristics.	Housing Services
Continue to provide sheltered housing schemes for people aged over 60 who wish to carry on living independently but who require some support to do so and support the schemes to run their own social clubs, activities, and events.	Housing Services
Train our staff on best practice in supporting service users with mental health problems, including running 2 Mental Health Awareness training sessions, 2 Mental Health First Response training sessions and a STOP Suicide workshop.	Human Resources (and Corporate Strategy for STOP Suicide workshop)

Objective Three: 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

<u>From the third year of the plan (2020/21) we will:</u>	<u>The service(s) that will lead on this:</u>
As part of the Equality and Diversity programme of events, support and help coordinate South Asian Heritage Month activities taking place for	Community Services

the first time in Cambridge this year.	
Explore further means of targeting free provision of sanitary products to people experiencing period poverty, including those experiencing homelessness or struggling to pay their rent.	Community Services
Provide Community Grants for 2021/22 to support the voluntary and community sector to reduce social and economic exclusion, which different equality groups can be disproportionately impacted by.	Community Services
Work with organisations in the My Cambridge Partnership and beyond to develop and implement a fundraising strategy for the next stage of the Culture Card project.	Community Services
Launch 'Make a Difference' days to involve young people in issues that they think are relevant and provide an opportunity to do something for their local community.	Community Services
Provide open access play activities for children, young people, and their families in local neighbourhoods (including low income neighbourhoods) across Cambridge.	Community Services
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 Let's Go Girls programme of activities, including supporting more local delivery in specific sports and providing some online activities during lockdown.	Community Services
Provide the final year of the free exercise referral programme across the City that includes free access for residents via ten identified GP surgeries.	Community Services
Continue to deliver the Invigorate programme, offering physical activity free of charge or at reduced cost to users of mental health services.	Community Services
Work with Student Action for Refugees to provide sessions for female refugees, most of whom are from Syria, to try different forms of exercise and socialise.	Community Services
Help tackle food poverty for families with children by:	Community Services

<ul style="list-style-type: none"> • Providing a programme of free lunches with local partners for low income families during school holidays in areas of highest need in Cambridge. • Support local voluntary and community sector organisations to provide cookery skills workshops for families to be delivered in low incomes areas of Cambridge 	
Hep drive forward the Dementia Friendly Communities campaign by running Dementia Friends sessions for staff of frontline council services and bringing local businesses together to help them identify actions they can undertake to support people with dementia.	Corporate Strategy
Work with voluntary and community sector partners and other public sector partners to continue to raise awareness of the EU Settlement Scheme (EUSS).	Corporate Strategy
As 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 and 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.	Environmental Services
Include sanitary provision in all cubicles in public toilets and explore which public toilets could be altered to include gender neutral facilities.	Environmental Services
Develop an 'Eco-Day' programme for schools and roll out across the city.	Environmental Services
Ensure delivery of at least 25 fully adapted wheelchair homes, and at least 500 adaptable homes.	Housing Development Agency
<p>Help tackle digital exclusion, especially likely to be experienced by disabled people and older people by:</p> <ul style="list-style-type: none"> • Supporting partner organisations and community groups to develop sustainable activities to support low income residents to access the internet and develop digital 	Housing Service

<p>skills</p> <ul style="list-style-type: none"> Supporting digital inclusion sessions, including for older residents in sheltered housing schemes. 	
Continue to provide holistic support to City Council tenants with mental health issues to remain in their tenancies and help link people to meaningful activities and groups in order to help reduce social isolation. Produce a new Tenancy Sustainment Service Policy to support this work.	Housing Service
Continue to provide 17 units of move-on accommodation for people receiving support under the CPFT's mental health team to help them to help them to move onto living independent living.	Housing Service
Organise visits from a local school to Ditchburn Place sheltered housing scheme. Explore means of extending this intergenerational project to other schools and sheltered housing schemes across the city.	Housing Services
Provide Discretionary Housing Payments (DHPs) to people claiming benefit who need extra help with housing costs, including disabled people and families with children that are affected by the benefit cap	Revenues and Benefits

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

<u>From the third year of the plan (2020/21) we will:</u>	<u>The service(s) that will lead on this:</u>
Continue to work with partners in the Community Safety Partnership (CSP) to improve public safety and raise concerns of people with protected characteristics.	Community Services
Continue 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.	Community Services
Continue to monitor standards of work related to	Housing Services

the Domestic Abuse Housing Alliance (DAHA) through the DAHA Quality Assurance Group.	
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Objective Five: 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

<u>From the third year of the plan (2020/21) we will:</u>	<u>The service(s) that will lead on this:</u>
Commit to use the Social Value portal to help measure economic and social benefits of Council contracts and assess bids in relation to benefits potential suppliers will bring to these areas.	Commercial Services
Provide 2 training sessions on how to carry out Equality Impact Assessments.	Corporate Strategy
Identify how best to raise our profile as an employer with disabled people and Black and Asian Minority Ethnic people and continue to monitor the profile of the Council's workforce.	Human Resources
As an accredited Disability Confident Employer, explore future actions to recruit and retain disabled people.	Human Resources
Provide two Managing Mental Health sessions for managers who support staff in the workplace who are experiencing mental health issues.	Human Resources
Provide Equality and Diversity induction training that includes disability awareness training.	Human Resources
Develop, promote and deliver the 'Wellbeing at Work' range of wellbeing classes, activities, information campaigns and promotions to encourage a healthy active workforce.	Community Services and Human Resources

What actions for 2020/21 has the council identified to help mitigate or prevent negative impacts of the coronavirus pandemic for equality groups?

The following actions have started to be undertaken in response to Covid-19 and are particularly aimed at supporting equality groups.

<u>From the third year of the plan (2020/21) we will:</u>	<u>The service(s) that will lead on this:</u>
Provide information and support to the Equality	Community

and Diversity Partnership in its response to Covid-19.	Services
Provide advice and referrals to support the voluntary and community sector organisations that are helping to tackle digital exclusion.	Corporate Strategy
Continue to monitor local and national information around how different protected characteristics are impacted by coronavirus to identify areas where the council can help mitigate or prevent negative impacts.	Community Services and Corporate Strategy
Bring together datasets (under the VPP emergency protocol) to identify vulnerable groups.	Community Services and Corporate Strategy
Run a new virtual community centre to provide specific information for children, young people, older people and families. We will also share messages about how the public can protect their mental health during the Covid-19 pandemic.	Community Services and Corporate Strategy
Help respond to domestic abuse during Covid-19 by undertaking our action plan to address communication, co-ordinating local services, and continuation of services.	Community Services and Housing Services
As part of Mental Health Awareness Week (18 to 24 May), provide training on managing mental, emotional and physical wellbeing and on personal resilience and share key messages on how staff can look after their mental health and wellbeing during the Covid-19 pandemic.).	Community Services, Corporate Strategy and Human Resources
Continue to support Cambridgeshire County Council and Public Health to contact people considered vulnerable to Covid-19 because they have disabilities and long-term health conditions.	Coordinated by Community Services, Housing Services
<p>Identify how the Council can contribute to wider efforts to support the key vulnerable groups identified by the County-wide Covid-19 Social Exclusion Oversight and Co-ordination Group</p> <p>The groups are:</p> <ul style="list-style-type: none"> • Those suffering from child criminal exploitation • Those with existing mental health issues • Gypsy, Roma and Traveller people 	Community Services, Corporate Strategy, Environmental Services and Housing Services

<ul style="list-style-type: none"> • Migrant workers • Those at risk of economic hardship (this includes people with no recourse to public funds) • Rough Sleepers • Those experiencing domestic abuse • Ex-offenders • Those with drug and alcohol addiction • Sex workers 	
In partnership with statutory, commissioned and voluntary partners, ensure that a more stable housing offer is made to each rough sleeper housed under the emergency Covid measure, including (where possible) those who have been evicted from that accommodation due to their behaviour and those who have abandoned it.	Housing Services
Maintain regular telephone contact with sheltered housing tenants to provide any extra support they need with emotional and practical issues and visit sheltered housing tenants in emergency situations, taking appropriate precautions to protect residents and staff.	Housing Services

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