



Cambridge City Council

Environment and Community Scrutiny Committee

Date: Thursday, 30 June 2022

Time: 5.30 pm

Venue: Council Chamber, The Guildhall, Market Square, Cambridge, CB2 3QJ

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

Agenda

- 1 Apologies for Absence
- 2 Declarations of Interest
- 3 Minutes (Pages 3 - 54)
- 4 Public Questions

Decisions for the Executive Councillor for Equalities, Anti-Poverty and Wellbeing

- 5 Single Equality Scheme Annual Report 2021/22 (Pages 55 - 86)
- 6 Anti-Poverty Strategy Annual Report 2022/23 (Pages 87 - 104)
- 7 Community Grants Review (Pages 105 - 128)

Decisions for the Executive Councillor for Open Spaces, Food Justice and Community Development

- 8 Biodiversity Strategy (Pages 129 - 256)
- 9 S106 Community Facilities Funding to the Junction (Pages 257 - 272)
- 10 Review Update for Future Community Development Services and Community Centres Management (Pages 273 - 294)

Environment and Community Scrutiny Committee Members: Pounds (Chair), Carling (Vice-Chair), Copley, Divkovic, Hauk, Holloway, Payne, Sweeney and Swift

Alternates: S. Baigent, Todd-Jones, Howard, Lee and Porrer

Executive Councillors: Collis (Executive Councillor for Open Spaces, Food Justice and Community Development), Healy (Executive Councillor for Equalities, Anti-Poverty and Wellbeing) and Moore (Executive Councillor for Environment, Climate Change and Biodiversity)

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ENVIRONMENT AND COMMUNITY SCRUTINY COMMITTEE 27 January 2022
5.40 - 8.35 pm

Present: Councillors Healy (Vice-Chair, in the Chair), Ashton, S. Baigent, Copley, Gilderdale, Hauk, Payne, Porrer, Sheil and Sweeney

Executive Councillors: Collis (Executive Councillor for Open Spaces, Sustainable Food and Community Wellbeing), Moore (Executive Councillor for Climate Change, Environment and City Centre) and A. Smith (Executive Councillor for Communities)

Officers:

Director of Neighbourhoods and Communities: Jane Wilson

Head of Community Services: Debbie Kaye

Head of Legal Practice: Tom Lewis

Community Funding and Development Manager: Jackie Hanson

Environmental Health Manager: Yvonne O'Donnell

Streets and Open Spaces Development Manager: Alistair Wilson

Committee Manager: James Goddard

Meeting Producer: Gary Clift

FOR THE INFORMATION OF THE COUNCIL**22/1/EnC Apologies for Absence**

Apologies were received from Councillors H. Davies (Chair), and O'Reilly. Councillors Ashton and Gilderdale attended as Alternates.

22/2/EnC Declarations of Interest

Name	Item	Interest
Councillor Healy	22/8/EnC	Personal: Works for Amnesty International.

22/3/EnC Minutes

The minutes of the meeting held on 7 October 2021 were approved as a correct record and signed by the Chair subject to the following amendment:

21/35/EnC Declarations of Interest. Councillor Collis. Personal (21/41/EnC): Former Chair of Abbey Pool **People**.

22/4/EnC Public Questions - Communities Portfolio

There were no public questions.

22/5/EnC Community Grants 2022-23

Matter for Decision

This was the annual report for the Community Grants fund for voluntary, community, and not for profit organisations.

The report also provided updates for 2021-22 and outlines key areas of work going forward.

Decision of Executive Councillor for Communities

- i. Approved the Community Grants to voluntary and community organisations for 2022-23, as set out in Appendix 1 of the Officer's report, subject to the budget approval in February 2022 and any further satisfactory information required of applicant organisations.
- ii. Approved £30,000 to Cambridge Council for the Voluntary Sector (CCVS) for a building community power and resilience project following on from the remarkable support undertaken by communities during the pandemic and linking to the Council's 'Our Cambridge' transformation programme, as detailed in section 4 of the Officer's report.

Reason for the Decision

As set out in the Officer's report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

The Committee received a report from the Community Funding and Development Manager.

In response to the report Councillors asked for the Committee's thanks to the Community Funding and Development Manager and her Team to be recorded for their hard work.

The Community Funding and Development Manager said the following in response to Members' questions:

- i. A funding statement to mitigate the impact of Covid had been put out in March 2020. Details set out in the agreement said the City Council would support groups if applicants contacted officers to request assistance.
- ii. There had been no applications from voluntary groups to support the Gypsy and Traveller community. Applications had been received from other communities. Officers were working with the Equalities Officer to understand how to approach groups who did not apply to encourage them to do so.
- iii. Different amounts of funding were allocated around the city wards based on population size. The calculation had been in place for ten years.
- iv. A budget of £1,000,000 was available for Community Grants 2022-23 subject to approval of the Council's budget in February 2022. £70,000 of the Community Grants budget was allocated to Area Committee Community Grants as in previous years. The amount had been the same for years. Inflation was taken into consideration.
- v. Applicants had to meet criteria to receive funding. Funding was awarded according to what was considered acceptable under project criteria.

The Executive Councillor said the City Council was one of the few District Councils in the country who maintained a community funding pot. If some sections were increased, the impact on the overall budget would have to be reviewed.

The Committee unanimously resolved to endorse the recommendations.

The Executive Councillor approved the recommendations.

Conflicts of Interest Declared by the Executive Councillor (and any Dispensations Granted)

No conflicts of interest were declared by the Executive Councillor.

22/6/EnC Public Questions - General

Public Question

A member of the public asked several questions, as set out below.

1. Raised the following points:

- i. What are the council's plans to improve access to drinking fountains across the city? The stark lack of public drinking fountains in Cambridge has always seemed to me to be completely at odds with our ambitions to be a "green city".
- ii. The refill programme is no substitute for drinking fountains. In the current pandemic the last thing we want is extra people crowding into shops and cafes just to fill up water bottles.
- iii. We are a very active city with cyclists and runners everywhere - something we can be proud of - can we please cater to them a little better (and to the many tourists we welcome to the city) by having simple water fountains in select locations?

The Senior Asset Development Officer responded:

- i. Introduction of water fountains in Cambridge was added to the Spring 2020 Environmental Improvement Plan (EIP)
- ii. This initiative followed on from a successful trial water filling station located on Parkers Piece in 2019.
- iii. The EIP project sought to locate public water points on some of the key open spaces in the City and were operational upon COVID-19 pandemic restrictions easing in July 2021 to avoid the potential of transmission given the push button operation.
- iv. Currently we have water points for drinking at: Parkers Piece, Cherry Hinton Hall, Jesus Green, Lammas Land, Kings Hedges Recreation Ground, Christs Pieces and imminently on Midsummer Common. There is also a fountain located within the Lion Yard public conveniences.
- v. We also have a pre-approved project for a pump out station for moorers at Stourbridge Common which will enable provision on this site.
- vi. We continue to explore further opportunities on our sites and across the City Centre street scene and welcome public suggestions which could be explored and where practicable delivered as part of an ongoing programme to run alongside the Refill and other green initiatives.

22/7/EnC Herbicide Reduction Plan

Public Questions

Members of the public asked several questions, as set out below.

1. Raised the following points:
 - i. Welcomed the recommendations made in the Herbicide Reduction Plan (HRP). Suggested some amendments at 2.1 a) 'The Executive Councillor is recommended to approve the Herbicide Reduction Plan Project as set out in Appendix A.'
 - ii. Reasons for suggesting amendments to g) and h) were:
 1. Dates and preparations for the 12 wards outside the herbicide free trial are not mentioned in the HRP. The start date for herbicide spraying is not given, nor the need for website content updating or publicity for their treatments. The date for Consultation and Communication preparations for the trial wards to be ready is 25th February with a start date of 1st March. See point 5 of the report.
 2. Resources need to be allocated so residents can look up planned herbicide treatment dates by ward on the council's website and see in situ signage so they can keep pets, children and themselves away from treated areas. This is for public health reasons, to reduce their exposure to herbicides.
 3. Herbicides are probably carcinogenic (WHO) and are neurotoxic to humans.
 4. After herbicide treatment plants do not die off for 5 to 10 days so are invisible for that time.
 5. Glyphosate, the most common herbicide, has a half-life of 3 days to 19 weeks depending on the weather so can stay toxic for a long time. Herbicides pollute the air, the ground and ground water. You cannot see, taste or smell it in water.
 - iii. Appendix A
 - g) 'Explore the most effective methods of communicating with residents...about any necessary herbicide applications, which ~~may~~ will include the following commitments; publishing the planned dates of herbicide treatments by road/ward *for the whole city* for the remainder of 2022 ~~and thereafter~~ on the council website, allowing residents to find out when a treatment is planned. *After 2022 herbicide treatments will end.*'
and
 - h) '~~Consider the commitment Committo~~ displaying signage in situ on the relevant roads and pavements with dates of any herbicide treatments ~~from for the remainder of 2022 onwards~~ *after which herbicide treatments will end.*'

The Executive Councillor for Open Spaces, Sustainable Food and Community Wellbeing responded:

- i. Sections G and H were part of a council motion so could not be amended unless details went back to a Full Council meeting. The above ideas could be noted for future reference to avoid delay.
- ii. The project initiation document contained strategic data, not operational data such as dates. It set tasks to be completed by 25 February. Officers would work with the project board on the tasks.
- iii. Officers would communicate with residents about pesticides to be used. They were looking at ways to do this in conjunction with the project board.
- iv. Residents would be advised when work was to be undertaken and any issues to be aware of.

Supplementary question:

- i. Requested pesticide work be listed on the council website, so residents could see action taken at a road or ward level.
- ii. Queried if herbicide work would end in 2022.

The Executive Councillor responded:

- i. Pesticide work could be listed on the council website.
- ii. Results from the end of the trial could not be predicted in advance. It was hoped pesticide use would end after 2022.

2. Pesticide-Free Cambridge raised the following points:

- i. Reiterated their firm commitment to working with the City Council to make Cambridge pesticide-free, starting with a complete end to herbicide use on land owned or managed by the City Council. Remained committed to working with communities, groups and residents to make this happen as quickly and as effectively as possible. Welcomed the Herbicide Reduction Plan (HRP) and the Herbicide-Free Streets proposal. Was disappointed to note that they had no response to questions to the ECSC meeting on 7th October 2021 or to their follow up email to councillors on 10 December 2021.
- ii. Raised the following questions for the ECSC meeting on 27 January 2022:

1. Although the pesticide free motion of 22 July stated that the council would work directly with Pesticide-Free Cambridge over the planned herbicide free trials, to date we have only had informal talks with the Biodiversity Team, and we have not been included in any formal discussion with the council. When will Pesticide-Free Cambridge be invited to join a working group to monitor the progress of the ward trials and herbicide-free streets, and to have input into related information campaigns and websites?
2. When will the city council start to post notices of when herbicide spraying is due to take place across those wards and streets that are NOT being included in the HRP and to erect information signage in areas that are undergoing herbicide-free trials?
3. Will the city council operatives wear full PPE, as is legally required, when spraying herbicides?
4. Will steps be taken to include specific reference to the human health impacts of pesticide exposure in the HRP? We are concerned that the only health impacts mentioned in the current document are those connected with trip hazards posed by urban plants.

The Executive Councillor for Open Spaces, Sustainable Food and Community Wellbeing responded:

- i. (Q1) For this to succeed the City Council would need to work with other organisations as set out in the Stakeholder & Comms Plan. A project board would lead on the plan.
- ii. (Q2) Ideas were being developed on how to communicate with residents. The Stakeholder & Comms Plan would set out details.
- iii. (Q3) City council operatives would wear full PPE and undertake a risk assessment.
- iv. (Q4) The EQiA set out potential negative impacts which would be reviewed. The positive impact of ending pesticide use was also set out.

Matter for Decision

The Council has considered, debated, and shares the concerns from residents about the use of herbicides in the city.

On the 18th July 2019, the Council unanimously voted in favour of declaring a Biodiversity Emergency. In response, the Council has stopped the use of

herbicides in playgrounds, parks and commons. This declaration also included a commitment to reducing and removing the need to use herbicides on highway footpaths and verges, and to find viable and effective alternatives.

On 22nd July 2021, the Council passed a Herbicide (Free) Motion (ref. 21/32/CNlc), which sets out a range of tasks and actions to reduce the reliance on herbicides as a means of managing unwanted vegetation on public property assets within the city.

The Officer's report and its accompanying proposed Herbicide Reduction Plan (HRP) Project Initiation Document (as set out in Appendix A) responds to the Council declared Biodiversity Emergency and approved Herbicide Motion.

Decision of Executive Councillor for Open Spaces, Sustainable Food and Community Wellbeing

- i. Approved the Herbicide Reduction Plan Project Initiation Documentation as set out in Appendix A of the Officer's report.
- ii. Approved Newnham and Arbury as the two trial Wards to be completely herbicide free for 2022.
- iii. Approved the introduction of up to 12 herbicide free streets in addition to and outside of the two trial herbicide free wards.

Reason for the Decision

As set out in the Officer's report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

The Committee received a report from the Streets and Open Spaces Development Manager.

The Streets and Open Spaces Development Manager said the following in response to Members' questions:

- i. Noted that members of the public and committee had suggested putting information about pesticide usage on physical signs (to be displayed in areas when work undertaken) as well as on websites. Signage was a significant resource. It was only accurate on the day it was written whereas webpage details could be updated faster. Would investigate the suggestion of using stickers as an alternative to signs as they could be easier to produce. Also QR codes.

- ii. Undertook to produce a stakeholder communication plan to manage expectations and set out what people could expect from the trial.
- iii. The trial was modelled on herbicide reduction action undertaken in Lambeth. People could opt into the trial. A consensus from residents was needed to show if people in a street wished to participate or not.
- iv. Noted the suggestion to include details in Cambridge Matters.
- v. Newnham and Arbury were chosen for the trial as they had different streetscapes that could be contrasted to review how the trial worked.
- vi. Hazards would be noted and reacted to during the trial.
- vii. Noted councillors' concerns about strimming and mowing around trees as this could cause damage.

Councillors requested a change to the recommendations. Councillor Porrer proposed to add the following recommendations to those in the Officer's report:

- New recommendation d - publishing the planned dates online of herbicide treatments for the whole city for 2022, with information available by both ward and road.
- New recommendation e - committing to mark streets treated with herbicides with simple signs such as stickers on lamp posts.
- New recommendation f - committing to end herbicide treatments on streets and open spaces in the city in 2022, subject to a successful trial.

The Chair decided that the proposed new recommendations should be voted on and recorded separately:

The Committee rejected recommendation d by 6 votes to 4.

The Committee rejected recommendation e by 6 votes to 4.

The Committee rejected recommendation f by 6 votes to 4.

The Committee unanimously resolved to endorse the (unamended) substantive recommendations as set out in the Officer's report.

The Executive Councillor approved the recommendations.

Conflicts of Interest Declared by the Executive Councillor (and any Dispensations Granted)

No conflicts of interest were declared by the Executive Councillor.

22/8/EnC Review of Use of the Regulation of Investigatory Powers Act

Matter for Decision

A Code of Practice introduced in April 2010 recommends that Councillors should review their authority's use of the Regulation of Investigatory Powers Act 2000 (RIPA) and set its general surveillance policy at least once a year. The Executive Councillor for Transport and Community Safety and Environment and Community Scrutiny Committee last considered these matters on the 28 January 2021.

The City Council has not used surveillance or other investigatory powers regulated by RIPA since February 2010.

The Officer's report sets out the Council's use of RIPA and the present surveillance policy.

Decision of Executive Councillor for Open Spaces, Sustainable Food and Community Wellbeing

- i. Reviewed the Council's use of RIPA set out in paragraph 3.5 of the Officer's report.
- ii. Noted and endorsed the steps described in paragraph 3.7 and in Appendix 1 of the Officer's report to ensure that surveillance is only authorised in accordance with RIPA.
- iii. Approved the general surveillance policy in Appendix 1 to the Officer's report.

Reason for the Decision

As set out in the Officer's report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

This item was not requested for pre-scrutiny and the committee made no comments in response to the report from the Head of Legal Practice.

The Committee unanimously resolved to endorse the recommendations.

The Executive Councillor approved the recommendations.

Conflicts of Interest Declared by the Executive Councillor (and any Dispensations Granted)

No conflicts of interest were declared by the Executive Councillor.

22/9/EnC RoD Cambridge South Station Consultation Response

The decision was noted.

22/10/EnC Review of Operation of the Councils Out of Hours Noise Service

Matter for Decision

The Council has a legal duty to investigate statutory nuisance within its area under the Environmental Protection Act 1990. However, the law does not specify how to exercise this duty, it is therefore the responsibility of each Local Authority to establish its own procedures for investigating complaints of noise that may amount to statutory nuisance.

The Councils Out of Hours Noise Service operated for the last 25 years, which, until October 2019, operated 7pm – 7am Monday – Friday; and 9am – 5pm, and 7pm – 7am, respectively on weekends and Bank Holidays. This approach required significant staffing levels and tied up staff time in reactive, rather than targeted pro-active service work.

The primary purpose of the previous Out of Hours Noise Service was to allow residents to log initial noise complaints and for officers to contact complainants to gather information and evidence to determine the existence of a statutory noise nuisance. Referrals would then be made to the daytime team to take appropriate enforcement action in relation to applicable cases of ongoing noise disturbance persistently detrimentally affecting the quiet enjoyment of someone's home.

Following a review of Council Out of Hours services, including noise, combined with a difficulty recruiting to Out of Hours Noise Service posts, and the availability of new 'self-help' evidence gathering technologies and equipment, the Council committed to trial a new Out of Hours Noise Service approach.

This trial moved away from residents having access to officers to discuss their complaint and / or request a visit out of hours, to all noise complaints being passed to daytime officers within Environmental Health to discuss their complaint and / or arrange a proactive, pre-arranged visit(s). The trial adopted a proactive planned approach, supported by evidence gathering technologies

and equipment, for witnessing of noise disturbances out of hours. This new approach enabled complaints to be triaged more effectively and for staff resources to be deployed in a more efficient way.

The trial of this new approach has been evaluated and the results fully support its adoption on a permanent basis, in place of the previous reactive and inefficient Out of Hours Service model.

Decision of Executive Councillor for Climate Change, Environment & City Centre

- i. Noted the results of the pro-active and planned Out of Hours Noise Service trial
- ii. Approved (based on the trial evaluation results) the adoption of the pro-active and planned Service approach on a permanent basis, supported use of evidence gathering technologies and equipment, in place of the reactive and inefficient Service model.

Reason for the Decision

As set out in the Officer's report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

The Committee received a report from the Environmental Health Manager.

The Environmental Health Manager said the following in response to Members' questions:

- i. An evidenced based action was a better way forward based on kit loaned out by the council, rather than a visit by a council officer to witness anti-social behaviour.
- ii. People could report issues in the same way as the 24/7 service by ringing the Customer Access Centre during office hours. An officer would contact them within three working days (usually less). The officer would discuss options with the concerned resident. The council would triage options based on evidence submitted and manage expectations on options available as some issues were civil matters outside of the council's control. The process was the same as before except for having someone at the end of a phone 24/7.

- iii. Customer Access Centre call handlers had been trained on how to give information in response to reported issues. Case Officers would follow up the next working day after a call had been logged.
- iv. A councillor briefing session was planned to give information on how members could offer support to residents.
- v. Only a small minority of councils provided a 24/7 answer service so moving away from this put Cambridge City in line with the majority. The service was not stopped, just refocussed. Some councils provided less.
- vi. The Customer Access Centre provided a single point of contact for residents and made it easier for the council to triage noise complaints so officers could effectively manage expectations on what the council could do to respond.
- vii. The Officer's report set out the number of reported noise complaint cases. Most were during the day.
- viii. The amount of noise monitoring kit had increased from one item to two. These could be loaned out for up to a week. Officers never refused to loan out items, but there may sometimes be a delay until kit became available.
- ix. Residents would be contacted about the service through various channels such as Open Door. Feedback was welcome on how effective this was.
- x. The Enforcement Team gave feedback on planning applications to advise on relevant conditions to mitigate noise issues e.g., during construction. Officers monitored the situation and acted where required.

Councillors requested a change to the recommendations. Councillor Payne proposed to add the following recommendations to those in the Officer's report:

1. Note the results of the pro-active and planned Out of Hours Noise Service trial; and
2. Based on the trial evaluation results, to approve the adoption of the pro-active and planned Service approach for a further 12 months, pending a further review and report to Environment and Communities Scrutiny Committee when a full year's data is available. ~~on a permanent basis, supported use of evidence gathering technologies and equipment, in place of the reactive and inefficient Service model.~~

The Committee rejected the recommendation by 6 votes to 4.

The Environmental Health Manager offered to bring a report back to committee in October on how the service was progressing.

The Committee resolved by 6 votes to 0 to endorse the (unamended) substantive recommendations as set out in the Officer's report.

The Executive Councillor approved the recommendations.

Conflicts of Interest Declared by the Executive Councillor (and any Dispensations Granted)

No conflicts of interest were declared by the Executive Councillor.

22/11/EnC Complaint Upheld By The Local Government & Social Care Ombudsman Service Relating To Pest Control

Matter for Decision

The Local Government & Social Care Ombudsman Service has found "there was fault causing injustice" in relation to a complaint about how the Council used rat poison at a residential property within the City which incurred vet bills after their dog came into contact with it.

This customer also complained that the Council failed to provide details of the poison or an emergency contact number, causing distress and did not deal with this complaint properly, causing them time and trouble.

Decision of Executive Councillor for Climate Change, Environment & City Centre

Noted the findings of the Local Government & Social Care Ombudsman Service in respect of this case and the actions taken by the Council in response to these findings.

Reason for the Decision

As set out in the Officer's report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

The Committee received a report from the Environmental Health Manager.

In response to the report Councillors commented that it showed the need for signage and councillors noted actions taken by officers.

The Committee unanimously resolved to endorse the recommendation.

The Executive Councillor approved the recommendation.

**Conflicts of Interest Declared by the Executive Councillor (and any
Dispensations Granted)**

No conflicts of interest were declared by the Executive Councillor.

The meeting ended at 8.35 pm

CHAIR

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ENVIRONMENT AND COMMUNITY SCRUTINY COMMITTEE 24 March 2022
5.30 - 10.25 pm

Present: Councillors Healy (Chair), H. Davies (Vice-Chair), Ashton, Copley, Gilderdale, Hauk, Payne, Porrer, Sheil and Sweeney

Executive Councillors: Collis (Executive Councillor for Open Spaces, Sustainable Food and Community Wellbeing), Moore (Executive Councillor for Climate Change, Environment and City Centre) and A. Smith (Executive Councillor for Communities)

Present virtually: Councillors Hauk and Moore

Present physically: Councillor Bick

Officers:

Director of Enterprise and Sustainable Development: Fiona Bryant

Head of Community Services: Debbie Kaye

Head of Housing Maintenance and Assets: Lynn Thomas

Asset Manager: Will Barfield

Community Development Manager: Vicky Haywood

Community Safety Manager: Keryn Jalli

Development Manager, Streets & Open Spaces: Alistair Wilson

Environmental Health Manager: Yvonne O'Donnell

Sport & Recreation Manager: Ian Ross

Strategic Project Manager: Allison Conder

Urban Growth Project Manager: Tim Wetherfield

Senior Urban Designer: Nadine Black

Strategy Officer: Graham Saint

Committee Manager: James Goddard

Meeting Producer: Boris Herzog

FOR THE INFORMATION OF THE COUNCIL

22/12/EnC Apologies for Absence

Apologies were received from Councillor S. Baigent (Gilderdale as Alternate).

The Executive Councillor for Climate Change, Environment and City Centre said that due to illness she would participate in the committee online via

Teams as she could listen and contribute to the debate, but the decision would be taken by Councillor Collis as Deputy Leader (who would be present in the room).

Councillor Hauk would join by Teams, he would participate in the discussion but not vote.

Councillor Gilderdale offered her apologies as she had to leave the committee during 22/21/EnC item 9 The Way Forward for Public Art.

Fiona Bryant (Director of Enterprise and Sustainable Development) to attend in place of Jane Wilson (Director of Neighbourhoods and Communities).

22/13/EnC Declarations of Interest

No declarations of interest were made.

22/14/EnC Minutes

No minutes of previous meetings were submitted to this meeting for approval.

22/15/EnC Public Questions - Communities Portfolio

Public Question

Members of the public asked a number of questions, as set out below.

1. Many residents in Newnham were concerned at the proposal for a new artwork on Sheep's Green. Various people were worried that an artificial structure did not fit well with the current natural appearance of the bank, and the potential impact on biodiversity. Residents understood that public artwork, by its nature, did not have to be universally popular, but there seemed to be a high level of opposition to this particular proposal. Please reassure residents from Newnham and across the city that their views would be considered, and that, if necessary, the proposals would be rethought.

The Executive Councillor for Communities responded:

- i. The consultation would be considered before a response was made.

- ii. The project was part of a larger commission for public art to celebrate the river.
 - iii. The University of Cambridge and Conservators or the River Cam were involved in the steering group.
 - iv. The consultation period had been extended so everyone could contribute.
 - v. A decision would not be taken tonight on a piece of art to use. This would occur after responses had been considered. Further consultation would then occur which would be reviewed by the Public Art Panel before a decision was made.
2. Raised the following points:
- i. Spoke on behalf of both the Federation of Cambridge Residents (FeCRA) and Friends of the River Cam regarding recommendation 2.3 (22/21/EnC item 9 The Way Forward for Public Art) to allocate between £80,000 and £150,000 to the 'To the River' project.
 - ii. This was supposed to be a public work of art based on interaction with local people and groups, with a brief '*To explore the river's relationship to the foundation of Cambridge as a city, its ecology and social history through research and community engagement and activity*' yet there had been no communication or involvement with any of the City Residents' Associations or Friends groups, including the Friends of the Cam. The response to the recent consultation had been overwhelmingly negative, with people from across the city asking 'How **was** the local community 'creatively engaged' and who **were** the stakeholders that were involved in the development of this project?
 - iii. The Declaration of the Rights of the River Cam, made on the 21st June 2021 stated that, 'In sharing rights with rivers we show our determination to end the human exploitation of nature and, instead, to live in harmony with it'.
 - iv. The river speaks for itself - it does not need gold decoration for people to appreciate its beauty and Sheeps Green is a city nature reserve that is part of the river corridor that stretches from Grantchester into the heart of the city.
 - v. The metal piling that supports the river bank here was not beautiful, but it is functional and unobtrusive, allowing people to enjoy the natural

landscape - the river and view here were loved by many residents, and they do not need 'enhancing'.

- vi. The work itself shows a very superficial understanding of the importance of the river to Cambridge as a city. It does not illustrate its ecology and the social history in a way that is accessible to the general public - who, looking at this from the opposite bank, will even be able to see the lace patterns, let alone make any connection with the University and the laundresses who washed their dirty linen here?
- vii. There is clear symbolism in fake 'gold' being used to decorate a river that is polluted and dying due to over- abstraction from the chalk streams which support it because of the major over-development taking place in this region. Putting growth ahead of well-being is harmful in social as well as environmental terms and is contributing to an inequality like that shown by the exploitation of the laundresses who toiled here for the University.
- viii. This proposal shows a complete lack of understanding of both the natural environment and what it is that people value about the river and this very special landscape, there seemed a misguided focus on what would be a 'visitor attraction'. The project had failed to engage the community as required in the brief, and the public response to the resultant 'Work of Art' shows clearly that it is felt to be harmful to the river and nature reserve rather than preserving and enhancing them.
- ix. Section 106 funding was supposed to compensate residents for the impact of development - so my question is:
 - a. 'Please will you ensure that no more of our money is wasted on this project, and that there is now a genuine consultation on what would really be of benefit to Cambridge people?

The Executive Councillor for Communities responded:

- i. The project has a steering group.
- ii. Various public engagement activities had been undertaken. Stakeholders were asked about the history of the river at the start of the project to develop the concept of the art piece.
- iii. Re-iterated a decision on the piece of art would not be made tonight. This would be made in future by the Public Art Panel. If the results were overwhelmingly negative towards the proposal, then the concept would

go back out for consultation. If the concept was popular with residents, it would then go to Planning Committee to seek planning permission.

- iv. The decision tonight was to ensure finance was available (in the form of developer contributions) to be used by the project. The Council had to follow due process to ensure funding was in place. If developer funds were not used, the Council would have to allocate funding from other services in its own budget.

Supplementary question:

- i. FECRA had links to various resident associations, but the City Council had not engaged with them. Please review and respond to feedback.

The Executive Councillor responded:

- i. The City Council did not try and engage every resident association as the consultation was open to all. Public Art Officers were happy to liaise with FECRA to ensure they were engaged in future.

22/16/EnC Future Leisure Management Arrangements

Matter for Decision

The Officer's report set out a proposed approach for a strategic review of the council's leisure provision that will inform a future management options appraisal. The report also recommended a rationale to extend the current leisure management contract by 30 months, until 31 March 2026 and covered the findings arising from 2021/22 trial of winter opening hours at Jesus Green Lido.

GLL managed the lido.

Decision of Executive Councillor for Communities

- i. Agreed the proposed approach for completing a strategic review of leisure, to help inform the most optimal future leisure management arrangements for the council.
- ii. Approved the officer recommendation to extend the current management contract for 30 months until 31st March 2026, under the same terms, but for a reduced management fee.

- iii. Noted the findings of GLL's review of the Jesus Green Lido winter opening pilot and agree to its continuation under the same arrangements.
- iv. Noted the update and progress on carbon reduction plans at the Council's swimming pools.

Reason for the Decision

As set out in the Officer's report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

The Committee received a report from the Sport & Recreation Manager.

In response to the report Councillor Bick commented:

- i. The lido was a good form of social engagement. It attracted people of various ages from casual users to the very fit.
- ii. People welcomed the lido being open during the winter. Flood lights assisted this when there was less daylight in shorter winter days so people could swim 'at night'.
- iii. In future, could all open days be spaced out eg on alternate days?

The Sport & Recreation Manager said the following in response to Members' questions:

- i. GLL were using their own maintenance funds to ensure the Jesus Green Lido stayed open to the end of the extended contract period.
- ii. (Report paragraph 4.4) GLL made savings of £84k pa through capital investment at the start of the project, so there were savings to use now.
- iii. The contract was extended, not put out to public tender, to give a longer time period to look at options on how to manage leisure facilities. These would be brought back to committee in future.
- iv. GLL had recruited lifeguards and swimming teachers. Some of these needed to qualify. GLL offered a range of courses and classes to facilitate this. Staffing levels were now close to pre-pandemic levels, so the impact on leisure facilities was limited.

The Committee resolved by 9 votes to 0 to endorse the recommendations.

The Executive Councillor approved the recommendations.

Conflicts of Interest Declared by the Executive Councillor (and any Dispensations Granted)

No conflicts of interest were declared by the Executive Councillor.

22/17/EnC Extension to Storeys Field Community Centre Contract for Services

Matter for Decision

The Storey's Field Centre (SFC) on the Eddington Development in the Northwest of the City, opened to the public in February 2018 and has been managed and operated by the City Council under a contract for services with the Storey's Field Centre Trust (SFCT) since June 2016.

On 22nd September 2021, SFCT were given advance notification that, in line with the council's corporate priorities and Community Centres Strategy, and following the successful establishment of the Centre programme and staffing team, the councils operation of Storey's Field Centre would not continue beyond the current contracted deadline of 31 December 2022, and that the Trust would now need to begin to assess other options.

SFCT responded to state that it will continue to work with the Council towards achieving a successful transfer of service by 31.12.22 but requested that provision is also made for a further contract extension period if required until 31.03.23 in case additional time is needed to complete negotiations and TUPE arrangements. A further extension provision would be pragmatic to ensure a smooth transfer for the staff involved, with a hard end date of 31st March 2023.

Following the transfer of service to a new operator, the councils Community Services team would focus on working collaboratively with SFCT and The University to ensure a joined-up programme across community facilities in the local area and that community work is continued, at least to the requirements as set out in the Section 106 agreement.

Decision of Executive Councillor for Communities

- i. Agreed to extend the councils contract for management services if required by Storey's Field Centre Trust (SFCT), until 31 March 2023.
- ii. Noted the Council's management and operation of Storey's Field Centre would end 31 March 2023 and that eight Council employed posts will then transfer under a TUPE arrangement, to a new operator appointed by Storey's Field Centre Trust.

Reason for the Decision

As set out in the Officer's report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

The Committee received a report from the Strategic Project Manager.

The Strategic Project Manager said the following in response to Members' questions:

- i. Staff would TUPE over to the new contractor with their existing pay and conditions.
- ii. The City Council were currently responsible for half of the running costs. When the contract was handed over, the group running the centre would be responsible for ensuring it was viable in future to maximise income whilst still meeting community needs.
- iii. The Business Plan set out cost details. Running costs would be benchmarked against other leisure centres.
- iv. The development of Eddington had slowed due to Covid. This had not been factored into earlier Business Plans.

The Committee resolved by 9 votes to 0 to endorse the recommendations.

The Executive Councillor approved the recommendations.

Conflicts of Interest Declared by the Executive Councillor (and any Dispensations Granted)

No conflicts of interest were declared by the Executive Councillor.

22/18/EnC Update on Lending, Loaning, and Reuse Project, Including Cambridge Scrapstore**Matter for Decision**

In October 2021, the Executive Councillor for Communities approved recommendations to support a review of Scrapstore to greater align to corporate priorities. This paper provides an update on progress and further recommendations.

Following a mapping exercise and workshop with community partners, an options appraisal and feasibility work has taken place to consider the broader

topic of community lending, loaning and reuse and options for direction of travel going forward.

Decision of Executive Councillor for Communities

- i. Noted progress on wider project work to support community lending, loan and re-use in the city in line with the council's priorities.
- ii. Noted progress to establish alternative options and support for individuals and groups to access arts, craft and scrap materials, noting intention to close down Scrapstore in its current form and repurpose the unit for Cambridge Food distribution hub in July 2022.

Reason for the Decision

As set out in the Officer's report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

The Committee received a report from the Community Development Manager.

In response to the report Councillors commented that a mobile scrapstore could be provided like a mobile library.

The Community Development Manager said the following in response to Members' questions:

- i. The Scrapstore had been running for twenty years. Many donated items could be recycled, but they eventually ended up in landfill (so had climate change implications). There was also a climate impact as people travelled to and from the store, plus the van used by the Scrapstore.
- ii. The Scrapstore could reduce its carbon footprint by moving to a community hub.
- iii. The store venue and staff were being moved, items in the store were being retained, not disposed of, during the move.
- iv. Officers were looking at how to support community led recycling schemes in future.

The Head of Community Services said the following in response to Members' questions:

- i. Scrapstore cost details were set out in the October 2021 committee report.

- ii. Not all costs could be considered when the project was set up. Costs were covered by Community Services during covid, so managed through the staff budget not the (corporate) capital budget. A new way to provide the facility was now proposed.

Councillors requested a change to the recommendations. Councillor Porrer proposed to add the following recommendation to those in the Officer's report:

(New) 3. Bring back a report to the Environment and Community Scrutiny Committee before the end of 2022 with an update on progress on matters described in Section 3.

The Committee rejected the recommendation by 6 votes to 3.

The Committee resolved by 6 votes to 0 to endorse the (unamended) substantive recommendations as set out in the Officer's report.

The Executive Councillor approved the recommendations.

Conflicts of Interest Declared by the Executive Councillor (and any Dispensations Granted)

The Executive Councillor approved the recommendations.

22/19/EnC Re-Ordering Agenda

Under paragraph 4.2.1 of the Council Procedure Rules, the Chair used her discretion to alter the order of the agenda items. However, for ease of the reader, these minutes will follow the order of the published agenda.

22/20/EnC Update on the Work of Key External Partnerships

Matter for Decision

The Officer's paper provided an update on the work of the Health and Wellbeing Board and Cambridge Community Safety as a part of the Council's commitment given in its "Principles of Partnership Working".

The paper highlighted recent NHS reforms that have led to the setting up of Integrated Care Systems that will lead to adaptations in Health and Wellbeing arrangements to accommodate and share priorities and ways of working that will improve health and care for all, through shared leadership, integration and collaborative action. It also highlighted the achievements of the Cambridge Community Safety Partnership during the year.

Decision of Executive Councillor for Open Spaces, Sustainable Food and Community Wellbeing

- i. Agreed to continue to work with the Health and Wellbeing Board and engage with the Integrated Care Partnership to ensure that public agencies and others can come together to address the strategic issues affecting Cambridge City and that the concerns of Cambridge citizens are heard, as the system is developed.
- ii. Agreed to continue to work with partners within the framework of the Cambridge Community Safety Partnership, identifying local priorities and taking action that will make a positive difference to the safety of communities in the city.

Reason for the Decision

As set out in the Officer's report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

The Committee received a report from the Strategy Officer. It was noted the report was listed as for the attention of the Executive Councillor for Communities but would in fact be considered by the Executive Councillor for Open Spaces, Sustainable Food and Community Wellbeing.

In response to Members' questions the Strategy Officer undertook to set up a briefing for councillors on health reforms.

The Community Safety Manager said the following in response to Members' questions:

- i. The anti-social behaviour when driving motion referenced by Councillor Hauk fitted into Community Safety Partnership priority 2. This was a high-level partnership which looked at strategic rather than operational level details.
- ii. Undertook to set up a briefing for councillors on policing priorities and the Community Safety Partnership.

The Committee resolved by 8 votes to 0 to endorse the recommendations.

The Executive Councillor approved the recommendations.

Conflicts of Interest Declared by the Executive Councillor (and any Dispensations Granted)

No conflicts of interest were declared by the Executive Councillor.

22/21/EnC The Way Forward for Public Art

Matter for Decision

The Council's approach to public art has, for many years, been under-pinned by both:

- i. ambitious policy for high quality, original public art, combining professional expertise and community engagement; and
- ii. planning obligations from developers to mitigate the impact of their developments, either via on-site public art or by providing off-site financial contributions (S106 funding).

Against a context of dwindling off-site S106 funding availability for public art (which will reach 'best before/expiry dates' over the next five years), the Officer's report set out a new way forward, including the new Manifesto for Public Art.

The proposed Manifesto is a public declaration of the City's intentions for public art commissioning and a reminder of the benefits of public art and the achievements so far; it demonstrates the City's commitment to deliver new public art and its support of best practice when commissioning.

Decision of Executive Councillor for Communities

- i. Agreed to release S106 funds currently allocated to the Southern Connections public art commission (see paragraph 3.6 and Appendix B of the Officer's report) for use on future public art projects.
- ii. Approved delegated authority to the Director of Neighbourhoods and Communities, in consultation with the Executive Councillor and Opposition Spokes for Communities and the Chair of the Environment and Community Services Scrutiny Committee to:
 - a. take stock of the progress made on the on-going History Trails 2 project (see Appendix B of the Officer's report) in order to identify next steps and bring the project to a conclusion in 2022/23; and
 - b. review the following proposals (for which S106 funding has been earmarked but not yet allocated) to confirm the funding allocation via the development of the Public Art Commissioning Strategy or

whether release the earmarked funds for future public art projects (see paragraphs 3.6-3.7 and Appendix B of the Officer's report):

1. Travellers & Outsiders public art proposal
 2. Chesterton village sign proposal.
- iii. Agreed to allocate between a further £80,000 to £150,000 of off-site public art S106 'strategic' funds to enable the delivery and/ or future development of the public art installation arising from the "To the River" residency, subject to a constructive public consultation response, planning permission and other necessary consents and confirmation of project affordability within the proposed increased budget range (see paragraph 3.8 of the Officer's report).
- iv. Instructed officers to seek and identify eligible proposals for local public art through the Commissioning Strategy in or near:
- a. Romsey ward, incorporating use of around £32,500 of local S106 funds that need to be contractually committed by autumn 2023; and
 - b. Queen Edith's ward, incorporating use of around £12,500 of local S106 funds that need to be contractually committed by spring 2024.

These proposals would be reported back to this committee for approval of S106 funding allocations later this year. (See paragraphs 3.9-3.11 and Appendix C of the Officer's report.)

- v. Approved the use of the Manifesto for Public Art (Appendix D) and the Public Art Commissioning Strategy principles (see Section 4 of the Officer's report).
- vi. In the context of the new Manifesto for Public Art, instructed officers to:
- a. identify appropriate public art projects to make effective use of existing off-site S106 funds that need to be used between 2025 and 2027;
 - b. develop a Public Art Commissioning Strategy for the City (including possible future projects) which will guide future commissioning principles for the delivery of all public art in the City, whether through Council commission or the planning process and report back to this committee later this year (see paragraph 3.12 of the Officer's report);

- c. explore options for accessing the wider resources required to achieve the Manifesto for Public Art's aims and objectives (see paragraph 5.1 of the Officer's report).

Reason for the Decision

As set out in the Officer's report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

The Committee received a report from the Development Manager (Streets & Open Spaces).

Council Copley made the following comments in response to the report:

- i. Expressed concerns about the benefits of public art listed in the public art consultation.
- ii. Queried if all stakeholder groups had been engaged in the public art consultation process.
- iii. Queried how to measure the public art project outcomes and if the project is delivering against these.

Labour Councillors made the following comments in response to the report:

- i. Were keen to make the most of public art opportunities. Wanted diversity and inclusion as part of the commissioning process.
- ii. Funding came from s106 agreements so its uses were limited compared to general council funding.

The Development Manager (Streets & Open Spaces) said the following in response to Members' questions:

- i. The Officer's report referred to offsite funded projects not on-site ones.
- ii. Feedback had been received on manifesto proposals for public art delivery.
- iii. <https://www.cambridge.gov.uk/to-the-river-project> 'To the river' project. A residency celebrating and promoting the story of the River Cam and its role in shaping the city.
- iv. The council had a legal duty to spend s106 funding in a timely and correct manner.
- v. It was correct that the £290,000 is available to spend after the £150,000 is allocated not £150,000 from £290,000.

Councillors Copley and Porrer requested a roll call vote as per section 46.2 of the constitution on page 143 which reads "Any two members of a committee present and voting on any matter may require the names of the persons voting for, the persons voting against and the persons abstaining to be recorded in the minutes."

Councillors requested a change to the recommendations. Councillor Copley proposed to amend the recommendation in the Officer's report:

- **2.3 Await the response of the public consultation response to the public art installation arising from the "To the River" residency, and defer allocation of off-site public art S106 until the views of residents are known on the proposal, and the consultation is fully reported. This report will then be brought back to a future scrutiny committee with recommendations (see paragraph 3.8).**

and

3.8 Recommendation **2.3 awaits the consultation response before allocation of** further funding for the 'To the River' public art installation. a. The River Cam artist residency was allocated £120,000 of S106 public art funding, as a strategic project, in January 2018. Since 2019, public engagement events have focused on understanding the influence that the River Cam has on Cambridge and its residents and visitors, with a view to providing a permanent work of public art on the River Cam. b. Following extensive engagement during 2018/19, the artist has now developed a proposal for the permanent artwork ('Selvedge'), drawing on the textile industry that existed in Cambridge in 17th century and, specifically, the Cambridge weave, still used in graduation gowns produced today. The proposal is to fix a metal artwork proposed to the existing metal sheet piling at Sheep's Green. c. Public consultation on these proposals took place until mid-March 2022. Planning permission, Environment Agency consent and consent from the Conservators of the River Cam are also required. d. **The consultation response will be reported back to a future scrutiny committee, to then consider what funding to allocate to this project. If the project were to continue as described**, between £80,000 and £150,000 **would** be needed for the artwork in addition to the remaining amount from the original £120,000 budget for the 'To the River' artist residency⁷. Whilst it is hoped that the extra funding required for production may be at the lower end of this range, delivery costs for the final artwork **would have to be** confirmed, due to fluctuating market prices for materials (in the context of both the Coronavirus pandemic

and Brexit). Any of the additional £80,000 to £150,000 allocation not used would be returned to strategic funds for other future projects.

The Committee rejected the recommendation by 5 votes to 3:

- For: Councillors Copley, Payne and Porrer.
- Against: Councillors Ashton, H. Davies, Healy, Sheil and Sweeney.

The Committee resolved by 5 votes to 3 to endorse the (unamended) substantive recommendations as set out in the Officer's report:

- For: Councillors Copley, Payne and Porrer.
- Against: Councillors Ashton, H. Davies, Healy, Sheil and Sweeney.

The Executive Councillor approved the recommendations.

Conflicts of Interest Declared by the Executive Councillor (and any Dispensations Granted)

No conflicts of interest were declared by the Executive Councillor.

22/22/EnC Public Questions - General

Public Questions

The Chair advised she would allocate thirty minutes for public speaking. Questions and answers that could not be covered in this time would still be recorded in the meeting minutes, questions that could not be answered in the meeting would receive a response by email.

Members of the public asked a number of questions, as set out below.

1. Representative from Cambridge City Licensed Taxis Ltd raised the following points:
 - i. This is our proposed fare chart and I would like to add Bicycle charge and Dog charge as £3 each.

Element	Unit	2021	Consult	CCLT
Tariff 1	£	3.15	3.30	3.30
Tariff 2	£	4.15	4.30	4.80
Tariff 3	£	5.15	5.30	6.30
Initial distance	metres	90	90	80
Metered distance	m/20p	170	161	160
Waiting time	secs/20p	38	36	36
Multi Seater	£	3.00	3.00	3.50
Bicycle	£	1.00	1.00	1.50
Soiling charge	£	80.00	80.00	100.00

- ii. It was not mandatory to take dogs or bikes so please allow these charges. The taxi trade had recently experienced a lot of charges eg for installing CCTV and moving to electric vehicles.

The Environmental Health Manager responded:

- i. The current charge for carrying bikes was £1. £3 was too much. The Officer's report suggested £1.50.
- ii. It was unusual for taxis to be required to carry animals, most local authorities did not include a charge in licensing terms (as per the taxi trade's original request), so the City Council recommended no charge.

Supplementary question:

- i. Re-iterated drivers wanted to levy a charge for large domestic animals such as dogs.
- ii. Drivers were reluctant to take bikes in taxis in case they made the vehicles dirty.

The Executive Councillor for Climate Change, Environment and City Centre responded:

- i. Re-iterated charges would not be made for carrying dogs in taxis and £1.50 could be charged for carrying bikes.
- ii. Referred to the Licensing Committee decision 21 March which set charges.

2. Representative from Cambridge City Licensed Taxis Ltd raised the following points:
 - i. The taxi trade suffered in the pandemic. Needed to think how to improve the service to customers without passing increased costs onto customers.
 - ii. The Environmental Health Manager met the taxi trade a few days ago to discuss revised charges. The trade were looking at how to be an accessible and competitive taxi service.

The Environmental Health Manager responded:

- i. It was for the trade to set operating costs not the City Council as the licensing authority.
- ii. There was no reason for taxis to have dual vehicle plates.

Supplementary question:

- i. Hackney Carriage could not charge more than set charge by licensing authority but Hackney Carriages could. They implemented higher surge charges in peak demand and lower at other times. Hackney Carriages would like to do the same.

The Environmental Health Manager responded:

- i. Hackney Carriages could operate as Privat Hire Vehicles.
- ii. The taxi handbook said that vehicles could be licensed by the City Council or South Cambs District Council.

3. Raised the following points:
 - i. Speaking as a Historic Environment Consultant, Cambridge resident and market shopper. On behalf of the CMTA, FECRA, Cambridge Market Community, Friends of Cambridge Market and Living Streets Cambridge for the Open letter, Cllr Healy's response, and my reply this morning to be read into the record as part of the report on this item. I ask for urgent action in relation to the procedural matters raised.
 - ii. The public consultation responses are the closest this project has got to a publicly agreed brief. I call for a comprehensive independent report, as

- has been provided in item 9 for the Public Art Strategy. Fresh eyes are essential to identify the public's wishes and priorities.
- iii. These will be among many competing demands on the limited space available. Yet the report has no feasibility assessment of how competing demands can be reconciled. The Cultural team's initial options report could have been helpful, but it is not in the papers. Why not?
 - iv. I welcome the more strategic approach in section 3, but the list of topical issues is incomplete. Growth pressures and capacity issues are not mentioned, nor are policy initiatives notably the Historic Core Management Plan. Only City Recovery gets detailed coverage in a report which does not look beyond the edges of the Market Square.
 - v. The report says that the City Council is reviewing its assets, but without mentioning its own listed buildings the Guildhall and the Corn Exchange. Any strategic consideration of activities in the city centre must consider the Market Square in conjunction with the Guildhall and Corn Exchange, and in particular their ability to house evening events without disturbance to surrounding occupiers, particularly residents and students overlooking the Square.
 - vi. What if any discussion has there been between officers, councillors, Cambridge BID and owners of properties fronting on the Square, including Caius, Kings and the China Centre among others, to see if their needs and plans fit in with the plans for the Market?
 - vii. When will the Council notice that the 2 oldest secular buildings on Market Hill (including 5 which is listed grade I) urgently need viable use?
 - viii. Yet 2 recent applications for flats at 3-4 Market Hill which would have secured the future of that listed building were scotched by Environmental Health, who consider that even existing market noise would make them uninhabitable.
 - ix. If that is the case for proposed new residential, what is the situation for existing flats and student accommodation? And how could any increase in noisy activity be acceptable?
 - x. None of these issues and interrelationships feature in the report before you, which fails to fully understand both the immediate and the wider strategic context.
 - xi. Any decision needs to be deferred, and a more comprehensive report brought to a future Committee.

The Director of Enterprise and Sustainable Development responded:

- i. The City Council had various assets.
- ii. The Officer's report focussed on the market square and gave a project update.
- iii. Would meet with Great St Mary's in the near future to invite them to the stakeholder steering group as local landowners.
- iv. Noted issues of noise in the market square raised by the public speaker.

Supplementary question:

- i. Expected a report on the public consultation in October 2021. Details in today's report were limited. The public consultation was an opportunity to look at the project brief to ensure it was fit for purpose.

The Executive Councillor for Climate Change, Environment and City Centre responded:

- i. It was normal practice to delegate project implementation to officers.
- ii. Stakeholders and the market traders had been consulted throughout the project.
- iii. A lot of work had been undertaken which led to a delay in reporting details back to committee. Details would be listed on the Council website when available (April 2022 possible).
- iv. The project brief remained unchanged to create a space for a seven-day market to make the best use of space.

The Director of Enterprise and Sustainable Development responded:

- i. Had weekly briefings with the Executive Councillor on the market square project. It was also periodically reviewed with senior officers.
- ii. All key decisions were required to come back to committee for consideration and decision.

The following questions were not asked in committee but are included in the minutes for information.

4. Raised the following points:

- i. Since plans for the market square and our democratic civic space were first vaunted, interested groups and individuals have been asking for an inclusive public consultation on the Market Square project.
- ii. A partial consultation took place last summer.
- iii. It was partial for several reasons:
 - a. A first reason being that the consultation was very sparsely publicised.
 - b. A second reason being that it took the council until almost the end of the consultation to find and bring an example of 'a' demountable stall for the traders and the public to see and assess. I think we all know how that went.
- iv. 90% of responses to the consultation were submitted before the demountable stall was in place. Even then the demountable stall was so hidden that even when people knew it was there, many were not able to find it in amongst the existing active market stalls.
- v. Now we find that this inadequate and greatly flawed consultation is only being very partially reported. We can only wonder why?
- vi. Whilst at the same time wondering why the plan is for these results to be made public only after this meeting ie: after the vote recommending that this project now becomes an officer delegated one?
- vii. The public must be fully involved in proposals for their Market Square, and for our central civic, democratic and public space. A space that includes our central civic building - The Guildhall.
- viii. The recommendation here is for this project to be delegated to officers, the chair of the committee and to spokes. This is the complete opposite of essential democratic engagement and involvement. And there are no guarantees of what public involvement will take place, or when.
- ix. There will be statutory public consultation when a planning application is submitted, but that will not at all afford the public the opportunity of input into deciding what the project will provide, and how it could evolve.
- x. It's vital that the many competing demands on the Market Square are reconciled in a way which gets public approval.
- xi. We need a clear programme setting out how the public will be involved and their views sought throughout this project. This needs to begin with the residents of Cambridge being fully involved in deciding on the brief.

- xii. There is a Stakeholder group being proposed. This is 'what it says on the tin'. A group of solely invited stakeholders. Being brought together entirely under the auspices of the Council.
 - xiii. This proposed group is the antithesis of public engagement. We wonder how this will engage with, or reflect the views of, the interested public? And are clear that such an exclusive 'Stakeholder Group' is the opposite of what is now needed.
5. A representative from Cambridge Market Traders (CMTA) raised the following points:
- i. Firstly, it is good to see a report being delivered, in which there are some very positive points which we wish to embrace, but also where some substantial gaps exist. Some of them are of sufficient concern to possibly require the report to be withdrawn, but also there are some content and points which need to be highlighted.
 - 1. The establishment of a stakeholder group, which includes trader and residents' organizations as well as other council-based partnerships - excellent. *Our question here: can a clear start date for such a group be established, giving a clear timeline and frequency of engagement?*
 - 2. The report does not include a clear report on the public consultation about the market plans (2020 version), there are some comments and passing reference made but no serious presentation of data. A CMTA organized trader survey was conducted and circulated to the Guildhall in Autumn 2020 - to provide focussed and broad-based trader response - so this was clearly known; but it is not mentioned in the report. *When will a full report on the public consultation be presented? This needs to be published as soon as possible to inform both discussions at, and the composition of the stakeholder group.*
 - 3. Traders have been promised a steel-based structure to over-winter in order to see how well it endured, a different stall to the rapidly rusting aluminum-steel structure which was on the market in the summer of 2020. *Why did this not happen?* The National Market Traders Federation (NMTF) has extensive country-wide knowledge of the types of stall, suppliers and issues, and on which types work well under a variety of conditions, this expertise based on 123 years of

operation, is offered to the stakeholders and Guildhall and they would be a useful stakeholder to include.

4. It is clear many other initiatives are taking place in the city centre, from regeneration to feasibility studies, however, the report on the market makes little linkage between those aspects which seem to form part of the council vision. *Can such linkages, and the strategic context be made explicit in an amendment to the report?* (e.g. traffic measures, distribution hubs etc.) as well as details about changes and arrangement for trader storage (fitting into limiting carbon footprint).
5. *Finally, a general point - the report outlines the vision in broad terms, but lacks detail. This has been an ongoing theme in the questions the CMTA tends to pose. Practical detail is key. If an analysis of the public consultation of last year is used to provide such detail, as part of the basic information for a more detailed plan and the proposed stakeholder group acts as a sounding-board on the feasibility of such specific details and broader vision - then as stated above, an excellent start to the re-set.*
6. Pesticide-Free Cambridge raised the following points:
 - i. Further to the last ECSC meeting in January, and the council's formal launch of its Herbicide Reduction Plan (HRP), and Herbicide-Free Streets (HFS) scheme, it concerns us greatly that there has been no mention since that meeting of progress regarding the two-ward herbicide free trials planned to begin in Newnham and Arbury this Spring. We also have heard nothing about the Working Group that was committed to in January nor of the precise wording of the Herbicide-Free Streets adoption scheme or indeed the overall communications strategy for the HRP.
 1. Can we have an update on the two-ward herbicide free trials please? When precisely will these start and what kinds of community consultation are being planned around these?
 2. When will the working group be set up? Who will sit on it, and who will be taking the lead?
 3. On streets that have been adopted as part of the HFS scheme will residents be obliged to remove all weeds, or will some be allowed to flourish if they don't present a trip hazard, in recognition of recent

research that shows that urban weeds can be more important for insect pollinators than planted wildflower meadows?

4. When will the Herbicide-Free streets webpage be made available to inform residents about how they can opt in to the street adoption scheme? We are concerned that it is nearly Spring and this information still hasn't been made available.
 5. Will your online communications make it clear that members of the public should not be using herbicides or any other pesticides on council land, for example insecticidal dusting powder commonly used for ants, on pavements and streets that border private gardens? How can residents report such instances of pesticide-free breaches?
 6. Will the council highlight in its communications the public health dimension of pesticide exposure in addition to its links to biodiversity breakdown so that people better understand the rationale behind the HRP?
 7. Will you post herbicide spraying schedules in advance of spraying or at least at the time it happens, in keeping with commitments made in last July's herbicide-free motion to protect the health of residents and particularly those with existing allergies for whom pesticide-exposure presents additional risks?
 8. Will you at the very least, ensure that schools are pre-warned of herbicide spraying in their vicinity, and will operatives be advised to avoid spraying at school drop-off and collection times (e.g., 8.00-9.30 am, and 2.30-4.00 pm) given childrens' heightened vulnerability to the toxic impacts of chemical exposure?
 9. We were pleased by the response to our question at the last ECSC meeting that herbicide spraying operatives will now be required to wear full PPE as is the law. Can you confirm that this requirement will now be enforced? Can you also explain why it has not been enforced until now?
7. Raised the following points:
- i. Has the city council started any planned herbicide treatments in 2022? If so, which streets?
 - ii. What is the web address of the pages giving dates/streets/wards of planned herbicide treatments? This was promised verbally by Cllr Collis

at the January ECSC and confirmed again as being at a 'very advanced draft stage' at North Area Committee on 28th February. This information is needed so residents can avoid neurotoxic areas.

- iii. How will the 12 streets/small areas for the Herbicide Free Street scheme trial be selected?
 - iv. Where is the webpage for residents to apply to the scheme? How will volunteers be trained and how will the scheme be evaluated?
8. Has any progress been made regarding finding appropriate locations for Gypsy and Traveller transit sites or negotiated stopping places in Cambridge and South Cambs?

The Housing Strategy Policy Team responded:

- i. An Officer Working Group was exploring several issues relating to Gypsies and Travellers, including looking for potential site options and exploring how transit sites and negotiated stopping places have been delivered elsewhere. We are also still awaiting the results of the sub-regional Gypsy & Traveller Accommodation Assessment.
9. Raised the following points:
- i. I note with grave concern the reference to 'recent NHS reforms that have led to the setting up of Integrated Care Systems...' and the further presumption that these will improve health and care in the report to the March 24th Environment and Community Scrutiny Committee. May I point out that these 'reforms' are based on the American model of HMOs, a privatised healthcare system, totally opposed to our publicly funded NHS, still a model for healthcare provision around the world. Meanwhile the current Health and Care Bill, which enshrines the potential for further private control through Integrated Care System (ICS) boards and private collaboratives alongside the effective demise of General Practice as the basis for our public National Health System (90% of patient contact) has NOT YET BEEN PASSED. The government has continued its privatisation by stealth during the pandemic, handing out billions of pounds to private companies for failed provision of PPE and Track and Trace systems, while continuing to underfund the NHS. During the early stages of the pandemic, the government saw fit to allow

tens of thousands of still infectious people to be discharged into care homes resulting in the avoidable deaths of 20,000 people, yet this report to Committee puts forward the view that the 'adaptations' will improve health and care provision. The concerned public (which should be all of us including local government councillors) have yet to see or be consulted on critical issues like the constitution and powers of the ICS.

- ii. Question: On what basis and evidence is the report and recommendations to the Scrutiny Committee on the highly contentious Health and Care Bill been authored in advance of its passage?

The Strategy Officer responded:

- i. The report is concerned with the Councils involvement with the Health and Wellbeing Board and that the preparations for the Integrated Care Partnership and other new local arrangements, such as Integrated Neighbourhoods, are only provided to show how partnership working is likely to develop over the next year and its impact on our involvement in the Health and Wellbeing Board and the emerging care system. Did not think the paper implies support for the proposed new ways of working and only reflects the arrangements being put in place by the CCG and its view about priorities for public health, which pretty much align with the existing priorities of partners.
- ii. The papers that provided this context were provided to the county's Adult and Health Committee on 13 January and were considered as a part of the it's Health Scrutiny role. The papers can be found here: [Council and committee meetings - Cambridgeshire County Council > Meetings \(cmis.uk.com\)](https://cmis.uk.com)

22/23/EnC Proposed Improvements to the Market Square

Matter for Decision

The City Council has been working with stakeholders to consider the potential opportunities for improvement of the Market Square. Stakeholder views raised at scrutiny committee regarding the project in early 2021, alongside the continued impact of the pandemic, offered the Council's team the potential to consider all the evidence and views collated over the past few years and to review the project.

The project team have reviewed the feedback, previous reports and more recent work. There is a groundswell of support for changes to the market square, making it a more accessible, attractive, welcoming, exciting and safe place to visit, shop and gather both during the day and into the evening. Stakeholders want to see the 7 day market continue, but also want the ability to experience other events in the space.

The Officer's report provided an update on the review of the project, the other major projects potentially impacting on, or which may impact on the city centre, and the additional work done to look at the possible options for sustainable improvements to the square to address stakeholder requirements in an effective way whilst recognizing the importance of the surrounding heritage, alongside the needs for a fit-for purpose future.

Decision of Executive Councillor for Climate Change, Environment and City Centre / Deputy Leader

- i. Noted the update on the project status and next steps at section 8.0 for the project workstreams.
- ii. Noted the need to consider the project in line with other key projects including the heat network feasibility study and GCP's Road network hierarchy review and any resulting proposals which may arise before progressing a more detailed scheme proposal, in order to ensure that a strategic approach is taken to the project. This is likely to mean that the development of any scheme, if still feasible, for approval to progress to a planning application will not be finalized until at least 2023.
- iii. Approved the amended vision as proposed in section 4.3 of the Officer's report.
- iv. Delegated authority to the Director, in consultation with Executive Councillor, Chair and Spokes, to continue to develop the project in line with the Corporate Programme Office and project management requirements, and with the Council's formal decision processes. The project will be managed in collaboration with partners leading other major schemes which may have an impact on the outcomes for this project. Formal scheme development, where proposed, will be developed in line with current policy, including on voluntary and statutory consultation, and brought to committee. Future delivery of any approved project will be subject to available funding.
- v. Noted the proposal to set up a liaison group to ensure updates on the project are shared with key stakeholders, with the first meeting of this

group to take place before the next Environment and Community Scrutiny Committee. The Liaison group engagement does not preclude other specific engagement with partners, or replace the relevant voluntary or statutory public consultation processes.

Reason for the Decision

As set out in the Officer's report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

The Committee received a report from the Director of Enterprise and Sustainable Development.

The Director of Enterprise and Sustainable Development said the following in response to Members' questions:

- i. Was liaising with police colleagues on how to improve the safety of the market square area such as lighting for the night time economy. There was a feeling the market square was unfriendly when there was no market present, so officers were looking at ways to mitigate this such as changing market stall orientation to all better CCTV coverage.
- ii. Opposition Spokes would be included in the stakeholders group. Any future decisions on the market square would come back to committee for discussion and debate in public.
- iii. The consultation had been widely promoted. It was up to people in and outside of the city (including tourists) to respond. Over a thousand responses had been received to date, so officers felt the responses represented various views.
- iv. The market square was being improved to facilitate a multi-use area including a seven day market. Officers were not prescribing who could use the area eg agency or independent traders.
- v. There was a lot of concern about material used in the trial demountable stalls so other options were being considered.

The Executive Councillor for Climate Change, Environment and City Centre said the following in response to Members' questions:

- i. Noted some discontent regarding the market square project had been expressed by some traders and members of the public. The project had started well and been supported by traders. The pandemic occurred which forced the closure of the market. This changed the tone of

responses. Misinformation and distrust arose. The Executive Councillor hoped things were in a better position now.

- ii. Traders were updated through regular meetings with officers.

The Director of Enterprise and Sustainable Development amended the recommendations in her report as follows (amendments shown as bold and struck through text):

~~2.1~~ Note the update on the project status and next steps at section 8.0 for the project workstreams.

~~2.2~~ Note the need to consider the project in line with other key projects including the heat network feasibility study and GCP's Road network hierarchy review and any resulting proposals which may arise before progressing a more detailed scheme proposal, in order to ensure that a strategic approach is taken to the project. This is likely to mean that the development of any scheme, if still feasible, for approval to progress to a planning application will not be finalized until at least 2023.

~~2.2~~ ~~2.3~~ Approve the amended vision as proposed in section 4.3.

~~2.3~~ ~~2.4~~ Delegate authority to the Director, in consultation with **Executive Councillor**, Chair and Spokes, to continue to develop the project in line with the Corporate Programme Office and project management requirements, and with the Council's formal decision processes. The project will be managed in collaboration with partners leading other major schemes which may have an impact on the outcomes for this project. Formal scheme development, where proposed, will be developed in line with current policy, including on voluntary and statutory consultation, and brought to committee. Future delivery of any approved project will be subject to available funding.

~~2.4~~ ~~2.5~~ Note the proposal to set up a liaison group to ensure updates on the project are shared with key stakeholders. The Liaison group engagement does not preclude other specific engagement with partners, or replace the relevant voluntary or statutory public consultation processes.

Councillors requested a change to the Officer's recommendations. Councillor Porrer proposed to amend the following recommendations from the Officer's report (amendments shown as bold and struck through text):

- ~~2.3~~ Approve as amended **draft the** vision as proposed in Section 4.3, **subject to a full report on the consultations undertaken so far and further scrutiny at the next ECSC.**
- ~~2.5~~ Note the proposal to set up a liaison group to ensure updates on the project are shared with key stakeholders, **with the first meeting of this group to take place before the next Environment and Community**

Scrutiny Committee. The Liaison group engagement does not preclude other specific engagement with partners, or replace the relevant voluntary or statutory public consultation processes.

The Chair decided that the proposed new recommendations should be voted on and recorded separately:

The Committee rejected recommendation 2.3 by 5 votes to 3.

The Committee accepted recommendation 2.5 by 8 votes to 0.

The Chair decided that the amended recommendations should be voted on and recorded separately:

The Committee resolved by 8 votes to 0 to endorse recommendation 2.1 as amended.

The Committee resolved by 8 votes to 0 to endorse recommendation 2.2 as amended.

The Committee resolved by 5 votes to 0 to endorse recommendation 2.3 as amended.

The Committee resolved by 8 votes to 0 to endorse recommendation 2.4 as amended.

The Committee resolved by 8 votes to 0 to endorse recommendation 2.5 as amended.

The Deputy Leader approved the recommendations.

Conflicts of Interest Declared by the Executive Councillor (and any Dispensations Granted)

No conflicts of interest were declared by the Executive Councillor or Deputy Leader.

22/24/EnC Asset Management and Decarbonisation Plan Progress Report

Matter for Decision

The Council has commissioned surveys of corporate buildings, prioritising those with gas boilers, to start to develop a programme to incorporate the

decarbonisation of these buildings by 2030 within a planned maintenance programme. This report provides a progress update and the next steps.

Decision of Executive Councillor for Climate Change, Environment and City Centre / Deputy Leader

Noted the contents of the report.

Reason for the Decision

As set out in the Officer's report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

The Committee received a report from the Asset Manager.

The Asset Manager said the following in response to Members' questions:

- i. The intention was not to replace existing gas boilers with new gas ones, but to use alternative heating systems such as air source heat pumps.
- ii. Where gas boilers should have been replaced in 2021, they would be repaired and maintained until suitable non-gas alternatives could be installed.

The Committee resolved by 8 votes to 0 to endorse the recommendation.

The Deputy Leader approved the recommendation.

Conflicts of Interest Declared by the Executive Councillor (and any Dispensations Granted)

No conflicts of interest were declared by the Deputy Leader or Executive Councillor.

22/25/EnC Hackney Carriage Table of Fares

Matter for Decision

Section 65 of the Local Government (Miscellaneous Provisions) Act 1976 provides that in respect of the charges for Hackney Carriages, the Council "may fix the rates or fares within the district as well for time as distance, and all other charges in connection with the hire of a vehicle...by means of a table".

The existing Table of Fares came into effect on the 1st April 2021 and is attached to the Officer's report as Appendix A.

In previous years amendments to Table of Fares was completed on an ad hoc basis. However, in January 2019, Executive Councillor agreed for consultations to take place in early March each year with the adaptation of fares coming into effect on 1st April.

Decision of Executive Councillor for Climate Change, Environment and City Centre / Deputy Leader

- i. Considered and agreed the amended Hackney Carriage Tables of fares as seen on Appendix B which incorporates requested amendments, which have been considered by Environmental Health Manager;
 - 1.1.1.1. Change from “For each subsequent 176 yards (161 metres) or part thereof” to “For each subsequent 175 yards (160 metres) or part thereof”;
 - 1.1.1.2. Amend extra charges to the following;
 - 5 or more passengers travelling in the vehicle - £3.50
 - Bicycles - £1.50
 - Vehicle unfit to continue working (soiling) - £100
 - 1.1.1.3. Include but amend the Fuel Surcharge, under Extra Changes. Amendment is as followed:

“£0.40 Fuel Surcharge (only applicable if the national retail price of diesel, as published by the Department for Business, Energy & Industrial Strategy , has exceeded 179.9p per litre since 1 April 2022)

**There will be a separate notice in this vehicle if this extra charge is payable.”
 - 1.1.1.4. Extra Fuel Charge will only be applicable during dates fuel exceeds 179.9p per litre, as published weekly by the Department for Business, Energy & Industrial Strategy up until the next fuel publication detailing that fuel charge has fallen back and no longer exceeds 179.9 per litre. Trade will be made aware via e-mail.

Reason for the Decision

As set out in the Officer’s report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

The Committee received a report from the Environmental Health Manager.

The Environmental Health Manager updated recommendations in her original report by referring to the published amendment (amendments shown as bold text):

The Executive Councillor is recommended to:

1.1.2. Consider and agree the amended Hackney Carriage Tables of fares as seen on Appendix B which incorporates requested amendments, which have been considered by Environmental Health Manager;

1.1.2.1. Change from “For each subsequent 176 yards (161 metres) or part thereof” to “For each subsequent 175 yards (160 metres) or part thereof”;

1.1.2.2. Amend extra charges to the following;

- 5 or more passengers travelling in the vehicle - £3.50
- Bicycles - £1.50
- Vehicle unfit to continue working (soiling) - £100

1.1.2.3. Include but amend the Fuel Surcharge, under Extra Changes. Amendment is as followed:

“£0.40 Fuel Surcharge (only applicable if the national retail price of diesel, as published by the Department for Business, Energy & Industrial Strategy , has exceeded 179.9p per litre since 1 April 2022)

**There will be a separate notice in this vehicle if this extra charge is payable.”

1.1.2.4. Extra Fuel Charge will only be applicable during dates fuel exceeds 179.9p per litre, as published weekly by the Department for Business, Energy & Industrial

Strategy up until the next fuel publication detailing that fuel charge has fallen back and no longer exceeds 179.9 per litre. Trade will be made aware via e-mail.

The Committee resolved by 8 votes to 0 to endorse the recommendations.

The Deputy Leader approved the recommendations.

Conflicts of Interest Declared by the Executive Councillor (and any Dispensations Granted)

No conflicts of interest were declared by the Deputy Leader.

22/26/EnC Review of PSPOs

Matter for Decision

The Anti-social Behaviour, Crime and Policing Act 2014 (“2014 Act”) gives the Council powers to make Public Space Protection Orders (PSPOs).

The Council has two PSPOs due to lapse in 2022. These are:

- i. The Cambridge City Council Mill Road Cemetery, Petersfield Green and the front garden at Ditchburn Place, Cambridge Public Spaces Protection Order 2016, and
- ii. The Public Spaces Protection Order (Touting) 2016.

Before the orders lapse a decision must be made to either extend the period of the orders for up to three years, to vary or to discharge the orders. All three decisions will require action by Cambridge City Council.

A consultation on which decision to take has been conducted with the Police and Crime Commissioner, the local policing body, relevant community representatives, ward councillors and the owner/occupier of land the PSPOs cover. Over 92% of respondents supported the extension of the orders.

Whilst reported incidents of prohibited behaviours have significantly decreased, community groups and councillors remained concerned about anti-social behaviour re-occurring without the PSPOs in place.

Decision of Executive Councillor for Open Spaces, Sustainable Food and Community Wellbeing

- i. Approved extending both PSPOs for a period of 12 months on the grounds of:
 - a. Consultation feedback highlighting concerns about anti-social behaviour (ASB) re-occurring if the orders were discharged and evidence of lower levels of prohibited behaviours.
 - b. The impact of Covid-19 on social life in the areas concerned and the potential that behaviour and anti-social behaviour may resume now that restrictions have been lifted.
 - c. The need to address the disparity between low reporting to the Council and Police and ongoing community concerns about prohibited behaviours.
- ii. Noted that, if approved, the extension period would be used to assess if there is further evidence to warrant a 3-year extension, variation or discharge of either or both of the PSPOs.

Reason for the Decision

As set out in the Officer's report.

Any Alternative Options Considered and Rejected

Not applicable.

Scrutiny Considerations

The Committee received a report from the Community Safety Manager.

The Community Safety Manager said the following in response to Members' questions:

- i. People could report anti-social behaviour to the City Council anti-social behaviour team if they did not feel comfortable contacting the police.
- ii. As covid restrictions were lifting, the City Council was liaising with residents as people anticipated that levels of anti-social behaviour could rise.

The Committee resolved by 8 votes to 0 to endorse the recommendations.

The Executive Councillor approved the recommendations.

Conflicts of Interest Declared by the Executive Councillor (and any Dispensations Granted)

No conflicts of interest were declared by the Executive Councillor.

The meeting ended at 10.25 pm

CHAIR

SINGLE EQUALITY SCHEME ANNUAL REPORT 2021/22

**To:**

Councillor Mairead Healy, Executive Councillor for Equalities, Anti-Poverty and Well-being
Environment & Community Scrutiny Committee 30/06/2022

Report by:

Kate Yerbury, Equality and Anti-Poverty Officer
Tel: 01223 457046 Email: kate.yerbury@cambridge.gov.uk

Wards affected:

All

1. Executive Summary

- 1.1 The current Single Equality Scheme (SES) covers the period from 2021 to 2024. The council produced the SES in order to set equality objectives and therefore to ensure transparency and assist in the performance of its 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 out in the SES for 2021/22. It also proposes some new actions for delivery during 2022/23 under the Scheme's objectives.

2. Recommendations

- 2.1 The Executive Councillor is recommended to:

1. Note the progress in delivering equalities actions during 2021/22.
2. Approve the new actions proposed for delivery during 2022/23 (see point 3.5).

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 2021 to 31 March 2024. The scheme was approved by the Executive Councillor for Communities at the Environment and Community Scrutiny Committee on 7 October 2021 .
- 3.3 The SES identifies 5 objectives for the Council's work on equalities issues. The objectives are:
- To further increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively
 - To continue to work to improve access to and take up of council services from all residents and communities
 - 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
 - To tackle discrimination, harassment and victimization and ensure that people from different backgrounds living in the city continue to get on well together
 - To ensure that the City Council's employment and procurement policies are non-discriminatory and work towards a more representative workforce within city council.
- 3.4 The Appendix to the report provides detailed updates on all the actions included in the SES 2021-24.
- 3.5 In addition to the actions already included in the Single Equality Scheme, Council services have identified the following additional actions for delivery during 2022/23:
- Supporting Cambridgeshire County Council in their older people and physical and learning disability accommodation needs assessment.
 - Exploring potential temporary and/or permanent accommodation options for Gypsy, Roma and Traveller communities; and using the

results of the Gypsy and Traveller Accommodation Needs assessment currently under way, along with other evidence, to inform whether sites and/ or places for temporary stopping are needed locally for these communities.

- Developing social and digital inclusion and intergenerational opportunities across sheltered housing schemes.
- Carrying out the second phase of a review of the Council's Community Grants, aiming to encourage more applications from minority groups by simplifying the process with a lighter touch application process.
- As part of the Region of Learning project, developing digital badges as micro-credentials that can be awarded to young people as evidence of skills, competencies, interests, and abilities that are outside of formal education; and forging partnerships with employers and businesses to recognise digital badges as part of their inclusive recruitment practices
- Improving wheelchair accessibility for taxis by working with taxi providers to implement Section 165 to Section 167 of the Equality Act and ensure that taxis are honouring bookings and providing adequate support to those with disabilities.
- Developing and expanding existing physical activity programs for targeted groups, including activities specifically aimed at improving mental health and well-being, women and girls, young people, families, adults with long term medical conditions and strength and balance activities for the 50–65-year age group. We will aim to ensure that all activities are inclusive and accessible to minority ethnic groups.

4. Implications

a) Financial Implications

Page: 3

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 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 action plan will primarily be delivered as part of the core responsibilities of staff within the relevant services

c) Equality and Poverty Implications

No Equality Impact Assessment (EqIA) has been carried out for SES itself or this annual report. The SES 2021-24 forms the framework for the council's work to challenge discrimination and promote equal opportunities in all aspects of its work.

d) Net Zero Carbon, Climate Change and Environmental Implications

The actions that have been identified for 2021-24 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:

- Continue to monitor standards of work related to the Domestic Abuse Housing Alliance (DAHA), including:
 - Ensuring the council's compliance with the Domestic Abuse Act
 - Preparing for the DAHA re-accreditation process in December 2022.
 - Using intelligence from Cambridgeshire County Council's Domestic Abuse and Sexual Violence Partnership Needs Assessment on safe accommodation services across

Cambridgeshire to identify gaps in support that Cambridge City Council may help address.

- Engagement in the White Ribbon campaign.
- Continue to work with partners in the Community Safety Partnership (CSP) to improve public safety and raise concerns of people with protected characteristics. The Partnership's priorities for 2021/22 will continue to relate to safeguarding young people against violence and exploitation and listening to community needs and responding together to reduce harm.
- As part of Cambridge's Purple Flag reaccreditation work with Cambridge BID and other partners to reduce crime and anti-social behaviour and increase perceptions of safety at night by:
 - installing CCTV in taxis
 - resurrecting the Ask for Angela campaign
 - participating in any other initiatives helping people be safe in the city as behaviours and perceptions of safety have since the pandemic.
- Help increase night-time safety by upgrading over 700 streetlamps and columns on Council-owned housing estates to more reliable LED lighting and numbering and label all our lights so that customers can easily report faults.

5. Consultation and communication considerations

Consultation took place on the Single Equality Scheme 2021 – 2024. 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

6. Appendices

Appendix A – Progress on actions (updates May 2022)

7. Inspection of papers

To inspect the background papers or if you have a query on the report please contact Kate Yerbury, Equality and Anti-Poverty Officer
Tel: 01223 457046 Email: kate.yerbury@cambridge.gov.uk

Progress on actions of the Single Equality Scheme (2021-2024)

Details of actions for the first year of the Single Equality Scheme (2021/22) 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. Here are the page numbers for the updates per objective:

Contents

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.....Page 2

Objective Two: To continue to work to improve access to and take-up of Council services from all residents and communities.....Page 7

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.....Page 9

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.....Page 18

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.....Page 21

Objective one: 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

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>Improve our understanding of the need for wheelchair accessible housing, and ensure the right processes are in place to maximise supply, ensure potential applicants are aware of the housing options available to them and improve access to accessible homes for people who need them.</p>	<p>Processes have been improved and officers are now working proactively with Cambridgeshire County Council to help identify and meet the needs of individuals who need wheelchair accessible accommodation. Further work is to be carried out with the County Council to understand the longer term need for wheelchair accessible housing.</p>
<p>Work with Future Parks Accelerator and local public sector and voluntary and community sector partners to identify new, innovative and collaborative ways to use parks and open spaces to help support people’s health and wellbeing.</p>	<p>The Stakeholder Engagement and Volunteering Workstreams of the Future Parks Accelerator project have been effective and have developed a shared vision. This has led directly to the development of the Open Spaces Forum, which is now up and running and providing a platform for networking for community and voluntary groups and individuals working to improve Cambridgeshire and Peterborough’s parks and open spaces. The function of the Open Spaces Forum is underpinned by an agreed operating model and packages of support to build skills and capacity have been developed.</p>
<p>Run a Dementia Friends session open to all staff of frontline Council services to create a better understanding of the experiences of people with dementia, and their carers, and how to support them.</p>	<p>There was not capacity to run the Dementia Friends training in 2021/22 because the Council Officer trained by The Alzheimer’s Society to deliver Dementia Friends training was seconded to another role in the Council’s Transformation team in February 2022.</p>

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>Provide Gypsy, Roma and Traveller Cultural Awareness training for staff to broaden their awareness of Gypsy, Roma and Traveller cultures and how to support people from these communities by making their services more inclusive.</p>	<p>Gypsy, Roma and Traveller Cultural Awareness training was provided by Friends, Families and Traveller for Councillors in December 2021 and 21 attended. A session was provided for staff on 24th February 2022 and 26 attended.</p>
<p>Continue to work with 7 other local authorities to complete an assessment of the accommodation needs of Gypsies, Travellers, Travelling Showmen and Barge Travellers and other caravan and houseboat dwellers to inform the new Greater Cambridge Local Plan.</p>	<p>An officer working group has been established to explore options for meeting the needs of Gypsy/Roma/Traveller communities.</p> <p>There have been some delays to work on the accommodation needs assessment and it is still ongoing. The research was initially delayed because of the Covid-19 pandemic, but a draft report has recently been received and the project team is now working with the consultants to assess the quality of the data.</p>
<p>Continue the Council's work to address period poverty. In 2020/21 this will include:</p> <ul style="list-style-type: none"> -Undertaking research into the current need for free sanitary provision following Covid19 lockdowns, including what other public sector and voluntary and community sector partners have been providing. -Launching a local social media campaign to receive donations to help tackle period poverty. -Exploring the potential of using Lion Yard and Drummer Street public toilets as donation and collection points for sanitary provision. 	<p>A working group has been established to promote period poverty and research what is being delivered locally already. During summer 2021, the Council ran a campaign to make sanitary products available to young people during the school holidays.</p>

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>Seek the views of female rough sleepers as to their experience of homelessness and local service provision. Informed by this, consider any actions to ensure that the needs of homeless women are met.</p>	<p>No formal consultation has taken place with female rough sleepers yet. However, analysis of information from the recent provision of emergency winter accommodation shows that 1 in 5 of the rough sleepers accommodated were women. This contrasts with our counts of rough sleepers in which women are typically represented in the ratio of 1:10.</p>
<p>Continue to use Equality Impact Assessments (EqIAs) to ensure that the Council considers the needs of different communities in the city and how new policies or plans meet these needs and our Public Sector Equality Duty obligations. Action will include:</p> <ul style="list-style-type: none"> -Supporting Council services to complete EqIAs -Helping services to consider the impacts of policies or plans on groups of people with more than one protected characteristic which combine to create greater discrimination and inequality (intersectionality). -Provide training for Council services on how to undertake EqIAs. 	<p>In 2021/22, services produced 26 EqIAs with support from the Equality & Anti-Poverty Officer and Strategy & Partnerships Manager. A new section in the template EqIA form was developed asking services to consider impacts relating to intersectionality. The EqIA training was updated to reflect this change to the form and better support services to understand intersectionality, and members of the Joint Equalities Group (JEG) received training about the change to the form. (JEG is an officer group that meets regularly to develop, deliver, and oversee the council's equalities and diversity programme.) A training session on how to undertake EqIAs was delivered on 7th September</p>
<p>Organise bi-annual meetings of the Equalities Panel to discuss the Council's equalities progress and support Council-led initiatives that play a role in the promotion of equalities and diversity. Explore the potential of expanding the remit and/ or membership of the Equalities Panel to identify further opportunities for collaboration with</p>	<p>The Equalities Panel met twice during 2021/22, on 6 July 2021 and 11 January 2022. The Panel considered a number of items at these meetings, including items on issues relating directly to the Council's work, including the Council's Single Equality Scheme, equality in the Council's workforce and recruitment, and a review of the Council's customer services operations. The Panel also</p>

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>partners to tackle discrimination and promote equality in the city.</p>	<p>considered items on collaborative and partnership activity on equality issues, including the Cambridgeshire and Peterborough Region of Learning project and work on the Cambridge Purple Flag status and safety in the night-time economy by Cambridge BID and Cambac. The next meeting of the Panel is scheduled for 5th July 2022.</p>
<p>Support and encourage other organizations to promote equality and tackle discrimination, including by promoting the Equality Pledge and providing opportunities to organizations signed up to the Pledge to share good practice.</p>	<p>Cambridge City Council has been working with South Cambridgeshire District Council (SCDC) to promote the Equality Pledge. Quarterly meetings have been set up with signatories of the Pledge to share good practice and seek feedback from one another on equality and diversity related work. A bi-annual newsletter has been initiated on activities that promote equality and tackle discrimination which signatories have been engaged in. SCDC and Cambridge City Council jointly hosted a webinar for businesses on 26th January (with 20 attendees) on how they can make Cambridgeshire safer and more inclusive, partly by becoming signatories of the Pledge.</p>
<p>Trial the use of the Low-Income Family Tracker (LIFT) system to help identify low-income households that may need support from Council services (such as by assisting with homelessness prevention or ensuring households claim benefits they are entitled to).</p>	<p>The implementation of the Low-Income Family Tracker (LIFT) system has been delayed as a result of ongoing discussions with HMRC regarding the legal position on re-using Government data for the purpose of identifying households that may need support from Council services.</p>

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>Provide two Transgender Awareness training sessions for staff and a Transgender Awareness briefing session for Councillors to create a greater understanding of the experiences of trans and gender variant people and increase staff and Councillors' confidence to support them effectively.</p>	<p>A total of 29 staff attended 2 transgender awareness training sessions on 21st October 2021 and 27th January 2022. A total of 24 Councillors attended a briefing on Safer Spaces on 21 October and a training session on Transgender Awareness on 24 January 22.</p>
<p>Identify opportunities to hear from and increase our understanding of the needs of people from different equality groups and use this information to identify opportunities to improve our service provision and to influence and facilitate partners to tackle discrimination and disadvantage. In 2020/21 this will involve:</p> <ul style="list-style-type: none"> -Supporting the Encompass Network to undertake a community needs assessment of LGBTQ+ people in Cambridgeshire, including needs related to wellbeing and community engagement. -Collaborating with Cambridge Ethnic Community Forum to undertake research into the needs of diverse ethnic communities in the city, including those experiencing poverty which has been exacerbated by the Covid-19 pandemic. 	<p>Encompass Network completed the LGBTQ+ Needs Assessment and shared the initial findings with the City Council and South Cambridgeshire District Council in February 2022.</p> <p>Cambridge Ethnic Community Forum has completed the research into the needs of diverse ethnic communities in the city and the results are expected imminently.</p> <p>During 2022/23 the Council will work with voluntary and community groups to carry out Inclusion and Engagement surveys focusing on the needs of disabled persons and women in Cambridge.</p>

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

In the Single Equality Scheme for 2021-24 we aimed to:	In the first year we:
<p>Help improve digital inclusion of older residents in the council's sheltered housing scheme by:</p> <ul style="list-style-type: none"> -Exploring the feasibility of a project to work with the Cambridge Digital Partnership to install donated/refurbished desktop computers in the Council's 13 sheltered housing schemes. -Supporting sheltered housing scheme staff to improve their digital skills, so they can deliver enhanced support to older and more vulnerable customers to utilise digital support channels. 	<p>The Council is working with Cambridge Online and 3C ICT to install donated computers into each sheltered housing scheme. The first 2 computers are due to be installed in Ditchburn Place and Talbot House in the coming weeks.</p> <p>Resource booths will be set up at each scheme to support tenants to utilise digital support and Council staff continue to be supported to develop digital skills and knowledge.</p>
<p>Provide training for Council staff on best practice in supporting service users with mental health problems, including running two Mental Health Awareness training sessions, two Mental Health First Response training sessions and a STOP Suicide workshop.</p>	<p>A Mental Health Awareness training sessions for staff was delivered in June 2021, but the second training session in September 2021 was cancelled due to low numbers of attendees. Further training sessions will be scheduled during the 2021/22 financial year.</p>
<p>Build 500 new homes that can be adapted to become wheelchair accessible and 25 new homes (5% of the 500) that are wheelchair accessible from the outset by 2024.</p>	<p>During 2021/22 66 new Council homes for rental were completed and a further 159 more affordable homes were approved to be built as part of the Council's affordable housing programme. These homes will bring the cumulative total for the programme to 550 homes. All homes will be adaptable and 27 will be wheelchair accessible.</p>

<p>Develop strong working relationships with mental health services and Social Care Services in Cambridge City so that:</p> <ul style="list-style-type: none"> · All Housing Services staff that liaise with mental health or social care services have a better understanding of the services including when and how to access them. · Clear partnership arrangements (possibly in the form of working protocols) are established between the City Council's Housing Services and mental health services and Cambridgeshire County Council's Social Care services. 	<p>The Council's Housing Advice service staff that liaise with mental health or social care services have received training on the Mental Health Acts. A protocol for dealing with homeless people aged under 18 has been put in place between the City Council's Housing Services, mental health services and Cambridgeshire County Council's Social Care services, but work is needed to develop a similar protocol for homeless adults.</p>
<p>Continue to monitor coronavirus cases and uptake of vaccinations amongst different equality groups and work with communities and public sector partners to help address any associated health inequalities.</p>	<p>An Equality Impact Assessment was undertaken on the Council's work to encourage vaccination uptake. The EqiA noted lower vaccination uptake in some ethnic groups and lower income communities and potential barriers to accessing vaccination centres for older people and disabled people.</p>
<p>In implementing the new 'digital first' customer services model, ensure that vulnerable people are provided with opportunities to have face-to-face appointments when seeking support from the council. To help make sure vulnerable people get support they need:</p> <ul style="list-style-type: none"> · Continue to develop ongoing training for Customer Service centre staff to help them identify people who are vulnerable and who may benefit from this support. 	<p>Customer Service Advisors have received training on supporting vulnerable people as part of the Council's corporate training programme and additional targeted training.</p> <p>Work is ongoing to identify the best way to gather data on the diversity of customers using our services and to inform an approach to supporting all residents effectively.</p> <p>Customer Service Advisors have been set an objective to respond to customer comments and explore their experiences of contacting the Council, logging these for review and to inform improvements.</p>

<ul style="list-style-type: none"> Work with voluntary and community sector groups supporting equality groups and vulnerable individuals. Identify new ways to seek feedback on customers' experience of seeking help from the Council and identify practical ways the council can improve customers' experiences. 	<p>An email survey has been used to establish why customers use particular contact channel to reach the Council.</p>
<p>Working with Care Network and Caring Together to explore opportunities for frontline Council services to support people who are carers in Cambridge.</p>	<p>Two Carer Awareness sessions have been provided for managers and 10 people attended on 6th September and 20 on 25th January. The sessions helped raise awareness about issues experienced by carers and support that the Council can help signpost carers to.</p>
<p>Continue to provide an interpretation and translation service to ensure that language barriers do not prevent people from accessing Council services and continue to provide a British Sign Language interpretation service for Deaf people who need to contact our Customer Service Contact Centre.</p>	<p>The Council continued to provide an interpretation and translation service to support people contacting the Council. During 2021/22 there were 104 interpretation sessions (44 face-to-face, 50 by telephone and 10 by video) and 24 document translations. The 10 most requested languages for translation or interpretation were: Polish, Arabic, Bulgarian, Bengali, Turkish, Mandarin, Albanian, Russian, Urdu and Spanish.</p>

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

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>Plan a series of 'Make a Difference Days' in which children aged 9-14 will be given</p>	<p>Due to Covid restrictions it was not possible to deliver the 'Make a Difference' (MAD) days during 2021/22. The first events were held in the Easter holidays in</p>

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>the opportunity to ‘make a difference’ to their local community.</p>	<p>2022 (well-being themed activities in two locations), and there are further MAD days planned for May half term and the summer holidays. The next activities will be themed around community safety.</p>
<p>Develop a City-wide Youth Panel for children aged 10-16 to empower young people, help them to develop skills and work towards the changes that they would like to happen in Cambridge.</p>	<p>The City-wide Youth Panel is being developed in partnership with Cambridgeshire County Council and is part of the objectives for the City Council’s Community Services in 2022/23.</p>
<p>Provide a mixture of online and face to face open access play activities for children, young people, and their families in local neighbourhoods (including low-income neighbourhoods) across Cambridge.</p>	<p>Open access play sessions for children and young people were held where Covid restrictions allowed across the year, in different venues and online. From April 2021-December 2021 a total of 319 sessions were held, with 5,811 attendances at these sessions.</p>
<p>Provide four Kickstart placements for young people aged 16 to 24, who are receiving Universal Credit, which will focus on gaining experience, skills and contacts in the arts and cultural sector.</p>	<p>Cambridge City Council’s Arts Development Team was a partner in the Kickstart East Anglia Consortium of Creative and Cultural Organisations delivering Kickstart placements in the East of England. Since April 2021, a total of 34 employers delivered 84 placements. The city council offered 2 placements, each for 6 months in duration, within City Events and Arts Development. One is complete, whilst another is due to end in June 2022.</p>
<p>Work with the Social Mobility Business Partnership to deliver a ‘Work Insight & Skills Week’ for around 30 young people from low-economic backgrounds in years 11 and 12, introducing local creative</p>	<p>After 2 cancelled attempts to deliver a virtual programme in 2021, planning is in place for a Social Mobility Business Partnership (SMBP) Work Skills and Insight Week to take place, in person</p>

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>industries and useful contacts for future employment opportunities.</p>	<p>from 18-22 July 2022. The cultural partners so far confirmed are University of Cambridge Museums, Cambridge City Events, and Cambridge Film Festival and there is strong interest from Long Road School, and Cambridge Regional College. Registration for the programme is now open until the end of May.</p>
<p>Work with Form the Future to explore the feasibility of developing a Creative Industries Apprenticeship Training Agency, which would provide an apprenticeship opportunity across a number of smaller creative businesses.</p>	<p>With partnership investment support from Festival Bridge, Form the Future led this piece of research and have delivered a draft report. It is anticipated that the completed report will be submitted by June 2022.</p>
<p>Implement and deliver the next stage of the Cambridgeshire and Peterborough Region of Learning project to help increase young people's cultural engagement and help young people to acquire skills for future learning and career opportunities. The Council will:</p> <ul style="list-style-type: none"> · Develop and scale-up the digital infrastructure of the scheme; · Repurpose the existing library card as a 'smart' universal passport to learning; · Deliver a pilot to a minimum of 1,070 young people from disadvantaged backgrounds; · Provide basic skills training, career guidance, transferable skills assessment, access to additional learning, work experience, mentoring and employment. 	<p>During 2021/22 the project has:</p> <ul style="list-style-type: none"> ○ Reached 55 young people aged 15 to 24 years in Cambridge in 2021/22 who are economically inactive, at risk of NEET, or are employed ○ Partnered with 10 organisations developing pathways for young people, including the NHS to improve awareness and access to services and activities that improve mental and physical health outcomes. ○ Developed the Ignite programme with partners Shift Momentum to support young people from low-income backgrounds to develop pathways to self-employment and business. ○ Partnered with 32 learning providers to start developing digital micro-credentials and pathways to local learning and skills provision to improve essential skills, knowledge and employability.

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
	<ul style="list-style-type: none"> ○ Worked with Jobcentre Plus to engage young people who are receiving benefits to join and benefit from taking part in the programme, which has so far supported 21 young people who were unemployed. ○ Approached 33 businesses and employers, or providers work experience to improve access to entry level roles and opportunities.
<p>Ensure that tender specifications for new play equipment continue to stipulate that equipment is inclusive for children with a range of abilities, including for three projects being delivered in 2021/22 at Holbrook Road, Arbury Court and Robert May Close.</p>	<p>The tender specifications for new play equipment in Holbrook Road, Arbury Court and Robert May Close stipulated that equipment is inclusive for children with a range of abilities and the schemes were delivered by March 2022.</p>
<p>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 help the schemes to run their own social clubs, activities, and events.</p>	<p>The Council continued to manage all 13 sheltered housing schemes, supporting those living within them to maintain their independence. As the Covid guidance has relaxed, the Council has reinstated tenant social activities and events, and supported those whose social clubs were no longer viable to re-start them. We have re-opened Lichfield Community Hall, which is now fully booked with tenants and other local groups using the hall to run activities.</p>
<p>Organise visits from a local school to Ditchburn Place sheltered housing scheme and explore opportunities to extend this intergenerational project to other schools and sheltered housing schemes across the city.</p>	<p>There are 3 new student volunteers at Ditchburn Place who visit weekly to run activities with the tenants. There have been difficulties engaging with local schools and youth groups and feedback suggests that this is largely down to their priorities over the year being more</p>

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
	<p>focused on core activities and Covid recovery. The Council will continue to develop the integrational work during 2022/23.</p>
<p>Re-establish the Community Hub at Mansel Court (when coronavirus restrictions allow for this) and set up new hubs at schemes identified across the city.</p>	<p>Due to resource issues the Community Hub at Mansel Court has not been delivered, but it is planned for delivery during 2022/23.</p>
<p>Continue to provide the Shopmobility service at the Grand Arcade and Grafton East carparks to support disabled people to access the city.</p>	<p>The Council has continued to provide the Shopmobility service at the Grand Arcade and Grafton East carparks to support disabled people to access the city. The service had 3,266 users in 2021/22.</p>
<p>Promote the Council’s exercise referral programme (which provides doctors referrals to gym, sports centres and other physical activities) to inactive people whose medical conditions would benefit from guided exercise.</p>	<p>The exercise referral programme was initially suspended during the pandemic to new referrals. The Covid restrictions eased from May 2021 onwards, with the service returning to near normal from October 2021. During 2021/22, the service has enrolled 143 new referrals.</p> <p>A number of steps have been taken to promote the scheme. The referral form has been updated and is now available through the GP Management system, SystemOne. The City Council webpages have been re-designed to make them more user-friendly, and the service has been actively promoted on social media groups and channels, local newsletters, medical practices and City Council publications throughout the year.</p>
<p>Explore the feasibility of including Changing Places provision when redeveloping existing toilets to provide</p>	<p>Business cases for the redevelopment of a number of sites are being developed. In March 2022, the Council was awarded</p>

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>the highest accessibility standards possible within building dimensions and constraints.</p>	<p>£200,000 funding from government for Changing Places toilets at Drummer Street toilets and Cherry Hinton Hall. The Council is also exploring the possibility of a further Changing Places toilet at Lion Yard, the busiest toilet facility in the city.</p>
<p>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.</p>	<p>The Council continues to provide a Tenancy Sustainment Service at CCC. In 2021/22 the service provided support to 29 individuals in City Council housing and those placed into temporary accommodation as a result of homelessness who were experiencing low to high levels of mental health issues. The new Tenancy Sustainment Service Policy will be completed in 2022/23.</p>
<p>Continue to provide 17 units of move-on accommodation for people receiving support under the Cambridgeshire and Peterborough NHS Foundation Trust's mental health team to help them move onto living independent living.</p>	<p>The Council continues to provide 17 supported units of move-on accommodation. The City Council are continuing to let units to those eligible, in partnership with Cambridgeshire County Council, the Cambridgeshire and Peterborough NHS Foundation Trust and the support provider Sanctuary Housing. During 2021/22, there have been 6 successful move-ons to independent accommodation for individuals previously housed in these units. Currently the City Council are working with Cambridgeshire County Council (Adult Autism Team and the Learning Disability Partnership) to explore the possibilities of meeting the housing needs of differing client groups in those mental health issues.</p>
<p>Continue to hold Disability Panel meetings to monitor planning applications</p>	<p>The Disabled Citizens Panel is currently suspended, but the Council is holding a</p>

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>relevant to disabled people, focussing particularly on large housing developments, infrastructure, the public realm and public buildings in the Greater Cambridge area.</p>	<p>planning meeting in May to reorganise and renew the Panel.</p>
<p>Ensure that all City Council buildings are breastfeeding-friendly and encourage other employers and venues to do the same.</p>	<p>During 2021/22 3 Council-owned Community Centres (Brown's Field Youth and Community Centre, Clay Farm Centre and Akeman Community Centre) were added to the Breastfeeding Network. In 2022/23, the Council will work towards other buildings joining the Scheme.</p>
<p>Support CB Mentoring to set up a mentoring project for young people from Black communities in Cambridgeshire.</p>	<p>Officers have contacted CB Mentoring and offered ongoing support to the group.</p>
<p>Support and help coordinate Gypsy, Roma and Traveller History Month activities, which will be marked on the Capturing Cambridge website this year as a result of public health restrictions relating to the coronavirus pandemic.</p>	<p>A number of projects have been taken forward including:</p> <ul style="list-style-type: none"> • Scoping a Gypsy, Roma and Traveller Heritage project and applying for funding. • Seeking support for a public art project. • Exploring opportunities for history sessions in schools to teach about Gypsy, Roma and Traveller history, the Roma and Sinti holocaust • Organising an event at the Corn Exchange and arranging to have a presence at Midsummer fair to include local heritage and crafts.

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>Finalise work on the Race Equality Toolkit for businesses and work with Cambridge Ethnic Community Forum and Cambridgeshire County Council to promote it to businesses.</p>	<p>Cambridge Ethnic Community Forum has completed the Race Equality Toolkit and it has been promoted:</p> <ul style="list-style-type: none"> • through a dedicated presentation at the Council’s annual event for businesses during Living Wage Week November 2021 • in a webinar for businesses on the Cambridgeshire Equality Pledge in January 2022 and during two meetings held for existing Equality Pledge signatories in 2021/22.
<p>Coordinate a Celebration of Women 2020 Exhibition and community activities complementing the Vote#100 programme.</p>	<p>In March 2021, due to ongoing Covid restrictions the Council and partners marked International Women’s Day via the Capturing Cambridge online platform, where we shared the contributions of women who have lived, worked and studied in Cambridge throughout the ages: Herstory Capturing Cambridge</p> <p>During 2022 the Council is:</p> <ul style="list-style-type: none"> • Sponsoring 'Women's Heritage Walks' across Cambridge from March to July. • Supporting a Celebration of Women Festival in the summer, including a civic event in September (supported by Cambridge Rape Crisis), which will celebrate intersectionality and will include performances, groups, stalls, and food. • Supporting further events in October and November, including: panel events involving minority ethnic women and young women; a session involving disabled women; and an

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
	<p>event exploring the experiences of women in universities.</p>
<p>Provide Community Grants for 2022/23 to support the voluntary and community sector to reduce social and economic exclusion, which can disproportionately affect particular equality groups.</p>	<p>The Council has made Community Grant awards totalling £1m for 2022/23 to support activities in Cambridge City that reduce social and/or economic deprivation. 55 Community Groups will benefit from funding from the main community grant round – several of which provide support to people experiencing disadvantage as a result of having one or more protected characteristic.</p> <p>The Council has also made small awards for events celebrating the Queen’s Platinum Jubilee – the majority of which will be free to access for local residents.</p>
<p>Continue to work with Food Poverty Alliance partners to help tackle food poverty, including that experienced by children. Work with partners to support the cultural requirements of ethnically diverse communities and dietary requirements of people with long-term health conditions in the city’s response to food poverty.</p>	<p>The Council has worked in partnership with Cambridge Sustainable Food, Karim Foundation and Cambridge Ethnic Community Forum to provide culturally appropriate food. The Council has also working with the local mosque to provide food to those in need.</p>
<p>Develop a programme of accessible opportunities for physical activity to targeted groups.</p>	<p>During 2021/22 the Council has provided a range of physical activity opportunities for targeted groups including:</p> <ul style="list-style-type: none"> • Restarting the Invigorate programme (which provides physical activity sessions to adults living with a mental health illness)

In the Single Equality Scheme for 2021-24 we aimed to:	In the first year we:
	<ul style="list-style-type: none"> • Restarting cardiac and cancer rehabilitation sessions in the community. • Providing financial support to 'Forever Active' to restart some physical activity sessions for older people. • Running a number of women's only sessions and short courses throughout the year. • Supporting young people and families living in the most deprived areas to take part in physical activity, with free activities in dance, yoga, ice skating, tennis and skateboarding.
Liaise with Cambridge Ethnic Community Forum, Cambridge Women's Resource Centre and other relevant partners about setting up a group for South Asian women to socialise, to discuss matters of concern to them, and potentially to bid for funding for projects to support South Asian women.	During 2021/22 the Council has offered a range of support, including with the Vaccine Campaign programme and health project, offering support and space for a south Asian dance group, and offering space for intergenerational storytelling.

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

In the Single Equality Scheme for 2021-24 we aimed to:	In the first year we:
Undertake a social media campaign to raise awareness of the difficulties that people with hidden disabilities have with complying with public health restrictions and help tackle public harassment of	A social media campaign ran on Twitter during the summer of 2021 and an article was included in Cambridge Matters (for residents) and Open Door (for Cambridge City Council tenants).

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>people with hidden disabilities during the pandemic.</p>	
<p>Continue to monitor standards of work related to the Domestic Abuse Housing Alliance (DAHA), including:</p> <ul style="list-style-type: none"> · Ensuring the council's compliance with the Domestic Abuse Act 2021. · Preparing for the DAHA re-accreditation process in December 2022. · Using intelligence from Cambridgeshire County Council's Domestic Abuse and Sexual Violence Partnership Needs Assessment on safe accommodation services across Cambridgeshire to identify gaps in support that Cambridge City Council may help address. · Engagement in the White Ribbon campaign. 	<p>The Council has continued to monitor standards relating to DAHA, including:</p> <ul style="list-style-type: none"> • Completing work to ensure policies and procedures are compliant with the Domestic Abuse Act 2021. • Working with the County Council, supporting them to carry out the requirements of the act. • Setting up staff working groups to ensure each element of the standards is being covered for DAHA re-accreditation. • Using central government safe accommodation funding secured a new 2-year fixed term post for a Specialist Housing Worker, Domestic Abuse. The individual started in post in Jan 22 and will be working on several projects including working to raise awareness in underrepresented groups, supporting staff training and development, and developing mechanisms to capture survivor feedback. • Successfully retaining the Council's White Ribbon Accreditation in March 2021. An online conference was held on White Ribbon Day on 25th to continue to help raise awareness.
<p>Continue to work with partners in the Community Safety Partnership (CSP) to improve public safety and raise concerns of people with protected characteristics. The Partnership's priorities for 2021/22 will continue to relate to safeguarding young people against violence and</p>	<p>The Council continued to work with partners in the Cambridge Community Safety Partnership (CCSP) to improve public safety and raise concerns of people with protected characteristics. The Partnership's priorities for 2022/23 will continue to relate to safeguarding young</p>

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>exploitation and listening to community needs and responding together to reduce harm.</p>	<p>people against violence and exploitation and listening to community needs and responding together to reduce harm.</p>
<p>Help increase night-time safety by upgrading over 700 streetlamps and columns on Council-owned housing estates to more reliable LED lighting and numbering and label all our lights so that customers can easily report faults.</p>	<p>In 2020/21, the Council upgraded approximately 107 streetlights (lanterns and column) and approximately 102 lanterns using 4000k LED lanterns.</p> <p>In 2021/22, the Council's contractor carried out a survey of the streetlights and produced a business case for:</p> <ul style="list-style-type: none"> • 300 lanterns upgraded to LED 3000k. • 218 columns upgraded • 5 lighting bollards upgraded <p>A contract was signed on March 2022 for the upgrade and the works are due to take place from July to August 2022.</p>
<p>Undertake training on tackling lesbian, gay, bisexual and transgender discrimination (LGBT+) discrimination for front-of house staff in Council buildings and Councillors, and work with the Encompass Network to promote Safer Spaces to more organizations in the city.</p>	<p>A Safer Spaces training session for councillors was held in October 2021. Sessions for Customer Service staff were planned for February 2022 but could not take place due to staff absence. The Council also promoted Safer Spaces in a webinar aiming to get more businesses signed up to the Cambridgeshire Equality Pledge in January 2022 and with existing Equality Pledge signatories.</p>

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

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>Develop, promote, and deliver the ‘Wellbeing at Work’ programme, providing a range of wellbeing classes, activities, information campaigns and promotions to encourage a healthy active Council workforce.</p>	<p>The Active Lifestyles Team continue to support Wellbeing at Work opportunities for staff. During 2021/22 this included access to online physical activity opportunities and healthy lifestyle webinars and workshops and an organisation-wide step challenge.</p>
<p>Providing two ‘Managing Mental Health’ sessions for managers to identify practical ways to manage and support positive mental well-being for all staff including employees who are experiencing stress and distress.</p>	<p>A ‘Managing Mental Health’ session for managers was delivered during May 2021, but a second session in June 2021 was cancelled due to low numbers of attendees. More sessions will be scheduled this financial year.</p>
<p>As part of our Disability Confident commitment, undertake steps to help increase representation of disabled staff members as a proportion of the workforce by:</p> <ul style="list-style-type: none"> • Working with Shaw Trust and Jobcentre Plus to raise our profile as an employer of choice for disabled people. • Providing information on the Council’s Disability Confident status in recruitment literature and sharing that disabled applicants who meet the essential criteria for positions will be guaranteed an interview. • Advertising employment opportunities through organizations that support disabled people locally. 	<p>The Councils recruitment team carried out a range of actions to promote Council vacancies to different groups, including:</p> <ul style="list-style-type: none"> • Attending a virtual SEND Careers Event (via Form the Future), delivering a presentation on Cambridge City Council and being available for Q&A session. • Holding sessions with individuals via the DWP to showcase our vacancies and organisation as part of the ‘Way to Work’ scheme in March, April and May 2022. • Attending the virtual Cambridgeshire and Peterborough Inclusive Employer Event, delivering a presentation on Cambridge City Council and being

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<ul style="list-style-type: none"> • Plan for and make reasonable adjustments at interview stage and also related to any specific tests/ assessment processes for job roles. • Make our roles look more accessible to people who may not have all the exact skills related to a particular role by advertising training opportunities relating to particular roles and/ or services. 	<p>available for Q&A session in March 2022</p> <ul style="list-style-type: none"> • Holding virtual mock interviews (via Form the Future) to secondary aged students and delivering a presentation on CCC and being available for Q&A session in January 2022 <p>The following data on representation of disabled staff in the workforce was collected:</p> <ul style="list-style-type: none"> • In March 2022, 8.15% staff declared a disability, which was an increase from from 7.21% in March 2021 • 3.96% of successful applicants declared as disabled • 8.45% of staff that attended learning and development courses have declared a disability • Over the past 12 months, 6.2% of internal promotions were staff with disability.
<p>Take part in Race Equality Week February 2022. This is a UK-wide initiative uniting thousands of organizations and individuals to address race equality barriers in the workplace.</p>	<p>The Council took part in Race Equality Week February 2022. Activities included a meeting between members of the BAME staff group and the Leadership Team to discuss race equality issues, and a webinar and a half day training session on race equality issues which were both open to all staff to attend.</p>
<p>Take steps to increase representation of Black, Asian and Minority Ethnic (BAME) employees as a proportion of the council's workforce, including:</p> <ul style="list-style-type: none"> • Making employment opportunities more visible within BAME communities by 	<p>In November 2021, the Council's recruitment team delivered a virtual presentation to DWP job seekers from ethnic minorities.</p>

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>showcasing the organization and our roles during key equality and diversity events</p> <ul style="list-style-type: none"> · Continuing to advertise our roles through networks, groups, and contacts with far reaching and diverse audiences (including local groups supporting BAME communities). · Advertising our commitment to increasing representation of BAME people in our workforce within our recruitment information. · Making our roles appear more accessible by advertising training opportunities relating to particular roles and/ or services. · Encourage equality of opportunity for all by making the recruitment application process more accessible and less prescriptive 	<p>The following data on recruitment of minority ethnic staff in the workforce was collected:</p> <ul style="list-style-type: none"> • In March 2022, 8.32% of staff were from minority ethnic groups, which was an increase from 7.71% the previous year • 12.37% of all successful applications were from ethnic minority applicants. • The number of shortlisted BAME applicants more than doubled and the number of successful applicants has more than tripled compared to the previous year.
<p>Take steps to increase retention of BAME employees, including by:</p> <ul style="list-style-type: none"> · Continuing to support the BAME staff group to provide a secure, safe, and supportive environment for BAME staff to discuss issues and share experiences. · Identifying ways to encourage internal applications and promotion at the council, including providing training courses on applying for jobs and interview skills. 	<p>The following data on retention of minority ethnic staff in the workforce was collected:</p> <ul style="list-style-type: none"> • In March 2022, 8.32% of staff were from minority ethnic groups, which was an increase from 7.71% the previous year • 8.8% of leavers in 2021/22 were from minority ethnic groups • Over the past 12 months, 12.5% of promotions were minority ethnic staff • 8% of staff attending learning and development courses were from minority ethnic groups.

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>In determining the future use of council buildings following Covid-19, provide staff with a Prayer Room.</p>	
<p>Provide an ‘Understanding Menopause’ workshop open to all who wish to gain a better understanding of the menopause, its impact in and out of the workplace, and how best to support each other.</p>	<p>An ‘Understanding Menopause’ workshop open to all was delivered in May 2021</p>
<p>Explore the reasons for under representation of men at corporate training sessions in 2020/21 and improve accessibility of the training programme for men.</p>	<p>We have explored the reasons for under representation of men at corporate training sessions in 2020/21. In part this can be attributed to there being a greater number of males employed in services such as Estates and Facilities, Streets and Open Spaces and within some teams within Commercial services such as the Fleet/Garage teams. Within these service areas more operational/technical based training taking place, funded with local service level training budgets which is not recorded Corporately. Training sessions delivered via Teams/Zoom due to Covid-19 also impacted on the number of front line operational staff attending training sessions due to their accessibility to IT equipment.</p> <p>To increase male attendance we have focused and targeted relevant corporate training sessions for people within the aforementioned areas of the council employing a higher percentage of males.</p> <p>We also held classroom-based training sessions at the Meadows Community Centre, which is closer to 130 Cowley Road and the Cowley Road Depot where more males are employed as a percentage of staff than females.</p>

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>Monitor national changes to public sector procurement policy on social value and raise awareness of the implications for different Council services that procure public sector contracts.</p>	<p>This is an ongoing action. We continue to monitor procurement policies for changes and implement them as soon as we are aware of them. We discuss social value with all service areas during procurement preparation to ensure they have a social value question to suit the service and the requirements. When we hold supplier events we have a section on social value to support our suppliers to provide good responses that are of benefit to the city</p>
<p>Run the Equality, Diversity and Disability Awareness course for new members of staff (two sessions per course provided 9 times in the year) to raise understanding of equality and diversity issues, awareness of relevant diversity and disability legislation, and the Council's responsibilities under the Public Sector Equality Duty.</p>	<p>In 2021/22, the Equality, Diversity and Disability Awareness course for new members of staff was held 8 times in: May, June, September, October, November, January, February and March. This current year, they will be held every month, except August and December.</p>
<p>Identify further opportunities for Equality and Diversity training delivered by the Council to help staff to identify and challenge discriminatory practices in the workplace relating to racism and sexism. Support staff members to stay up to date with any national legislative changes relating to equality and diversity impacting on service provision.</p>	<p>This training (titled "Equality and Diversity training: Updates on legislation and identifying how to tackle discrimination") was held on 17th March 2022 and was attended by 5 staff members.</p> <p>The training supported staff to develop an understanding of current issues, legislation and policies impacting on some of our local communities with protected characteristics. It also helped staff spot and challenge discriminatory behaviour aimed at different protected characteristics including in relation to race and sex.</p>
<p>Set new targets for the percentage of disabled people and Black, Asian and</p>	<ul style="list-style-type: none"> • We have set new targets for the percentage of disabled people and, In

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the first year we:</p>
<p>Minority Ethnic people as a proportion of the workforce in light of the findings from the Census 2021</p>	<p>In March 2022, 8.32% of staff were from minority ethnic groups, which was an increase from 7.71% the previous year</p>

ANTI-POVERTY STRATEGY 2021/22 ANNUAL REPORT

**To:**

Councillor Mairead Healy, Executive Councillor for Equalities, Anti-Poverty and Well-being

Environment & Community Scrutiny Committee 30/06/2022

Report by:

David Kidston, Strategy and Partnerships Manager and Charlotte Albion, Graduate Management Trainee

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Wards affected:

All

Key Decision

1. Executive Summary

- 1.1 This report provides an update on delivery of key actions in the Council's third Anti-Poverty Strategy, which covers the period 2020-2023. During 2021/22 the Council has delivered a range of planned actions to help address a range of issues associated with poverty, including low pay, debt, food poverty, fuel poverty, digital inclusion, skills, employment, housing affordability, homelessness, and poor health outcomes.
- 1.2 The report also includes a recommendation to extend the end date for the current Anti-poverty Strategy for a further year, to March 2024 to allow officers to address pertinent challenges that have arisen since the strategy was originally approved in July 2020, including supporting local residents with cost of living increase. Additionally, the report outlines how the Council is meeting the socioeconomic duty as contained in Section 1 of the Equality Act.

2. Recommendations

2.1 The Executive Councillor is recommended to:

1. Note the progress in delivering actions to reduce poverty in Cambridge during 2021/22
2. Extend the end date of the existing Anti-Poverty Strategy from March 2023 to March 2024.

3. Background

3.1 The Council has produced two previous Anti-Poverty Strategies covering the periods from 2014-2017 and 2017-2020. The Council produced a revised and updated Anti-Poverty Strategy for the period from April 2020 to March 2023, which was approved by the Executive Councillor for Communities on 3 July 2020.

3.2 The revised strategy sets out an evolution of the Council's broad strategic approach to tackling poverty. It sets out three underpinning themes for the Council's future approach:

1. Combining our ongoing efforts to address the effects of poverty, with a further focus on preventative work (often in partnership with other organisations) to address some of the root causes of poverty.
2. Balancing direct Council service delivery, with partnership-working and influencing and lobbying activity where this will have greater impact.
3. Building the capacity and resilience of residents and communities and facilitating community action.

3.3 These three themes set are woven through the five strategic objectives for the Anti-Poverty Strategy 2020-2023, which are:

1. Helping people on low incomes to maximise their income and minimise their costs
2. Strengthening families and communities, including supporting groups of people that are more likely to experience poverty

3. Promoting an inclusive economy, by raising skills and improving access to a range of employment opportunities for people on low incomes
4. Addressing the high cost of housing, improving housing conditions, and reducing homelessness
5. Improving health outcomes for people on low incomes

3.4 The Anti-Poverty Strategy includes an action plan, which sets out 58 key activities that the Council currently plans to undertake to help achieve the above objectives. The action plan is intended to be a 'living document' that will be regularly reviewed and updated. It is anticipated that new activities may be identified over the course of the strategy period to respond to emerging issues relating to poverty in the city.

4. Cost of Living and Anti-Poverty Strategy review

4.1 Significant rises in energy costs, food prices, fuel prices and other costs in recent months are having a significant impact on household budgets in Cambridge and across the UK, particularly for residents on low incomes. The Anti-Poverty Strategy already includes a number of actions that will help address the rising cost of living by supporting residents to maximise their incomes and reduce their outgoings, particularly under Objective 1 (see 6.2 in the report for an update on actions delivered during 2021/22 under Objective 1 of the APS).

4.2 The Council recognises that further increases in the cost of living are expected over the coming year, with further rises in energy bills and other costs predicted. This could result in significant economic hardship for some local residents who are currently on low incomes. We have taken a number of additional steps recently to help address the cost of living for local residents, and will be developing our approach further in the coming months. Additional actions have included:

- Securing £179,000 funding from the Clinical Commissioning Group for a Heat and Health project (as part of a combined total of £500,000 awarded to the City Council, South Cambridgeshire District Council and East Cambridgeshire District Council). During 2022/23, the project will work with communities across the three districts to

co-produce an approach to support residents who are experiencing damp and mould and associated health conditions as a result of not being able to heat their homes fully.

- Organising a food justice event in Cambridge in May 2022 to bring together local partners to discuss opportunities to collaborate. Following this event, a food poverty and sustainability conference is planned for May 2023.
- Attending meetings of a multi-agency City Community Reference Group, which is looking at measures to help alleviate cost of living issues.

4.3 The current Anti-Poverty Strategy sets out a clear approach and direction for the Council's work to address poverty in Cambridge. It is recommended that the end date for the current Anti-Poverty Strategy should be extended for a further year, from March 2023 to March 2024. This would allow officers to focus on responding to the cost of living impacts in Cambridge and other new challenges that have emerged since the strategy was approved in July 2020, including:

- Ukrainian refugees – the Council is coordinating the hosting of increasing numbers of refugees in Cambridge as part of the national Homes for Ukraine scheme.
- Covid – the Council recognised in the Anti-Poverty Strategy that the national lockdowns and restrictions resulting from the Covid-19 pandemic would exacerbate poverty for people in Cambridge who were already on low incomes, and also lead to many more people experiencing economic hardship. During 2020/21 and 2021/22 the Council undertook a range of unplanned emergency actions in partnership with local partners and communities to address the immediate impacts of Covid-19. During 2022, the Council will continue to have a role in supporting residents and communities as part of the recovery from the pandemic.

4.4 Extending the end date of the Anti-Poverty Strategy to March 2024 will enable officers to develop the new strategy during 2023, informed by a number of wider changes to the Council's ways of working:

- Our Cambridge - As part of the Partnerships and Communities theme of the Our Cambridge programme, the Council is developing new approaches to working cooperatively and collaboratively with communities and partners. These approaches will have a bearing on how the Council takes forward its work to address poverty.
- Access to data - A number of projects and developments will provide access to improved and up-to-date data, which will inform the development of the strategy, including the planned implementation of the Low Income Family Tracker (LIFT) system, the progressive publication of Census 2021 data by the Office for National Statistics from summer 2022 onwards, and future work to develop a City Portrait and Doughnut Economics for Cambridge.

5 Socio-Economic Duty

5.1 Section 1 of the Equality Act 2010 contained provisions for a socio-economic duty, as follows:

"An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage."

5.2 The socio-economic duty has not been enacted as law in England by Government, but the Scottish Parliament enacted the socio-economic duty in 2018 and some councils in England have adopted policies in response to the duty. Cambridge City Council has already taken a number of key steps to ensure that socio-economic disadvantage is considered as part of the Council's decision-making process, which in some cases exceed the measures that other Councils have put in place. These include:

1. Equality Impact Assessments – officers are required to consider the impacts of policies and projects on low-income groups as part of a

section in the EqIA template on 'other factors that may lead to inequality'.

2. Committee reports – there is a section in all Committee reports on Equality Impacts, which provides an opportunity to highlight any implications for socio-economic disadvantage identified in an EqIA.
3. Budget setting report (BSR) – officers carry out an assessment of the anti-poverty impacts of all budget bids and an anti-poverty rating is provided in the BSR against all bids (in the same way as the climate change ratings are included) so that members are aware of the impacts on low-income residents when making budgetary decisions.
4. Data and evidence – officers have reviewed a range of data and evidence on poverty and a basket of key performance indicators is included in the Anti-Poverty Strategy. These indicators are reviewed and updated as part of the wider review of the strategy every 3 years.

5.3 The Council is committed to considering socio-economic disadvantage as part of its decision-making process. We will update our EqIA template to include a dedicated section on socio-economic impacts, so that these are presented clearly in all assessments. We will also consider whether any other changes are required to the Council's decision-making processes to further embed the principles of the socio-economic duty.

6 Progress During 2021/22

6.1 This section of the report provides a summary of the key actions delivered during the year 2021/22 under each of the 5 objectives of the Council's current Anti-Poverty Strategy for 2020-2023.

Objective 1 - Helping people on low incomes to maximise their income and minimise their costs

6.2 Key activities which helped deliver this strategic objective during 2021/22 included:

- Continuing to pay all directly employed Council staff at least the Real Living Wage, with a supplement to bring pay rates for the lowest paid staff up to £10 per hour. All agency workers continue to be paid the Real Living Wage after 4 weeks, and all Council tenders and contracts require contractors to meet the Living Wage Foundation's criteria (any staff employed by contractors who work for a minimum of 2 hours or more for 8 consecutive weeks on Council premises are paid the Real Living Wage).
- Running a campaign to encourage employers to pay the Real Living Wage. The council held two events during national Living Wage week in November 2022, which marked 20 years of the UK-wide Living Wage campaign. Seventeen organisations and the Living Wage Foundation attended. There were 79 Cambridge employers accredited with the Living Wage Foundation in March 2022.
- Working with Cambridge Council for Voluntary Service (CCVS) to support voluntary and community sector organisations (VCS) to sign up to the Real Living Wage, including paying the first-year accreditation fee for small VCS organisations. This resulted in 5 VCS organisations becoming accredited during the year
- Allocating just over £1m worth of Community Grants to projects aiming to reduce social and economic deprivation in Cambridge. These included projects supporting residents experiencing economic hardship and poverty because of the impact of the coronavirus pandemic and rising cost of living. The Council funded over 80 organisations delivering over 130 projects and activities.
- Supporting benefits claimants to receive their full entitlement. In 2021/21 the Council helped 4419 households to receive a total of £28.25m in Housing Benefit and provided £8.2m in Council Tax Support. The Council also paid over 1,000 £500 grants which supported low-income individuals to self-isolate.
- Continuing to fund an Outreach Advisor at Cambridge Jobcentre Plus to provide financial advice to new Universal Credit claimants. This service operated remotely during the pandemic but has started offering face-to-face appointments again recently, will continue to run throughout 2022-2023.
- Progressing the food distribution and community kitchen project (formally known as Food Hub project). The project will relocate from

Buchan Street Neighbourhood Centre in 2022, moving into temporary accommodation on Barnwell Drive. Following this, the project plans to be housed at the North-East Cambridge meanwhile site for up to 15 years (subject to planning approvals).

- Continuing to partner with Peterborough Environment City Trust (PECT) on a fuel poverty project funded by UK Power Networks' Power Partners programme. This has provided energy advice support to 178 households and training for frontline support staff in 2021. Additional funding has been secured by PECT for 2022 to continue this support and also to help support the Council with delivery of energy efficiency improvements to homes funded by the Sustainable Warmth grant funding secured from Government.
- Working with the Cambridgeshire Digital Partnership, which brings together local voluntary and community groups providing support to digitally excluded households, and funding local voluntary and community groups to deliver a range of digital inclusion activity.
- Awarding 40,000 from the Community Grants in 2021/22 to Cambridge Online to provide a range of digital inclusion support. During lockdown periods they focused on providing internet devices and data for people in need, but as Covid restrictions have eased, Cambridge Online has re-started face to face sessions at the Meadows Community Centre, Browns Field Community Centre, and The Hub in Abbey.
- Supporting digitally excluded Council tenants and leaseholders by:
 - Loaning tablets with pre-loaded data to tenants, leaseholders and sheltered housing tenants.
 - Providing free wifi for use by tenants in the community room at Hanover and Princess Court.
 - Facilitating the roll-out of fibre optic broadband by commercial companies to Council homes, including a heavily discounted social rate broadband package.
 - Successfully applying to the National Databank Scheme, which will give tenants and resident-leaseholders on low incomes access to free data and unlimited calls and messages for up to six months.

Objective 2 - Strengthening families and communities, including supporting groups of people that are more likely to experience poverty

6.3 Key activities which helped deliver this strategic objective during 2021/22 included:

- Encouraging residents to volunteer in local communities through funding the Cambridge Council for Voluntary Service (CCVS). CCVS have delivered training courses and 1:1 advice sessions for voluntary and community groups on volunteering, 6 volunteer network events and maintained web content specific to volunteering.
- Providing 14 community days, and 4 skip days in local income areas of the city to save residents money from disposing bulking waste and encourage community engagement to help create sustainable communities.
- Delivering a programme of events to celebrate diversity and promote community cohesion, both online and face-to-face as coronavirus restrictions have eased. These included events during South Asian History Month, Black History Month, Disability History Month, Women's Heritage Month, Holocaust Memorial Day, and LGBTQ History Month.
- Developing first proposals for the Greater Cambridge Local Plan, which sets out policy proposals regarding transport and connectivity and ensuring new developments promote permeability and accessibility.
- Reviewing the Environmental Improvement Programme (EIP) and the process of allocating community grants which have the potential to support communities with high levels of deprivation more effectively. Both reviews have considered how the programmes can impact areas where inequalities are present more effectively, but the review processes are not yet complete.

6.4 Two actions under this objective was difficult to deliver due to Covid-19 lockdowns and restrictions during 2021/22:

- Many events which help increase community pride and cohesion, including community-led events such as Arbury Carnival and Chesterton Festival and Cambridge Live events such as the Big

Weekend, could not be held due to Covid-19 restrictions. However, as restrictions eased, both Chesterton Jazz Festival and Cherry Hinton Festival were able to take place. The Council's Area Committee Grants re-opened which give up to a maximum potential grant of £5,000 to groups across the city, including non-profit and voluntary and community organisations or groups of residents to fund projects that reduce social and/or economic inequality for residents. Additionally, this year local groups were invited to apply for separate grants of up to £500 to help with events taking place between 1 May and 30 June to mark the Queens Platinum Jubilee.

- The Advice Hub at Mandela House remained closed during 2021/22, as it has been the subject to review as part of the wider Customer Service Centre (CSC) transformation project. The Credit Union no longer operates from the Advice Hub, but voluntary groups such as Citizens Advice and Cambridge Online may continue to want to offer outreach support at Mandela House.

Objective 3 - Promoting an inclusive economy, by raising skills and improving access to a range of employment opportunities for people on low incomes

6.5 Key activities which helped deliver this strategic objective during 2021/22 included:

- Consulting on the first policy proposals in the Greater Cambridge Local Plan, which includes proposals that aim to spread the benefits of economic growth. This included approaches to ensuring a mix of employment sites, protecting industrial land, delivering affordable workspace, and providing employment opportunities through new developments.
- Producing several planning policy documents for the proposed development and regeneration of the North East Cambridge area, which include a focus on ensuring that development benefits neighbouring disadvantaged communities by maximising local employment, skills and training opportunities. Anti-Poverty and Community Safety topic papers have been produced as part of the evidence base for the AAP, and the emerging Relocation Strategy for the area seeks to retain existing industrial jobs.

- Offering 22 new opportunities to students attending Coleridge Community College to gain a Bronze Arts Award, a recognised level one qualification, and providing weekly after school drama sessions as part of the ongoing Activate project.
- Continuing to fund the 'time-credit' scheme which has retained over 100 volunteers earning time credits, whilst supporting local communities with recycling, re-wilding and landscaping projects.
- Jointly funding a new £2m, 4-year Greater Cambridge Partnership skills and training contract with Form the Future, which has delivered 82 apprenticeships, supported 79 adults with careers information advice and guidance, and delivered 356 careers guidance events for children and young people aged 11-19 from April-December 2021.
- Continuing to work with partners in the Greater Cambridge Partnership and the Cambridgeshire and Peterborough Combined Authority to ensure the delivery of transport infrastructure that connects more deprived wards of Cambridge with the city centre. 2021/22 saw key improvements such as the opening of phase one of the Chisholm trail, improvements to the Linton Greenway and Milton Road improvement scheme, and public consultations regarding improvements to cycling and bus infrastructure along Mill Road.
- Influencing the development of the CPCA's Skills and Employment Strategy and the draft Economic Growth Strategy, including encouraging them to include addressing inequalities as a core objective.
- Promoting learning pathways, formal and informal training, and labour market opportunities to young people through The Cambridgeshire and Peterborough Region of Learning project. In 2021/22 the project has:
 - Reached 55 young people aged 15 to 24 years in Cambridge in 2021/22 who are economically inactive, at risk of NEET, or are employed
 - Partnered with 10 organisations developing pathways for young people, including NHS to improve awareness and access to services and activities that improve mental and physical health outcomes.
 - Developed the Ignite programme with partners Shift Momentum to support young people from low-income

backgrounds to develop pathways to self-employment and business.

- Partnered with 32 learning providers to start developing digital micro-credentials and pathways to local learning and skills provision to improve essential skills, knowledge and employability.
- Worked with Jobcentre Plus to engage young people who are receiving benefits to join and benefit from taking part in the programme, which has so far supported 21 young people who were unemployed.
- Approaching 33 businesses and employers, or providers work experience to improve access to entry level roles and opportunities.

Objective 4 – Addressing the high cost of housing, improve housing conditions, and reduce homelessness

6.6 Key activities which helped deliver this strategic objective during 2021/22 included:

- The completion of 66 new Council homes to rent and approving 159 more affordable homes as part of the Council's affordable housing programme, which gives a cumulative total of 550 homes.
- Continuing to work with developers through the planning process to enable the delivery of new high quality, energy efficient affordable homes. In 2021/22 this saw 51 affordable dwellings being completed, 17 being to Passivhaus standard, and all other homes meeting the Local Plan requirements which relate to carbon reduction, delivering at least a 19% improvement on current Building regulations.
- Ensuring Houses in multiple occupation (HMOs) are licenced where required and proactively taking enforcement against landlords or property managers that are not complying through:
 - Issuing and renewing 132 mandatory HMO licences
 - Investigating 136 complains relating to HMOs
 - Issuing 8 HMO mandatory licence Variation Notices.
 - Issuing 1 temporary Exemption Notice, exempting a property from HMO licencing for up to three months

- Securing Government Safer Accommodation funding to employ a Specialist Housing Worker in Domestic Abuse for a fixed term of two years. The Council will also be seeking re-accreditation to Domestic Abuse Housing Alliance (DAHA) in late 2022.
- Approving the Greater Cambridge Affordable Rents policy in June 2022. This expects affordable rents to be set at or below 60% of the medium market rents or the current Local Housing Allowance rate, whichever is lower.
- Taking part in National Empty Homes Week to highlight the problem of 310 properties remaining unoccupied despite a shortage of affordable housing in the city and calling on residents to help bring empty homes into use. The Council has brought 40 properties back into occupation since 2020.
- Continuing to support the aims and objectives set out in the Homelessness and Rough Sleeper Strategy 2021 -26 which was approved in January 2021. Key activities include:
 - Continuing the 'Housing First' approach which provides self-contained accommodation and support for rough sleepers.
 - Providing £324,000 in Homelessness Prevention Grants for 2022/23 to a range of voluntary and community groups, including Cambridge Citizens Advice, Cambridge Cyrenians, Cambridgeshire Community Foundation, CHS Group, Cambridge Women's Aid, Centre 33, It Takes a City, Jimmy's Cambridge and Wintercomfort for the Homeless.
 - Agreeing to develop a new joint Streets to Home service in collaboration with Cambridgeshire County Council. The service will be funded through a Government homelessness prevention grant. The service will provide a more cohesive approach to tackling rough sleeping and homelessness in Cambridge and providing better outcomes for homeless people in the city.

Objective 5 - Improving health outcomes for people on low incomes

6.8 It was particularly challenging to deliver the key actions identified in the Anti-Poverty Strategy relating to this strategic objective in 2020/21 due to Covid-19 restrictions. The Council had to deliver key activities in alternative ways or temporarily suspend them. However, 2021/22 saw many of these activities restart, including:

- Offering concessionary memberships and discounts of up to 50% off the main entry prices to leisure centres for those on means tested benefits. 2021 saw a total of 46,644 concessionary swims, which accounts for 10.4% of all swims
- Steadily resuming the provision of school swimming lessons and additional swimming teachers for pupils from low-income homes from some schools in September 2021. The recommencement has been incremental, due to a national shortage of qualified swimming teachers, as many found alternative employment during the pandemic.
- Providing free and subsidised exercise referral services to 143 new adults living in the City with long-term conditions, for a minimum 12-week period. There were around 5,000 attendances in total, with mental health, obesity and cancer rehabilitation being the most common reasons for referrals.
- Offering 18 structured physical activity or nutrition programmes (72 sessions) free of charge through the Healthy You programme.
- Securing funding from the Cambridgeshire County Council Public Health team to deliver a Healthy Weights project, aimed at increasing physical activity levels, and a strength and balance project.
- Providing a Physical Activity & Sports Award grant scheme to local families facing financial difficulty.
- Providing instructors to deliver exercise taster sessions at Cambridge Central Mosque for a wellbeing/diabetes prevention day, and training for a volunteer who led mindfulness walks.
- Providing monthly free health sessions for women, including BAME women, through online and virtual sports classes, activities and wellbeing sessions. In person taster activities took place at Clay Farm, Cambridge Central Library and the Meadows Community Centre
- Supporting Cambridge United Community Trust to start a new ladies disability weekly football session in Abbey.

- Providing a programme of free and low-cost activities to adults with mental ill health or those experiencing homelessness.
- Supporting a programme of free lunches with local partners for low-income families during school holidays in areas of highest need in Cambridge as restrictions have eased. Hot lunches have been made available through local food hubs in 7 wards.
- Continuing to provide community centres across Cambridge, which seen 30,077 visits from priority, and 16,512 visits from non-priority groups in 2021/22.

6.9 Some actions under this objective continued to be difficult to deliver due to Covid-19 lockdowns and restrictions during 2021/22, including:

- Funding community groups to deliver cookery skills workshops for low-income households was not possible due to coronavirus restrictions, but a range of cookery skills videos and instructions were posted online, along with a demonstration on how to cook some South Asian dishes.
- Providing free swimming sessions for low-income families with children through the 'SureStart' session has not been able to run this year due to Government Covid-19 guidance. In the limited period when swimming pools were open, restrictions on numbers of swimmers and sessions meant it was not possible to provide the free and discounted sessions.

7 Implications

a) Financial Implications

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The Anti-Poverty Strategy primarily seeks to co-ordinate and refocus City Council activity so that it focuses on tackling poverty where possible. The actions in Anti-Poverty Strategy are being delivered by:

- the Council's mainstream services, either directly or in partnership with other organisations. This activity will be funded through mainstream service budgets.
- providing funding grant funding through the Council's Community Grants and Homelessness Prevention Grants to support activity by

voluntary and community organisations

b) Staffing Implications

Much of the work to deliver the Anti-Poverty Strategy is being achieved within existing staff resources. However, some of the initiatives being taken forward have involved the recruitment of a limited number of additional staff, usually on fixed-term contracts.

c) Equality and Poverty Implications

An updated and revised Equality Impact Assessment (EqIA) was produced for the current APS and is published for information on the Council's website here: <https://www.cambridge.gov.uk/equality-impact-assessments>

d) Net Zero Carbon, Climate Change and Environmental Implications

Some of the activities being delivered as part of the Anti-Poverty Strategy and other Council strategies will have a medium positive environmental impact. For example work to improve the energy efficiency of existing Council homes, build new Council homes to high sustainability standards, and enforcement action against private landlords whose properties do not meet nationally-set Minimum Energy Efficiency Standards (MEES).

e) Procurement Implications

The Council has achieved accreditation from the Living Wage Foundation as a Living Wage Employer. As part of this, the City Council has adopted a Living Wage policy in respect of contractors. This policy requires contractors to pay the Living Wage to Qualifying Staff unless it would be unlawful or inappropriate to do so. Officers are monitoring the Council's compliance with this policy on an ongoing basis.

f) Community Safety Implications

There are no community safety implications associated with the updates provided in this report.

8 Consultation and communication considerations

8.1 The Council's first two Anti-Poverty Strategies were informed by available data and evidence and extensive consultation with partner organisations, stakeholders and local residents. In developing the revised strategy in 2019 and 2020, we built on this evidence base using updated data and further consultation with residents, stakeholders and Council staff. This has included:

- Engagement with residents at a range of community groups in Abbey, Arbury, Kings Hedges, and Trumpington (facilitated by Abbey People, North Cambridge Community Partnership, Hands on the Circle, and the City Council's community development team).
- Workshops with Cambridge Ethnic Community Forum staff who support BAME people on low incomes.
- A stakeholder workshop attended by representatives from 18 public, private and voluntary sector organisations that support people in poverty.
- Meetings with key partner organisations (including Cambridgeshire County Council, Cambridgeshire Constabulary, JobCentre Plus and Healthwatch)
- Presentations to the Cambridgeshire and Peterborough Financial Capability Forum and Cambridge Commons.
- Two workshops for City Council frontline staff who support residents in poverty and engagement with management teams in key Council services (Community Services, Environmental Services, Housing Services, Planning, Repairs and Maintenance, and Revenues and Benefits)

9 Background papers

No background papers were used in the preparation of this report.

10. Inspection of papers

To inspect the background papers or if you have a query on the report please contact David Kidston, tel: 01223 457043, email: david.kidston@cambridge.gov.uk.



Community Grants Review

To:

Cllr Mairead Healy, Executive Councillor for Equalities, Anti-Poverty and Well-being,

Environment & Community Scrutiny Committee 30/06/22

Report by:

Julie Cornwell, Community Funding and Voluntary Sector Manager

Tel: 01223 717855 Email: julie.cornwell@cambridge.gov.uk

Wards affected:

All

Non-key decision

1. Introduction / Executive Summary

- 1.1 The Community Grants priorities are reviewed periodically to ensure they remain relevant and align with the Councils Corporate Plan and wider objectives. Similarly, the Grant procedures are reviewed annually as part of a continuous improvement process, taking into account feedback from applicants and the experience of the Grants Team.
- 1.2 As reported to Environment and Scrutiny Committee on 27th January 2022, the focus on the next Grants Review will be to ensure it aligns with the Council's future priorities and outcomes as identified through the 'Our Cambridge' transformation programme.
- 1.3 To enable the 'Our Cambridge' work to develop and conversations with community groups to begin, whilst at the same time allowing for continuous improvements as usual, a two-phase Grants Review is proposed.
- 1.4 The Grants Review is not driven by the need to make financial savings, but instead recognises the issues that are facing the community and voluntary sector as the recovery from the impacts of

Covid begins. It will reflect our understanding of the challenges the sector faces in responding to inequalities and prolonged financial hardship, including in relation to long covid and the energy crisis.

- 1.5 The modification proposed in Phase 1 will simplify the funding application process for groups applying for low value grants. Phase 2 will focus on the broader work required to identify how the Council could work alongside communities in future, with the Community Grants process and procedures adjusted accordingly.

2 Recommendations

The Executive Councillor is recommended to:

- 2.1 Approve the changes to the Community Grants programme proposed in Phase 1 of the Community Grants Review, namely:
 - a) The introduction of a 'light touch' small grants application process for awards of £2,000 and under as set out at point 4 below;
- 2.2 Note the broader review work required in Phase 2 which will be developed alongside the 'Our Cambridge' transformation programme.

3 Background

- 3.1 **Corporate Grants Gateway** – Following a review in 2018, the gateway was implemented in 2019 to achieve greater transparency, consistency and accountability of grants to voluntary and community sector organisations for the following major grant funds:
 - Community Grants
 - Area Committee Community Grants
 - Homelessness Prevention Grants
 - Sustainable City Grants
- 3.2 These funds are now managed by one team using the same process and timescale. The awards are considered across the funds at the same time to ensure a consistent and accountable process by experienced officers from the different service areas. The funds remain within their appropriate portfolios for decision making and to ensure alignment to each fund's strategic priorities. There are no

plans to review the Homelessness Prevention or Sustainable City Grant Criteria as part of this Grant Review, although the Grants Team will implement any process improvements identified as a matter of course.

3.3 **The Community Grants** fund was established in 2015-16 following a review of Community and Arts and Recreation Development Grants. In June 2018 an additional funding priority, 'reducing poverty', was added to the priorities listed below.

3.4 **The priorities and outcomes** for the Community Grants fund are as follows:

Priorities - All applications must demonstrate how the funding will reduce social and/or economic inequality, by removing barriers for City residents with the highest need, to enable them to access one or more of the funding priorities:

- Sporting activities
- Arts and cultural activities
- Community development activities
- Reducing poverty activities
- Legal and/or financial advice
- Employment support or
- Capacity building of the voluntary sector to achieve the above

Primary Outcome - Reduce social and/or economic inequality for City residents with the highest need

Strategic Outcomes - As well as the primary outcome, activities must achieve one or more of the following strategic outcomes:

- Improved health and wellbeing
- Communities come together and bring about change
- More people have better opportunities to gain employment
- Stronger voluntary sector in the city

3.5 **Budget** – there is a budget of £1,000,000 available for Community Grants 2023-24 subject to approval of the Council's budget in February 2023.

3.6 £70,000 of the Community Grants budget is allocated to Area Committee Community Grants each year.

4 Community Grants Review – Phase 1

- 4.1 Phase 1 of the Grants Review will see **the introduction of a ‘Small grants’ scheme for applications with a value of £2,000 and under.**
- 4.2 A key driver for change is that groups have mentioned our main Community Grant application form and supporting document requirements are onerous for a small grant or small organisation.
- 4.3 A further driver for our proposed modifications is to encourage a greater number of applications from minority groups. The Grants Team already offers assistance to minority groups in completing the form, but we hope that by making the process simpler, groups will feel more confident to apply.
- 4.4 Comments from Councillors during the 2022-23 grant round requested consideration of a year-round pot for groups not ready to submit an application to the annual grant round deadline date. The pilot will be the first step towards moving to such an approach, as simplifying the process should increase officer capacity and provide an indication as to the potential demand for a permanent year-round small grants scheme. This will be further considered alongside the current Area Committee Grants as part of Phase 2 of the Review.
- 4.5 It is proposed therefore, that we introduce a lighter touch ‘pilot’ application process, with a simpler form and less additional requirements as part of the main grants round for groups wanting to apply for up to £2,000 per organisation for 2023-24. We propose to run this ‘light touch’ application process online using a simple e-form. The Grants Team will promote the ‘small grants’ scheme widely across the City to encourage new applicants.
- 4.6 There are some risks associated with a lighter touch approach, for example less surety that the applicant group conforms to legislation such as GDPR and the Equalities Act. Financial risk will be mitigated to a large extent by the lower value of the awards and the experience already gained administering a ‘lighter touch’ approach for the Platinum Jubilee Grant Fund, the annual Area Committee Grants, Community Chest Awards and Covid Support funding.
- 4.7 Prior to introducing the pilot ‘small grants’ scheme a set of minimum requirements will be agreed which will include:

- The provision of a safeguarding policy for activities for children and young people and vulnerable adults;
- The provision of a risk assessment for events and activities;
- Setting out the minimum requirements around the status of a group to be eligible for funding.

Guidance will also be provided on insurance requirements and what the light touch monitoring arrangements will be.

- 4.8 This pilot, considered alongside other small grant application processes from local authorities across the country, will inform recommendations for future grant rounds, that can enable organisations to access year-round funding more easily from the Council.

5 Community Grants Review – Phase 2

- 5.1 Phase 2 will be part of the wider discussion on community investment and wealth building that will take place within the ‘Our Cambridge’ transformation programme. The conclusions of Phase 2 will be implemented at the earliest available grant round, allowing for Compact compliant consultation (as explained at 7.1) and Committee deadlines.

- 5.2 Phase 2 could include options such as:

- Mapping existing funding to the voluntary sector across the Council;
- Researching what other councils are doing across the Country – building on the case studies provided and appraising the value of those approaches for Cambridge City;
- Liaising with local district and county partners on their approach to grant funding;
- Carrying out data analysis of current grant allocations: including by priority and value;
- Considering Area Committee Grants in terms of their focus (community projects v grant priorities) and the frequent challenge around funding projects that don’t fit the grant priorities. Considering the benefits versus how resource intensive the process is;
- Developing longer term funding arrangements for organisations delivering ongoing essential services and infrastructure support to the voluntary sector.
- Establishing what thematic areas the grants should support. This could include looking at emerging issues for communities, which currently receive limited support through the grants: e.g mental

health, general youth work, family support (such as parenting courses) and the priorities emerging from 'Our Cambridge' and the reviews being carried out in other service areas such as Community Development;

- Exploring external funding opportunities to supplement council budgets and awards: for example, a lottery to contribute to the budget available;
- Considering whether a Discretionary Rate Relief (DRR) policy review is required;
- Considering the option of moving all Grants to an electronic process and how this would impact on communities and Council resources.

6 Implications

- a) **Financial Implications** – there are no financial implications with regards to moving to a simpler application form for awards £2,000 or under as the awards be made from the existing Community Grants budget.
- b) **Staffing Implications** - There are no staffing implications for Phase 1 of the Community Grants Review.
- c) **Equality and Poverty Implications** - Equalities Impact Assessments were carried out as follows:
 - January 2015 on the implementation of the Community Grants Fund
 - June 2018 on the review of funding for anti-poverty projects
 - January 2022 on the current Community Grants Fund

Currently, all funded organisations are expected to have a policy in place which demonstrates the group is aware of its obligations around equality and diversity. Adopting a 'lighter touch' application process for small grants will remove the requirement for applicants to submit such a policy, as the large volume of supporting documents currently required as part of the application process is felt to be disproportionate to the value of small grant awards. Groups applying for over £2,000 will still be required to have or be developing an equal opportunities policy or similar.

The 'small grants' guidelines will contain a statement reminding applicants of their duties around equality and diversity. Although not a requirement, applicant groups will be invited to submit any relevant policies should they have them. The contact details of Cambridge

Council for Voluntary Service will be included to signpost any organisation seeking support to develop an equal opportunities policy or to improve their equalities and diversity practices generally.

A further Equalities Impact Assessment will be carried out during Phase 2 of the Review, incorporating the learning from Phase 1, such as how many groups applying for £2,000 or less submitted an equal opportunities policy regardless of the fact it was no longer a requirement.

- d) **Net Zero Carbon, Climate Change and Environmental Implications** - Currently, funded organisations are expected to have or develop an environmental policy. Adopting a 'lighter touch' application process for small grants will remove the requirement for applicants to submit an environment policy, as the large volume of supporting documents currently required is felt to be disproportionate to the value of the grant award. There is the potential for this approach to conflict with the Councils objective of a net zero carbon Cambridge by 2030, although groups applying for large amounts of funding will still be required to have or be developing an environmental policy.

The 'small grants' guidelines will contain a statement encouraging applicant groups to consider the environmental impact of their proposed activity. The contact details of Cambridge Council for Voluntary Service will be included to signpost any organisation seeking support to develop practices to reduce their carbon footprint.

- e) **Procurement Implications** - The Council's approach to grant aid through the Community Grants is via an application process rather than through the direct commissioning of services. This approach will not change during Phase 1 of the Community Grants Review. The Council may choose to move towards offering longer term funding agreements or a commissioning approach as part of the 'Our Cambridge' work on Partnerships and Communities, and if so, this will be considered in Phase 2 of the Community Grants Review.
- f) **Community Safety Implications** - Some of the funded projects will have a positive impact on community safety.

7 Consultation and communication considerations

- 7.1 The City Council is a signatory to the Cambridgeshire Compact. The Compact is an agreement between voluntary and community sector

groups and the statutory sector which allows both sides to work together and understand what to expect from each other. The Cambridgeshire compact:

- makes it clear what both sides should expect
- agrees to work towards 3-year funding
- recommends 12 weeks' notice of changes
- helps problem-solving
- contains 4 Good Practice Codes.
- provides for quality in consulting the voluntary and community sector and others, including providing for a 12-week minimum consultation period wherever possible.

- 7.2 Limited consultation on the Councils grants was recently undertaken via subjective questions by Cambridge Council for Voluntary Service (CCVS) to some community groups.
- 7.3 Phase 1 of the review should have no adverse impact on community groups as the process will be more straightforward for groups applying for small grants and the same as it is currently for groups applying for larger grants. Therefore, there are no plans to run a consultation. However, the proposals have been discussed with the Cambridge Council for Voluntary Service (CCVS) and the Cambridge Ethnic Community Forum (CECF) in the role of 'critical friend'.
- 7.4 Any future consultation as part of Phase 2 of the Review will be Compact compliant as some of the proposals will have the potential to adversely impact some community groups or sectors of society – such as if there are changes to the priorities the Council will fund.
- 7.5 We will broaden the consultation to include a wider group of stakeholders and groups who do not currently receive funding. This will be achieved through a variety of means including a press release, Cambridge Matters, the Council website and social media.
- 7.6 The results of the consultation will inform the final recommendations which will come to Environment and Community Scrutiny Committee for decision by the Executive Councillor as part of the Phase 2 Grants Review.

8 Background papers

No background papers were used in the preparation of this report.

9 Appendices

Appendix 1 - Equality Impact Assessment

10 Inspection of papers

To inspect the background papers or if you have a query on the report please contact Julie Cornwell, Community Funding and Voluntary Sector Manager, Tel: 01223 717855, email: julie.cornwell@cambridge.gov.uk

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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
Community Grants Fund

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
https://www.cambridge.gov.uk/community-grants

3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
<p>The Council has a Community Grants fund available of approximately £1 million, for community groups and voluntary organisations to bid into, for projects that will help to reduce social or economic inequality for residents with the most need, living in Cambridge City.</p> <p>The Main Grant round opens once a year and considers applications which could potentially involve beneficiaries from across the city. This round also considers discretionary rate relief applications from eligible organisations. There is no cap on the amount an eligible group can apply for. In 2021-22 106 Main Grant applications were received (this increased to 125 in 2022-23), 18 applications were not successful and only 34 applications received the full amount they requested. This reflects the Main Grants rounds being historically oversubscribed.</p>

£70,000 of the overall budget is allocated to Area Committee Grants to fund smaller, local area or neighbourhood-based projects. The budget is divided into different amounts for each area in accordance with population and poverty calculations, with the greatest levels of funding targeting the areas of greatest need.

All activities seeking funding from the Main Grants and Area Committee Grants must enable residents to access one or more of the following:

- Sporting activities
- Arts and cultural activities
- Community development activities
- Reducing poverty activities
- Legal or financial advice
- Employment support

Awards will also be considered for projects and activities which involve capacity building of the voluntary sector to achieve any of the funding priorities listed above.

Applicants must meet at least one of the following strategic outcomes:

- Reduce poverty
- Improve skills and confidence to gain employment
- Improve general health and wellbeing
- Communities come together and bring about change
- Stronger voluntary sector in the city

The Community Grant Fund is part of a 'Grants Gateway' implemented in 2019 which pulls together a single process for its 3 main funds:

Homelessness Prevention Grants

Sustainable City Grants (for environmental projects supporting the Councils climate change strategy)

Community Grants

It has enabled the Council to have

- a clear and consistent approach
- greater transparency and accountability and
- a more efficient process.

These funds are now managed by one team using the same process and timescale. The awards are considered across the funds at the same time to ensure a consistent and accountable process by experienced officers from the different service areas. The funds remain within their appropriate portfolios for decision making and to ensure alignment to each fund's strategic priorities.

4. Responsible service

Customer and Community Services

<p>5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?</p> <p>(Please tick all that apply)</p>	<p><input checked="" type="checkbox"/> Residents <input type="checkbox"/> Visitors <input checked="" type="checkbox"/> Staff</p>
<p>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):</p> <p>The Community Grants are targeted at improving the lives of Cambridge City residents who are experiencing social and/or economic inequality. Successful applicants are expected to target individuals who meet that criteria and be able to identify how many beneficiaries there will be, where they live, their age (within a range) and whether they have any protected characteristics such as a disability or are LGBTQ+.</p> <p>The Grants Team are particularly affected by the provision of Community Grants. Implementing the grants process is the core function of the team. Other officers with specialisms in equalities, sports and arts are also involved at the assessment and monitoring stages.</p>	
<p>6. What type of strategy, policy, plan, project, contract or major change to your service is this?</p>	<p><input type="checkbox"/> New <input type="checkbox"/> Major change <input type="checkbox"/> Minor change</p>
<p>7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>If 'Yes' please provide details below:</p> <p>We work closely with the Cambridge Council for Voluntary Services and other voluntary sector infrastructure organisations such as Cambridge Ethnic Community Forum, to ensure groups are able to get advice on completing the application forms appropriately, thus increasing their chances of submitting a strong and successful bid.</p> <p>City Council officers with specialisms in equalities, sports, arts and anti-poverty are also involved at the grant assessment and monitoring stages.</p>	
<p>8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?</p>	
<p>The recommendations for funding for the Main Community Grants are taken to Environment and Scrutiny Committee. The recommendations for funding for the Area Committee Grants go to their respective Area Committees.</p>	

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?

The last major Community Grants review was undertaken in July 2014. An interim EQIA was carried out in December 2013 on the Grants Review process. The EQIA informed a Review Scoping Report that was considered by Community Services Scrutiny Committee in January 2014.

The scoping report set out plans to consult voluntary groups and residents on proposals to re-focus Grant priorities and outcomes that would direct funding to voluntary sector groups and organisations that helped people with the highest need.

The proposed Grant priorities and outcomes were informed by priorities within City Council strategies for Community Development, Sports and Arts.

The final EQIA was produced in July 2014, with subsequent updates added in December 2014, which set out how the grants process transitioned to the new model and how any equality issues were handled prior, during and after the application round. For example, officers e-mailed 320 groups which had received grant funding at some point over the previous 3 years to inform them of the new grants priorities and outcomes. They were invited to send representatives to 2 Briefing Meetings where the new priorities and outcomes and application process were explained in detail. 39 people attended from 38 groups.

Officers attended 3 networking events for Arts, Sports and Executive officers and a meeting of Cambridge Ethnic Community Forum (where representatives from various local BAME groups attended) to explain the new priorities and outcomes and application process.

Officers used feedback from these meetings to work with Cambridge Council for Voluntary Services and produce a comprehensive guide/help notes which:

- explained the new grants process
- gave examples of what would and what would not be considered for funding
- gave an eligibility checklist
- signposting to a range of help and support

3 application workshops were held at different times to maximise availability for attendance for potential applicants to go through question by question what would make a good bid. 50 people attended from 44 groups / organisations.

Officers proactively contacted a number of small groups which they knew (from experience) might benefit from extra help or 1-2-1 support

Support for groups was also offered by the infrastructure organisations including CCVS, CECF and GET Group.

The Grants Team continue to carry out a range of activities to support organisations to understand the funding criteria and requirements needed for a successful application, including:

- attending organisation's committee meetings;
- 1-2-1 meetings
- training sessions and application workshops held jointly with CCVS
- Application Guide and Help Notes detailing the priorities, outcomes and eligibility criteria and giving guidance on requirements, question by question

- factsheets, templates and signposting to other funding providers

The Grants Team also meet after the application process has completed its cycle to review what went well, what could be improved and whether the strategic outcomes and priorities are still relevant and supporting Cambridge City residents with the greatest needs.

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 - Please also consider any safeguarding issues for children and adults at risk

The Priorities and Outcomes for Grants have a **Positive** impact for young people and older people who have the highest needs due to barriers which prevent them from accessing sporting activities, arts and cultural activities, legal and financial advice, employment support and community development activities.

For example, the experience of applicant groups, national and local research has highlighted the impact that social isolation can have to the wellbeing of older people, especially those on low incomes. Also, the importance of activities and support that help older young people (in particular) to find work.

The grant priorities and outcomes encourage voluntary organisations to submit funding applications that will help to mitigate such issues. Any voluntary group or organisations supporting older and younger people who are more affluent and thus able to pay for access to these services are less likely to receive funding if they apply. In this way the Grant funds remain targeted at those in greatest need.

Any group seeking Community Grant Funding which is proposing to deliver activities supporting young people or vulnerable adults must have the appropriate safeguarding policies and procedures in place. We would also expect any applicant group applying to the Main Community Grants round to have an Equality and Diversity Policy in place. The grants officers check the quality of the policies and that they are in date at the point of assessment. Ultimately, if the grant officers are not satisfied with the safeguarding documentation, a condition would be added to the grant agreement, whereby the funds would not be released until the documentation was in place, or the grant may be refused altogether.

The Grants Team recognises that whilst it might be more efficient to receive and process all applications electronically, we must be mindful that not all applicants have the ability and/or access to IT equipment that would enable us to move to an 'online only' process. Although infrequent, smaller organisations do still submit hard copy application forms. The Grants Team remains committed to accepting hard copy applications, providing telephone advice and in person visits (subject to covid risk assessment) alongside our e-mail service and webpages. Any future review of the grants process will need to be mindful of the negative impact of moving to an 'online/electronic' only system, particularly on groups representing older people.

(b) Disability

The Priorities and Outcomes for Grants will have a **Positive** impact for city residents who have disabilities and who have the highest needs due to barriers which prevent them from accessing sporting activities, arts and cultural activities, legal and financial advice, employment support and community development activities.

The experience of applicant groups, national and local research has highlighted that disabled people are disproportionately affected by low income. They can face multiple barriers due to both their low income and their disability.

For example, people with a disability can experience particular barriers to accessing employment which can result in low income which, in turn, can prevent them from accessing social activities such as sports or arts. This can lead to further social isolation and increased mental health issues.

The proposed grants priorities and outcomes will encourage voluntary organisations to submit funding applications that will help to mitigate such issues. The Community Grant guidance notes and application form specifically ask for evidence of need and how the activity will remove barriers or addresses gaps in society for City residents.

Any group applying for a Community Grant is expected to have an Equality and Diversity Policy in place. The grants officers check the quality of all policies required and that they are in date at the point of assessment. Ultimately, if the grant officers are not satisfied with the documentation, a condition would be added to the grant agreement, whereby the funds would not be released until the documentation was in place, or the grant may be refused altogether.

(c) Gender reassignment

There have been no groups solely representing people who have undergone gender reassignment that have applied for a community grant to date although some applications will include such residents within their wider remit.

The Priorities and Outcomes for Grants will have a **Positive** impact for city residents who have the highest needs due to barriers caused by discrimination due to their gender, sex or sexual orientation which prevent them from accessing sporting activities, arts and cultural activities, legal and financial advice, employment support and community development activities.

The proposed grants priorities and outcomes will encourage voluntary organisations to submit funding applications that will help to mitigate such issues. The Community Grant guidance notes and application form specifically ask for evidence of need and how the activity will remove barriers or addresses gaps in society for City residents.

Any group applying for a Community Grant is expected to have an Equality and Diversity Policy in place. The grants officers check the quality of all policies required and that they are in date at the point of assessment. Ultimately, if the grant officers are not satisfied with the documentation, a condition would be added to the grant agreement, whereby the funds would not be released until the documentation was in place, or the grant may be refused altogether.

(d) Marriage and civil partnership

There have not been any applications that directly relate to beneficiaries in the 'marriage and civil partnership' equality strand although frequently applications are submitted which aim to support people from the LGBTQ+ communities who may have experienced discrimination as a result of their gender or sexual orientation. Applicants must be able to demonstrate their proposed activities reduce social and/or economic inequality for Cambridge City residents with the most need. There is no reason an application targeting people experiencing discrimination as a result of their gender, sex or sexual orientation would not be welcome and no reason to think this group would be negatively impacted by the provision of a Community Grant.

Any group applying for a Community Grant is expected to have an Equality and Diversity Policy in place. The grants officers check the quality of all policies required and that they are in date at the point of assessment. Ultimately, if the grant officers are not satisfied with the documentation, a condition would be added to the grant agreement, whereby the funds would not be released until the documentation was in place, or the grant may be refused altogether.

(e) Pregnancy and maternity

There have not been any applications in recent years that directly relate to beneficiaries in the 'pregnancy and maternity' equality strand although frequently applications are submitted which aim to support women and families with young children. Provided an application was able to demonstrate its activities reduce social and/or economic inequality for Cambridge City residents with the most need, there is no reason an application targeting pregnant women or women on maternity leave would not be welcome and no reason to think this group would be negatively impacted by the provision of a Community Grant.

Any group applying for a Community Grant is expected to have an Equality and Diversity Policy in place. The grants officers check the quality of all policies required and that they are in date at the point of assessment. Ultimately, if the grant officers are not satisfied with the documentation, a condition would be added to the grant agreement, whereby the funds would not be released until the documentation was in place, or the grant may be refused altogether.

(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.

The Priorities and Outcomes for Grants will have a **Positive** impact for groups and organisations representing ethnic minority residents who have the highest needs due to barriers which prevent them from accessing sporting activities, arts and cultural activities, legal and financial advice, employment support and community development activities.

For example, an application could be submitted aimed at building confidence and improving physical activity levels, through taster sports sessions or similar. Also, particular ethnic minority groups are often on low incomes or find it hard to access work due to language or skills barriers, and so would clearly meet the Community Grant funding priorities and outcomes.

Such applications would be considered by the Councils Community Development Officer (Inclusion and Engagement) alongside the grants team to ensure the needs of the group are considered appropriately.

Any group applying for a Community Grant is expected to have an Equality and Diversity Policy in place. The grants officers check the quality of all policies required and that they are in date at the point of assessment. Ultimately, if the grant officers are not satisfied with the documentation, a condition would be added to the grant agreement, whereby the funds would not be released until the documentation was in place, or the grant may be refused altogether.

The Grants Team is mindful that completing an application form can be challenging – especially if English is not your first language. Experience to date suggests this is particularly the case with smaller and less established groups. The Grants Team can offer 1:1 support and will seek clarification from groups as necessary to inform the assessment process. Groups are also encouraged to seek support from the Cambridge Ethnic Community Forum to complete the application form and ensure the required paperwork is in place. Monitoring visits from the Grants Team are also a useful way to gather information about the activities which may not be apparent from the application form. This knowledge can be used to inform future grant applications and helps build trusting relationships.

(g) Religion or belief

The Council's Community Grants criteria specifically exclude 'Faith' activities and so there will be **no impact**.

Occasionally groups are funded which have a particular faith ethos to deliver non-faith activities providing that the group and the activities meet our grants priorities and are not for religious instruction or worship. Such groups are not allowed to exclude those from attending/participating that have a different / no religion.

On occasion, an application is from an organisation representing an ethnic minority group where cultural activities can be closely linked to religious practice. Such applications would be considered by the Council's Community Development Officer (Inclusion and Engagement) alongside the Grants Team to ensure the needs of the group are considered appropriately.

Any group applying for a Community Grant is expected to have an Equality and Diversity Policy in place. The grants officers check the quality of all policies required and that they are in date at the point of assessment. Ultimately, if the grant officers are not satisfied with the documentation, a condition would be added to the grant agreement, whereby the funds would not be released until the documentation was in place, or the grant may be refused altogether.

(h) Sex

The Priorities and Outcomes for Grants will have a **Positive** impact for city residents who have the highest needs due to barriers because of their sex which prevent them from accessing sporting activities, arts and cultural activities, legal and financial advice, employment support and community development activities.

The proposed grants priorities and outcomes will encourage voluntary organisations to submit funding applications that will help to mitigate such issues.

Any group applying for a community grant is expected to have an Equality and Diversity Policy in place. The grants officers check the quality of all policies required and that they are in date at the point of assessment. Ultimately, if the grant officers are not satisfied with the documentation, a condition would be added to the grant agreement, whereby the funds would not be released until the documentation was in place, or the grant may be refused altogether.

(i) Sexual orientation

The Priorities and Outcomes for Grants will have a **Positive** impact for city residents who have the highest needs due to barriers because of their sexual orientation which prevent them from accessing sporting activities, arts and cultural activities, legal and financial advice, employment support and community development activities.

The proposed grants priorities and outcomes will encourage voluntary organisations to submit funding applications that will help to mitigate such issues.

Any group applying for a community grant is expected to have an Equality and Diversity Policy in place. The grants officers check the quality of all policies required and that they are in date at the point of assessment. Ultimately, if the grant officers are not satisfied with the documentation, a condition would be added to the grant agreement, whereby the funds would not be released until the documentation was in place, or the grant may be refused altogether.

(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**
- **Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: https://media.ed.ac.uk/media/1_159kt25q).**

The Community Grant priorities and outcomes focus the available funding on groups and organisations that offer help and support to those residents in most need, in line with the Councils corporate priority 'Tackling poverty & inequality and helping people in the greatest need'.

This cuts across all the protected characteristics as poverty is often experienced by people who also face discrimination or lack of equality due to race, gender, disability etc.

This focus means that those groups and organisations that offer help to more affluent and articulate residents with protected characteristics who may, for example, be able to pay for support, may receive less or no funding. However, there may also be groups supporting residents with particularly high barriers to equality that are unrelated to income. The Community Grants scheme prioritises applications that seek to address these high barriers.

Many applications reflect the experience of their beneficiaries around intersectionality, albeit it is rarely couched in those terms. Links are frequently made between older people, disabilities and poverty for example, or particular ethnic minority groups, sex or gender and poverty. Many people experiencing interdependent discrimination and disadvantage are unable to access community development, sporting and cultural activities which enhance quality of life and improve and sustain wellbeing. The Community Grant Fund recognises the importance of equal access to such provision and welcomes applications which address this.

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.)

The Community Grants process is cyclical in nature. This provides windows of opportunity to review the process throughout the year. The application forms, guidance notes, monitoring requirements and grant agreements are discussed annually by the Grants Team and other key officers involved in the grant process. Amendments are made as necessary to reflect feedback from applicants, changes in Council policy or direction, national or local research and even potentially changes to the services delivered by other organisations. We also welcome feedback from infrastructure organisations providing support to applicants, such as the Cambridge Council for Voluntary Service (CCVS) and Cambridge Ethnic Community Forum.

The Council will be reviewing the grants process in 2022-23. Any changes will require the production of a new EQIA to ensure any potentially negative impacts will be mitigated.

12. Do you have any additional comments?

[Click here to enter text.](#)

13. Sign off

Name and job title of lead officer for this equality impact assessment: **Julie Cornwell, Senior Grants Officer**

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

Jackie Hanson, Community Funding and Development Manager; Melanie Baker Grants Officer; Chris Mason, Community Accountancy Officer; Jane McElroy, Information Officer (Grants); Ariadne Henry, CDO (Inclusion and Engagement)

Date of EqlA sign off: 26/05/22

Date of next review of the equalities impact assessment: 2022-23

Date to be published on Cambridge City Council website: [Click here to enter text.](#)

All EqlAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer at helen.crowther@cambridge.gov.uk.



Item

BIODIVERSITY STRATEGY 2022 -2030

To:

Councillor Alex Collis, Executive Councillor for Open Spaces, Food Justice & Community Development

Environment & Community Scrutiny Committee

30/06/2022

Report by:

Guy Belcher, Biodiversity Officer, Streets and Open Spaces
Tel: (01223) 458532 Email: guy.belcher@cambridge.gov.uk

Wards affected:

All

Key Decision

1. Executive Summary

- 1.1 In 2019, the City Council declared a biodiversity ¹ emergency in recognition of the pressures facing our natural world, both locally and internationally. The Council in approving its Motion pledged to review its 2006 Nature Conservation Strategy to ensure that Council met current legislation, policy, initiatives, and challenges and made a commitment to undertake a biodiversity audit of our major parks and open spaces.
- 1.2 In July 2021 the Executive Councillor for Open Spaces, Sustainable Food and Community Wellbeing approved use of a draft Biodiversity Strategy for public consultation.
- 1.3 The Biodiversity Strategy consultation, research and evaluations are now complete, and this report sets out the summary of the findings in relation

¹ The term biodiversity describes all forms of life, their interactions and the ecosystems that support them and us. It includes all species, both common and rare, which combine to provide us with the air we breathe, water we drink and the food we eat

to the draft Biodiversity Strategy. The consultation results are available at Appendix A.

- 1.4 This report is accompanied by a Biodiversity Strategy for 2022 to 2030 (Appendix B). The Strategy was informed by the biodiversity audit and consultation completed in July – September 2021. The Biodiversity Strategy identifies seven objectives to guide our work in response to Priority 1 of the Corporate Plan (2022 – 2027): Leading Cambridge’s response to the climate change and biodiversity emergencies. The actions to meet the objectives are grouped under three themes.
- I. **‘Biodiversity Mainstreaming’** seeks to embed biodiversity across all Council services and ensure that protection and enhancement opportunities are considered through the decision-making process.
 - II. **‘The Core’**, identifies and explains how we propose to enhance the key wildlife sites and habitats that we manage, including Local Nature Reserves, Commons, Pieces, Closed Cemeteries, and larger parks. The report includes recommendations that inform the strategy on how to achieve measurable biodiversity net gain from this baseline.
 - III. **‘Nature in your Neighborhood’**, recognises that nature should not be restricted to core sites, that the City Council manage only a small percentage of Cambridge’s green spaces and that we must work in partnership with other organisations and individuals to achieve City wide biodiversity net gain.
- 1.5 The strategy is accompanied with an Action Plan (Appendix C) detailing proposed projects and actions, lead services and timescales for delivery and reporting.

2. Recommendations

- 2.1 The Executive Councillor is recommended to:
- a) Note the stated ambitions and approve the adoption of the Biodiversity Strategy (2022 – 2030) and accompanying Action Plan.
 - b) To allocated responsibility for delivery and monitoring of the Action Plan to the Executive Councillor for Climate Change and Biodiversity.

3. Background

- 3.1 In 2019 the City Council in declaring a biodiversity emergency made a pledge in doing so, to review our 2006 Nature Conservation Strategy. The Nature Conservation Strategy had previously provided an ambitious 20-year biodiversity net gain vision for the Council, its services, and its partnerships however, it was recognized that it was in need of updating to reflect changes in current legislation, policy, initiatives and challenges.
- 3.2 The 2006 Strategy identified the key sites and habitats within the City and proposed more than 80 projects to deliver enhancements on City Council managed land and influence others through policies and partnerships. Many of the objectives and actions within the 2006 involve ongoing management and will be continuing within the new Biodiversity Strategy but set within the context of measurable biodiversity net gain and the Cambridge Nature Network².
- 3.3 The Council has delivered much of the original Nature Conservation Strategy for our wildlife and communities, however, as demonstrated nationally and internationally, we continue to see local biodiversity loss and not the nature recovery that is required.
- 3.4 A key achievement from the 2006 Nature Conservation Strategy has been the designation of 12 Local Nature Reserves (LNRs) to give these precious sites greater statutory protection. This has been successful in protecting them from inappropriate development, attracting capital funding for projects and revenue resources for habitat management, however, the accompanying habitat baseline report shows that many still require further efforts to enhance their habitat conditions.
- 3.5 The Council also needs to monitor its progress against this baseline to be sure we are delivering on our biodiversity net gain commitments and Natural Cambridgeshire's 'Doubling Nature ³' ambitions. This commitment transfers to the Biodiversity Strategy.

² The Cambridge Nature Network has been prepared by the Local Wildlife Trust and Cambridge Past Present and Future, providing an evidence based spatial plan for protecting and enhancing nature. It includes the best of the remaining habitats within 10km of the city and it identifies the key opportunities and locations for creating new habitats. Through collaboration with landowners and communities it represents an ambitious but achievable vision for local nature recovery.

<https://www.cambridgeppf.org/cambridge-nature-network>

³ Natural Cambridgeshire is the Local Nature partnership of leaders from businesses, local authorities, the health sector, farming, wildlife, and environmental organisations that exists to champion, influence and enable the fulfilment of the Doubling nature vision

<https://naturalcambridgeshire.org.uk/wp-content/uploads/2019/07/Doubling-Nature-LR.pdf>

- 3.6 As with the Climate Change Emergency the Biodiversity Emergency requires all City Council services to consider biodiversity within their operations, rather than traditionally just through planning services and land management within the open spaces team. This new Strategy embeds biodiversity principles and considerations across all service areas and the communities they serve. The strategy identifies principles and projects to deliver the Corporate Plan (2022-2027) Priority 1: Leading Cambridge's response to the climate change and biodiversity emergencies.
- 3.7 For many years the Council has worked with our Friends Groups, Local Nature Reserve volunteers and partners such as the Wildlife Trust and Cam Valley Forum to maintain and improve the rich diversity of habitats which can still be found in and around Cambridge. We greatly value this shared expertise and passion, recognising that we cannot hope to reverse the decline and help our species adapt to a changing climate alone. For this reason, the new Strategy seeks to further engage with landowners, businesses, community groups and visitors to respect, protect and enhance our city's wildlife and the multiple benefits it provides.
- 3.8 The Strategy is intended to support the Cambridge Past Present & Future and Local Wildlife Trust proposed Cambridge Nature Network, which incorporates our iconic riverside commons and LNRs and seeks to work in partnership to improve these sites' habitat condition. The strategy also recognises the uniquely placed Cambridge Conservation Initiative⁴ partners ambitions to collaborate more on local biodiversity issues, including their 2020 Biodiversity Action Plan for the university estate.
- 3.9 Due to the economic success of Cambridge and the local region, the city has seen considerable development; major growth sites, which were identified within the 2006 Nature Conservation Strategy, have now been built, along with new Country Parks and habitats to complement the existing network of LNRs, woodlands and water courses.
- 3.10 These previous schemes demonstrate that with good design and planning policies, biodiversity net gain is achievable on multifunctional spaces. The new Greater Cambridge Shared Planning Service for Cambridge City and South Cambridgeshire District Councils allows us to plan strategically on a Greater Cambridge geography, for new green

⁴ The Cambridge Conservation Initiative (CCI) is a collaboration between the University of Cambridge and leading internationally focused biodiversity conservation organisations based in and around Cambridge, UK.

infrastructure⁵ and measurable biodiversity net gain within our emerging shared local plan. Identifying land not just for new homes but for new habitats and connections to meet our duty under the Environment Act (2021).

3.11 The strategy references Greater Cambridge Shared Planning Services commitments to biodiversity, mirroring those laid out within South Cambridgeshire District Council's 'Doubling Nature' Strategy, including the adoption of the new shared Biodiversity Supplementary Planning Document to guide applicants and planning case officers on how to secure Biodiversity Net gain for all development.

3.12 The seven objectives identified within the strategy are:

- i. To secure a measurable net gain in biodiversity across the city by 2025 and support the Natural Cambridgeshire Doubling Nature Vision by 2030
- ii. To ensure designated sites and priority habitats are in good / favorable condition and connected, where possible, to increase resilience to a changing climate and contribute to the Cambridge Nature Network
- iii. To promote awareness of biodiversity and wellbeing, supporting coordinated action in our communities, business, and institutions
- iv. To ensure that biodiversity is considered by all council service functions and projects
- v. To harness the wealth of local professional and amateur knowledge and experience in identifying and solving local issues
- vi. To establish long term, species and habitats surveys and monitoring to measure the impacts of activities and identify new threats and opportunities across the city

4 Implications

4.1 Financial Implications

The delivery of the Strategy will be resourced, in the main, from within existing service budgets. However, there may be specific capital project needs arising from the proposed strategy, which will need either Council and/ or external investment. Any Council investment needs will be considered as part of the annual Budget Setting Report process.

⁵ Green infrastructure is a network of multi-functional green space and other green features, urban and rural, which can deliver quality of life and environmental benefits for communities.

4.2 Staffing Implications

The management and delivery of the Strategy will be resourced from within existing staffing resources.

The Council's approved Budget Setting Report (BSR) for 2022-25 includes a proposal to secure budget to enable the extension of the Canopy Project activity, in combination with providing additional biodiversity project support to deliver the new Biodiversity Strategy (approved for public consultation last autumn and to be adopted spring 2022), in a proposed new three-year Biodiversity Project Officer role. The business case for extending or mainstreaming the post will be reviewed in the 3rd year of the fixed term.

4.3 Equality and Poverty Implications

Positive impact. A thriving biodiverse environment is critical for our well-being with a growing evidence base to suggest that we lead healthier lives, both mentally and physically, if we have more opportunities to interact with nature. Therefore, this strategy has the potential to positively impact on all groups through preventing disability or long-term illness. Where we identify sites for potential recreational zoning, then the balance between public accessibility and wildlife protection will be subject to separate EQIA assessment.

4.4 Net Zero Carbon, Climate Change and Environmental Implications

The Strategy is deemed to provide a high positive rating due to the associated climate change adaptation scores. The strategy proposes actions to improve habitat condition and connectivity across the City which will improve its resilience to a changing climate and give species it supports the greatest opportunity to adapt and disperse. By increasing the vegetation cover, species, and structural diversity of our city's natural and built environment we will harness the multifunctional ecosystem service that these provide, including reducing flood risk and reduction of the urban heat island effect.

4.5 Procurement Implications

There are currently no procurement implications identified with this recommendation.

4.6 Community Safety Implications

The actions proposed within the Strategy include Council site management plan reviews, with a view to making our parks and open spaces more biodiverse. The changing of management practices and creation of new habitats to achieve this will need to be considered against the sites multifunctional needs and ensure that community safety is enhanced and not compromised.

Depending on the scale of the proposal this will be achieved through careful design, following consultation with other services, site users and wider local community.

5 Consultation and communication considerations

- 5.1 An eight-week public consultation on the draft strategy was held over July, August, and September 2021. A proposed list of key consultees was approved by committee for circulation and included the groups and organisations the council already engages with on biodiversity issues and projects.
- 5.2 The results of the survey and the Councils response are summarised in the appendix A.

6 Background papers

Background papers used in the preparation of this report:

- a) Cambridge City Council Nature Conservation Strategy (2006) Prepared by BCN Wildlife Trust:
<https://files.cambridge.gov.uk/public/ldf/coredocs/RD-NE/rd-ne-080.pdf>
- b) Greater Cambridge Chalk Stream Report (2020) Prepared by BCN Wildlife Trust and Wild Trout Trust:
<https://www.cambridge.gov.uk/media/9067/greater-cambridge-chalk-streams-project-report.pdf>
- c) Biodiversity Audit (baseline survey for key City Council owned and managed sites) prepared by MKA Ecology 2021:
<https://www.cambridge.gov.uk/media/9597/biodiversity-audit.pdf>

7 Appendices

Appendix A – Consultation analysis report

Appendix B - Biodiversity Strategy (2022 - 2030)

Appendix C – Action Plan

8 Inspection of papers

To inspect the background papers or if you have a query on the report please contact Guy Belcher, Biodiversity Officer, email: guy.belcher@cambridge.gov.uk.

Appendix A

Cambridge City Council Biodiversity Strategy 2022-2030:

Public Consultation Summary

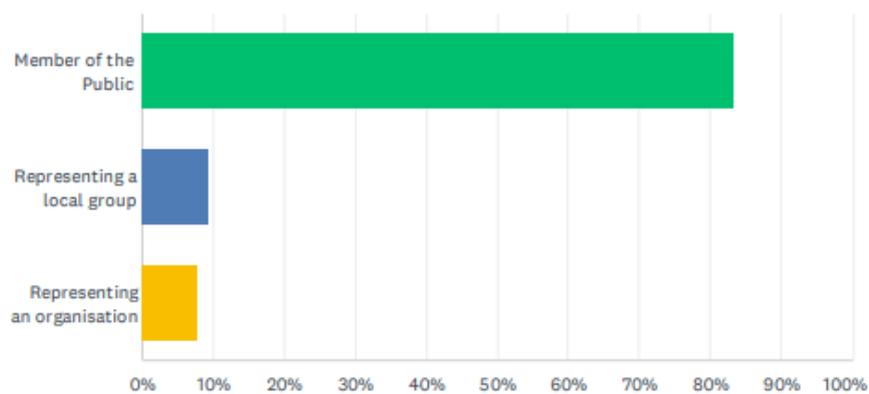
A full detailed report of all comments received (including those not submitted online) is available as a background paper to this report.

Q1, please indicate in what capacity you are answering these questions?

Member of the Public	83.08%
Representing a local group	9.23%
Representing an organisation	7.60%

Q1 Please indicate in what capacity you are answering these questions?

Answered: 65 Skipped: 0



Q2, do you agree with our strategic objectives?

These are set out below

1 To secure a measurable net gain in biodiversity across the City by 2025 and support the Natural Cambridgeshire Doubling Nature Vision by 2030

2 To ensure designated sites and priority habitats are in good / favourable condition and connected, where possible, to increase resilience to a changing climate and contribute to the Cambridge Nature Network

3 To promote awareness of biodiversity and wellbeing, supporting coordinated action in our communities, businesses, and institutions

4 To ensure that biodiversity is considered by all council service functions and Projects

5 To maximise the potential of our buildings, parks, open spaces, watercourses and tree stock to support biodiversity, whilst balancing their multifunctional needs

6 To harness the wealth of local professional and amateur knowledge and experience in identifying and solving local issues.

7 To establish long term, species and habitat surveys and monitoring to measure the impact of activities and identify new threats and opportunities across the city

Objective	Yes %	No %
1	88.89	7.94
2	96.83	1.59
3	98.44	0
4	93.75	3.13
5	96.88	0
6	96.88	0
7	96.83	1.59

Summary of comments received

General agreement with the objectives. Key points as follows.

- Local specialists should be consulted for help.
- Resources should be made available within the Council to deliver the actions.

- General concerns over development management and planning and the impacts on biodiversity, including compliance monitoring.
- Concerns over the use of biodiversity net gain (BNG).
- Needs further emphasis on the positive change that can be delivered, particularly economic benefits.
- Further consideration of engaging with educational institutions.

How have they been incorporated?

- Comments noted with thanks
- Planning issues relating to biodiversity are to be thoroughly addressed as part of the Local Plan review and within the Biodiversity Supplementary Planning Document (SPD).
- Action plan developed to clearly outline roles and responsibilities and to identify resourcing requirements
- Biodiversity net gain and the Defra metric are recognised as effective measures of change and will soon be made mandatory. We recognise that this metric does not consider all elements of biodiversity, and this will always be considered on our projects. A biodiversity net gain assessment will form just part of our work to assess biodiversity in our projects.
- Strategy has been updated to reflect better on some of the positive changes in biodiversity.
- The action plan provides further detail on our work to engage with schools.
- We recognise the concerns regarding the water vole populations at Jesus Ditch. The design at this location has been modified to ensure that there is a net gain in biodiversity, and that the impacts on the water vole are avoided.
- Cambridge City Council will always seek to work in partnership with individuals and organisations to promote biodiversity in the city. This is a key element of our strategy and the actions.

Q3, do you think the council should develop a biodiversity checklist for all services and projects?

Answer Choices	Responses
Yes	95.31%
No	1.56%

Summary of comments received

General agreement with proposal. Key points as follows.

- Should be applied across the board for council services.
- Swifts should be included on checklists for refurbishments and new builds on city estates.

How have they been incorporated?

- Comments noted with thanks
- Priority 1 for the Cambridge City Council Corporate Plan is 'Leading Cambridge's response to the climate change and biodiversity emergencies. The biodiversity check is supported throughout our organisation.
- The checklist will include to nesting birds, such as swifts, as well as all other protected species.

Q4, do you think the council should aim to achieve 20% biodiversity net gain on all measurable Cambridge City Council projects?

Answer Choices	Responses
Yes	85.94%
No	7.81%

Summary of comments received

General agreement with proposal. Key points as follows.

- The mitigation hierarchy should always be followed and not replaced by BNG.
- A higher target of net gain should be considered.
- Strategy should go beyond projects and consider all aspects of work.
- Species must not be overlooked for the sake of delivering net gain.
- Consideration of a holistic approach to Council projects to account for projects that may not deliver this gain.

How have they been incorporated?

- Comments noted with thanks
- The Council will follow the mitigation hierarchy principles for all project work, and in the discharge of our planning duties – this is set out in the Biodiversity SPD.
- We have set what we believe is an ambitious minimum target for net gain that is at the same time realistic. Where there are opportunities to exceed this target, they will be taken.
- Biodiversity net gain and the Defra metric are recognised as effective measures of change and will soon be made mandatory. We recognise that this metric does not consider all elements of biodiversity, and this will always be taken into account on our projects. A biodiversity net gain assessment will form just part of our work to assess biodiversity in our projects.
- We recognise the concerns about delivering net gain on site and the potential for a holistic approach. We have already demonstrated on some of our projects that this problem can be solved with offsite enhancements in adjacent green space.

Q5, do you think the council should implement the proposed Cambridge Green Roof Project?

Answer Choices	Responses
Yes	90.48%
No	4.76%

Summary of comments received

General agreement with proposal. Key points as follows.

- Consider dual use (e.g., with solar)
- Consider the cost/benefit ratio for green roofs over other positive biodiversity interventions.
- Design and management should be appropriate.

How have they been incorporated?

- Comments noted with thanks
- We recognise the concerns regarding cost and any proposal would be subject to cost/benefit analysis.

Q6, do you think the council should implement the proposed Cambridge Swift Project?

Answer Choices	Responses
Yes	95.24%
No	1.56%

Summary of comments received

General agreement with proposal. Key points as follows.

- Wider measures to ensure food resources are as important as providing nesting sites.
- Key to engage with new developments.
- Other urban birds should not be overlooked.
- Consideration of BNG should not overlook species specific measures.

How have they been incorporated?

- Comments noted with thanks
- It is important that food provisions are considered together with nesting provisions, and it is anticipated that the wider work of the strategy will help to ensure its availability.
- Biodiversity net gain and the Defra metric are recognised as effective measures of change and will soon be made mandatory. We recognise that this metric does not consider all elements of biodiversity, and this will always be considered. A biodiversity net gain assessment forms just part of the work to assess biodiversity on projects.
- Our new Biodiversity SPD provides further information on the provision of swift boxes (and features for other species) as part of the planning process.

Q7, do you think the council should promote biodiversity through implementation of the Citywide Tree Strategy?

Summary of comments received

Answer Choices	Responses
Yes	98.41%
No	1.59%

General agreement with proposal. Key points as follows.

- Trees must be planted in the right place.
- Native trees should be planted.
- General concerns over development management and the impacts on trees.

How have they been incorporated?

- Comments noted with thanks
- We understand that there are concerns regarding development control and trees and these are addressed in the Tree Strategy and the Local Plan review.

Q8, do you think the council should keep Cambridge City Council peat free, and encourage others to do the same ?

Answer Choices	Responses
Yes	98.44%
No	0.00%

Summary of comments received

General agreement with proposal. Key points as follows.

- Consider a council-run anaerobic digester to deal with arisings generate energy and provide compost.
- Engage allotment societies.
- Use perennials rather than annuals.

How have they been incorporated?

- Comments noted with thanks
- Strategy updated with further detailed actions for allotments
- The action plan provides further detail on our work to engage with allotments in Cambridge.

Q9, do you think the council should prepare/ review and implement Management Plans for all Cambridge City Council owned Local Nature Reserves, County Wildlife Sites and City Wildlife Sites
Summary of comments received.

Answer Choices	Responses
Yes	98.41%
No	1.59%

Summary of comments received

General agreement with proposal. Key points as follows.

- Local and ‘friends’ groups should be consulted.
- Advice should be sought from local special interest groups.
- Limiting public access may need to be a consideration.

How have they been incorporated?

- Comments noted with thanks
- The Council aim to engage stakeholders at all opportunities through the management plan process. We welcome the opportunity to collaborate on the plans to ensure that we can make the best of the biodiversity in our city. We will seek to do this at the early stages of the plan making process and continue to do through the process. Draft documents will also be subject to consultation.

Q10, do you think the council should develop and implement the Cambridge Grazing Project?

Answer Choices	Responses
Yes	93.55%
No	4.84%

Summary of comments received

General agreement with proposal. Key points as follows.

- Grazing strategy should be integrated with management plans.
- Grazing is integral to management of some city open spaces.

How have they been incorporated?

- Comments noted with thanks

Q11, do you think the council should continue to work on pollard willows around Cambridge and implement the recommendations of the 2018 Veteran and Ancient Tree Survey?

Answer Choices	Responses
Yes	93.75%
No	3.13%

Summary of comments received

General agreement with proposal. Key points as follows.

- Grazing strategy should be integrated with management plans.
- Grazing is integral to management of some city open spaces.

How have they been incorporated?

- Comments noted with thanks

Q12, do you think the council should implement and support the enhancement measures in the Greater Cambridge Chalk Stream Project?

Answer Choices	Responses
Yes	93.65%
No	1.59%

Summary of comments received

General agreement with proposal. Key points as follows.

- Addressing the pressures of water abstraction are fundamental to improving the chalk streams. Without the correct water levels other efforts will be wasted. The strategy should consider the Greater Cambridge Local Plan Strategic Spatial Options Review (2020).
- The Council should collaborate closely with other stakeholders (eg the Environment Agency and water companies).
- Protected species must be considered in all works.

How have they been incorporated?

- Comments noted with thanks
- Strategy updated to reflect water abstraction issues.
- In all element of our work we take care to ensure that protected species are accounted for, and that all work follows the mitigation hierarchy

Q13, do you think the council should deliver opportunities for the creation/reinstatement of waterways and wetland areas on the Cambridge Commons

Answer Choices	Responses
Yes	95.31%
No	1.56%

Summary of comments received

General agreement with proposal. Key points as follows.

- Important measures that recognise the local ecological character and these should be pursued.
- Measures must be in the correct location and residents and friends' groups should be consulted on proposals.
- Cultural considerations (such as fairs) should be considered
-

How have they been incorporated?

- Comments noted with thanks
- We will engage with all stakeholders through the creation of management plan and development of projects on our sites. All proposals will be subject to consultation, and we welcome comments and feedback.

Q14, do you think the council should deliver opportunities for the creation/ reinstatement of waterways and wetland areas on the Cambridge Commons

Answer Choices	Responses
Yes	85.48%
No	1.61%

Summary of comments received

General agreement with proposal. Key points as follows.

- Other organisations within depth knowledge of Cambridge should also be consulted (eg Cambridge Natural History Society)

How have they been incorporated?

- Comments noted with thanks

Q15, do you think the council should continue our work with the Wildlife Trust to provide advice to private landowners and managers?

Answer Choices	Responses
Yes	98.44%
No	1.56%

Summary of comments received

General agreement with proposal. Key points as follows.

- Other organisations within depth knowledge of Cambridge should also be consulted (eg Cambridge Natural History Society)

How have they been incorporated?

- Comments noted with thanks

Q16, do you think the council should undertake a repeat Biodiversity Audit every five years to monitor change?

Answer Choices	Responses
Yes	89.06%
No	7.81%

Summary of comments received

General agreement with proposal. Key points as follows.

- The frequency of the audits should be carefully considered.
- Opportunities to engage educational and voluntary resources should be considered.
- Species must also be considered as part of any monitoring process.
- Other basic measures of positive change could be considered for short term achievements (eg enhancement project delivery) with audits conducted less frequently.

How have they been incorporated?

- Comments noted with thanks
- We feel five years is the correct interval for the audit process which recognises the urgency for change, the effort required for each audit and potential pace of change. We will undertake annual reviews of the actions in the Biodiversity Strategy to review progress.
- We recognise that the audit process does not measure the change in species and there are actions which will work towards measuring and monitoring change in this way. These include seeking regular advice from local recorders, encouraging biodiversity recording through CPERC and iRecord and regular bioblitzs

Q17, do you think the council should publish, promote, and implement the Parks Biodiversity Toolkit

Answer Choices	Responses
Yes	82.54%
No	6.35%

Summary of comments received

General agreement with proposal. Key points as follows.

- Perennial wildflowers should be considered over annual mixes.
- Pesticide management could be considered in the toolkit.

How have they been incorporated?

- Comments noted with thanks
- We have pledged not to use pesticides within our parks and therefore this is not referenced in the Parks Biodiversity Toolkit.

Q18, do you think the council should develop and enhance the provision of interpretive materials for our Local Nature Reserves

Answer Choices	Responses
Yes	76.56%
No	3.13%

Summary of comments received

General agreement with proposal. Key points as follows.

- Consider interpretation for biodiversity across the city.
- Guidance on appropriate behaviours for users could be included.

How have they been incorporated?

- Comments noted with thanks

Q19, do you think the council should continue our support for Cambridge as a Sustainable Food City

Answer Choices	Responses
Yes	92.06%
No	4.76%

Summary of comments received

General agreement with proposal.

How have they been incorporated?

- Comments noted with thanks

Q20, do you think the council should Implement recreational pressure on biodiversity campaigns ?

Answer Choices	Responses
Yes	67.74%
No	6.45%

Summary of comments received

General agreement with proposal. Key points as follows.

- There is support for management of dog walking activities on sensitive sites.
- Alternative green spaces must be provided if there is to be a reduction in recreational pressures on sensitive sites/areas.

How have they been incorporated?

- Comments noted with thanks

Q21, do you think the council should continue to engage with volunteers and groups around the city in practical actions to protect, enhance and monitor biodiversity

Answer Choices	Responses
Yes	96.88%
No	0.00%

Summary of comments received

General agreement with proposal. Key points as follows.

- Volunteering must not replace permanent staff dealing with biodiversity issues.
- Managing volunteers requires resources.

How have they been incorporated?

- Comments noted with thanks
- We are pleased to have worked with such enthusiastic volunteers to help the biodiversity of our city. We look forward to building on these relationships in the future, and we look forward to developing new relationships with volunteers

Q22, do you think the council should maximise opportunities for conservation collaboration across the city

Answer Choices	Responses
Yes	98.39%
No	1.61%

Summary of comments received

General agreement with proposal. Key points as follows.

- As biodiversity does not recognise human boundaries collaboration is critical.
- Can save money and make efforts more efficient.

How have they been incorporated?

- Comments noted with thanks

Q23, do you think the council should implement annual campaigns to promote biodiversity across the city?

Answer Choices	Responses
Yes	93.75%
No	3.13%

Summary of comments received

General agreement with proposal. Key points as follows.

- Caution of overload with campaigns simply being forgotten the following year.
- More publicity of campaigns would be helpful.
- Link to ongoing monitoring to identify priorities.
- Consider more engagement with schools.
- More capacity required in the Council to deliver the campaigns

How have they been incorporated?

- Comments noted with thanks
- We agree that linking campaigns to the finding of the biodiversity audit would be an effective measure.
- The strategy has been updated with a schools and biodiversity campaign

Q24, do you think the council should continue our work on the Keep Cambridge Buzzing project?

Answer Choices	Responses
Yes	93.55%
No	1.61%

Summary of comments received

General agreement with proposal. Key points as follows.

- Appropriate biodiversity interventions in appropriate locations.
- More engagement to widen impacts.

How have they been incorporated?

- Comments noted with thanks
- The strategy and action plan set out a range of actions for biodiversity interventions and positive management for invertebrates.

Q25, do you think the council should continue with action to reduce the use of herbicides in the city’s public realm, phasing out its routine use as soon as feasibly possible, and engaging with other land managers and residents to follow suit?

Answer Choices	Responses
Yes	60.32%
No	4.76%

Summary of comments received

General agreement with proposal. Key points as follows.

- More urgency required to eliminate the use of herbicides.
- Impacts on air quality and health should be referenced in the strategy.
- Concern about how this will be encouraged across Cambridge beyond the Council’s remit.

How have they been incorporated?

- Comments noted
- Strategy has been updated to reflect impacts of herbicides on human health and air quality
- Action plan developed with further detail on how these measures will be achieved

Q26, do you think the council should develop and implement the hedges for King's Hedges project?

Answer Choices	Responses
Yes	95.31%
No	1.56%

Summary of comments received

General agreement with proposal. Key points as follows.

- Development management should encourage more native species planting in close proximity to housing.
- Hedging should be considered across the city as a whole.

How have they been incorporated?

- Comments noted with thanks
- The provision of biodiversity features as part of the planning process is detailed in the Biodiversity SPD and will be addressed in the new Local Plan

Q27, do you think the council should continue to work with artists around the city to facilitate understanding and interest in our biodiversity?

Answer Choices	Responses
Yes	68.25%
No	6.35%

Summary of comments received

General agreement with proposal. Key points as follows.

- Cost should be considered to ensure this is not at the expense of biodiversity provisions.
- A good way to engage and help understanding.
- Projects should also provide habitats.

How have they been incorporated?

- Comments noted with thanks

Q28, do you think the council should develop and implement the North-west Cambridge Great Crested Newt Project?

Answer Choices	Responses
Yes	87.10%
No	1.61%

Summary of comments received

General agreement with proposal. Key points as follows.

- Also need to consider other amphibians.

How have they been incorporated?

- Comments noted with thanks
- Our aim is to help a range of biodiversity, including other amphibians, as part of the North-west Cambridge Newt Project.

Q29, do you think the council should continue our work with Bioblitz events across the city?

Answer Choices	Responses
Yes	85.71%
No	6.35%

Summary of comments received

General agreement with proposal. Key points as follows.

- A good way to engage.
- Forward planning required to ensure experts can adequately help.
- Consider implementing in schools

How have they been incorporated?

- Comments noted with thanks

Q30, do you think the council should continue our support of Cambridge and Peterborough Environmental Records Centre?

Answer Choices	Responses
Yes	95.31%
No	3.13%

Summary of comments received

- General agreement with proposal.

How have they been incorporated?

- Comments noted with thanks.

Q31 Is there anything you think we have missed within the draft strategy?

Summary of comments received

- Consider carbon monitoring of projects.
- Concerns of development management.
- Greater provision of green spaces.
- Improved management for biodiversity, moving away from excessive mowing and chemical use.
- Greater engagement with residents, schools and young people.
- There must be sufficient funding and resources to support the strategy.
- Focus on some of the positive biodiversity work that has already been completed in the city.
- Consider using horses for more work around the city.
- The issue of artificial light is not recognised in the strategy.
- A greater reference to the value of garden habitats for biodiversity.
- The city should be more ambitious in the requirement for biodiversity features as part of the planning process.

How have they been incorporated?

- Comments noted and addressed above in part
- Carbon monitoring is captured and addressed within the Climate Change Strategy
- The new Local Plan and the biodiversity SPD address the issues of artificial light for development. Consideration of artificial light will be given when developing new management plans for our sites.

Q32, have you any suggestion as to how we might collaborate to deliver this strategy?

Summary of comments received

- Concerns of development management.
- Ensure that local experts are consulted on biodiversity (CNHS, Wildlife Trust, CCI, CCF etc).
- Develop local action groups.
- Critical to collaborate with residents.
- Consider a Cambridge biodiversity fair or biodiversity festival week.
- Consider a biodiversity ambassador for the city.
- More work with schools.

How have they been incorporated?

- Comments noted with thanks, and partly addressed above.
- Cambridge Nature Festival takes place in June 2022.

End of report.



**Cambridge City
Council
Biodiversity
Strategy
2022 – 2030**



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Foreword

Executive Cllr Alex Collis

Executive Councillor for Open Spaces, Sustainable Food and Community Wellbeing

When the City Council declared a biodiversity emergency in May 2019, we said that we wanted to put in place a clear plan of action for how we would tackle the growing challenges facing not just our city but also the wider world.

I'm delighted to present to you our new Biodiversity Strategy, which offers exactly that – a robust plan of action, well supported by evidence gathered through our work with key stakeholders including conservation groups, experts and local residents. We have carried out a comprehensive biodiversity audit to help us fully understand the different local pressures and threats such as habitat loss, fragmentation and degradation that have been caused by increasing urbanisation, recreational pressure from increased demands on our green spaces, and depletion of our water supply.

This strategy sets out a clear vision of the direction in which we need to be heading, in order to achieve our objective of a measurable net biodiversity gain across Cambridge, alongside our objective of tackling climate change by becoming a net zero council by 2030.

We will continue to enhance our core biodiversity sites, including our local nature reserves, as well as more widely in neighbourhoods across the city, working closely with local communities in places such as allotments and community gardens and orchards. We will also embed biodiversity across all the council's different areas of work – planning, housing, transport.

Protecting biodiversity is not an optional extra – it is one of the most important things we do as a local authority. The pandemic has really shown the importance of our open spaces and the habitats they support. There is a lot of work ahead of us all to meet the challenge, but this new biodiversity strategy is an essential first step.

1. Introduction

The term ‘biodiversity’ describes all forms of life, their interactions and the ecosystems that support them and us. It includes all species, both common and rare, which combine to provide us with the air we breathe, water we drink and the food we eat.

In 2019, the City Council declared a biodiversity emergency¹ in recognition of the pressures facing our natural world, both locally and internationally. Priority 1 of our Corporate Plan 2022 – 2027² is ‘Leading Cambridge’s response to the climate and biodiversity emergencies and creating a net zero council by 2030’. We pledged to review our 2006 Nature Conservation Strategy which provided an ambitious 20-year biodiversity net gain vision; however, it needed updating to meet current legislation, policy, and challenges. Written with expertise from the BCN Wildlife Trust the original document identified the key sites and habitats within the City and proposed more than 80 projects to deliver enhancements on City Council managed land and influence others through policies and partnerships. Many of the objectives and actions within the 2006 plan involve ongoing management and will be continuing within the revised strategy.

We have delivered much of the 2006 plan for our wildlife and communities, however, as demonstrated nationally and internationally, we continue to see local biodiversity loss and not the natural recovery that is required. A key achievement from the previous strategy has been the designation of the City’s 12 Local Nature Reserves (11 managed by City Council, 1 by Local Wildlife Trust) to give these precious sites greater statutory protection. This has been successful in protecting them from inappropriate development, attracting capital funding for projects and revenue resources for habitat management, however, the accompanying habitat baseline report shows that many still require further efforts to enhance their habitat conditions. We also need to monitor our progress against this baseline to be sure we are

¹ <https://www.cambridge.gov.uk/biodiversity-emergency>

² <https://www.cambridge.gov.uk/corporate-plan-2022-27-our-priorities-for-cambridge>

delivering on our 'Biodiversity Net Gain' commitments and Natural Cambridgeshire's 'Doubling Nature' ambitions.

As with the Council's climate change emergency, the biodiversity emergency requires all City Council services to consider their net impact on biodiversity within their operations. This new strategy attempts to embed biodiversity principles and considerations across all Council service areas and the communities they serve.

For many years, we have worked with our Friends Groups, Local Nature Reserve volunteers and partners such as the Wildlife Trust, Cam Valley Forum, community gardens and orchards to maintain and improve the rich diversity of habitats which can still be found in and around Cambridge. We greatly value this shared expertise and passion, recognising that we cannot hope to reverse the decline and help our species adapt to a changing climate alone. For this reason, the new strategy seeks to further engage with other city, businesses, community groups and visitors to respect, protect and enhance our city's wildlife and the multiple benefits it provides our communities.

We are partners in the recently launched Cambridge Nature Network, which incorporates our iconic riverside commons and Local Nature Reserves (LNRs) and we look forward to working more closely with other Network land owning/managing partners and the wider local community to conserve and enhance the Network as a vital strategic piece of green infrastructure for the city.

Due to the success of Cambridge and the local region, major growth sites which were identified within the 2006 Nature Conservation Strategy have now been built, along with associated new country parks and habitats to complement the existing network of LNRs, woodlands and water courses. Trumpington Meadows nature reserve and Hobson's Park are now vibrant new strategic green spaces, providing welcome respite for communities during the Covid pandemic and also new homes for farmland and wetland species. These schemes demonstrate that with good design and planning policy, biodiversity net gain is achievable on multifunctional spaces. The new Greater Cambridge Shared Planning Service between the City and

South Cambridgeshire District Council allows us to help plan on a strategic Greater Cambridge geography for existing and new green infrastructure and measurable biodiversity net gain within our emerging shared local plan. Identifying land not just for new homes but for new habitats and connections to meet our duty under the Environment Act 2021.

In addition, developments have included planning conditions securing Section 106 contributions, which have helped fund biodiversity projects on existing green spaces, such as 'The Rush' fish pass at Sheep's Green LNR and a wildlife pond and demonstration green roof at Nightingale community garden.

2. Biodiversity in context

The biodiversity emergency we are experiencing is not just local but also global. Current global species extinction rates are 100 to 1000 times higher than the expected baseline rate, and they are increasing. Some of the key driving forces which are causing the emergency are increasing demands for food and energy production. These result in habitat loss, habitat degradation, habitat fragmentation and environmental pollution. They also contribute to, and exacerbate, the effects of climate change. The result is a decrease in species diversity, but also impacts on other elements of biodiversity, such as genetic diversity within species, or the functional characteristics of ecosystems. Ultimately these declines and changes undermine nature's productivity, resilience and adaptability placing it at risk of further damage or collapse.

All of these pressures are damaging to the intrinsic value of biodiversity, and also the ecosystem services that we rely on for our social, economic and environmental health and wellbeing - including clean air, urban cooling, flood alleviation and food to name but a few. A thriving biodiverse environment is critical for life with a growing evidence base to suggest that we lead healthier lives, both mentally and physically, if we have more opportunities to interact with nature.

The UK is one of the most nature depleted countries in the world (ranked 189 out of 218). Almost 15% of all species in the UK are at risk from extinction. With 72% of the UK land area managed for agriculture it is no surprise that changes in this industrial sector, responding to Government policy and societal changes, have one of the greatest impacts on our nation's biodiversity. Other drivers for change include urbanisation, inappropriate woodland management, invasive species, hydrological change and, of course, climate change. It is thought that climate change is responsible for 40% of the significant decline in UK moth abundance. At the same time, it has resulted in significant growth for some pest species with aphid abundance increasing by 60%.

In comparison to other parts of the UK, Cambridgeshire has some of the lowest proportions of Priority Habitats and land designated for nature conservation, and it has the second lowest proportion of woodland coverage. Within the region agricultural change has also been instrumental in land use changes and biodiversity losses. Grassland cover has decreased from around 30% in the 1930s to less than 10% in 2018, being replaced in large part by arable farmland. Cambridgeshire also contains relatively little accessible green infrastructure for people, with growing populations this places greater recreational pressures on those greenspaces.

The same suite of threats impact on the biodiversity of our city as they do throughout the rest of the world. Our city and its associated sub region are experiencing rapid urban growth, including housing, commercial and institutional development. Whilst this helps support a thriving local economy it places significant pressure on our green infrastructure³ and the biodiversity it supports. Within Cambridge we have immediate threats such as habitat loss or fragmentation through inappropriate development. In urban environments recreational pressures are more prevalent with a higher population density. There are also broader fundamental threats such as the impacts of climate change or hydrological changes which continue to place pressure on our biodiversity at a local level.

It is challenging in an urban environment to balance the needs of both wildlife and people. If we are to really halt the declines in biodiversity, we will have to work hard to make space for nature in the urban communities where we live and in the surrounding countryside. This will mean protecting and enhancing the precious biodiversity resources that we have left, but also ensuring there is sufficient outdoor recreational space for residents to be able to access and enjoy.

The very fact that these pressures are occurring at a local level does mean that it is within our power to do something about them. Biodiversity is resilient, particularly in our towns and cities; and has the capacity to bounce back. There are many examples of positive interventions making a difference for biodiversity across the UK.

³ The term green infrastructure also includes the blue infrastructure of our city such as rivers and streams

The suite of actions set out within this strategy is the response of Cambridge City Council to the biodiversity emergency we face locally, nationally, and internationally. We recognise the importance of a healthy and biodiverse environment that is sustainably planned and managed to ensure the current and future prosperity and health and wellbeing of all sections of our city community, but especially the sick, poor and vulnerable. Our aim is to go beyond simply halting the decline in biodiversity but to actively restore the quality of our natural environment and leave our city's wildlife in a better state than that in which we found it. We hope the following strategy will inspire you to join us and help to deliver the proposed actions and associated changes needed to achieve this.

3. Legislation and policy

This Biodiversity Strategy considers and is aligned with a range of national, regional, and local policies and plans, as outlined below, to ensure cohesion and a net positive contribution to wider strategic initiatives. Legislative documents, policy reports and reviews or policy drivers are discussed in further detail in the Appendix.

National Legislation

- Environment Act 2021
- The Wildlife and Countryside Act 1981 (as amended)
- The Conservation of Habitats and Species Regulations 2017 (as amended)
- Natural Environment and Rural Communities (NERC) Act 2006
- The Countryside and Rights of Way (CRoW) Act 2000

Policy documents (national, regional, and local)

- National Planning Policy Framework (NPPF) 2012 (last updated July 2021)
- South Cambridgeshire Local Plan (2018) and Cambridge Local Plan (2018) - currently being updated to the Greater Cambridge Local Plan
- South Cambridgeshire District Council Doubling Nature Strategy (2021)
- Greater Cambridge Biodiversity Supplementary Planning Document (2022)
- Cambridgeshire & Peterborough Biodiversity Action Plan
- UK Post-2010 Biodiversity Framework
- Biodiversity 2020: A strategy for England's wildlife and ecosystem services.

Reviews, plans and policy drivers (national, regional, and local)

- Greater Cambridge Green Infrastructure Opportunity Mapping (2020/2021)
- Greater Cambridge chalk streams project report
- CCC/MKA Ecology Ltd Biodiversity Audit (2021)
- Natural England Nature Networks

- 25 Year Environment Plan (2018)
- Making Space for Nature: A review of England's Wildlife Sites and Ecological Network (The Lawton Report, 2010)
- The Economics of Biodiversity: The Dasgupta Review (2021)

4. Local initiatives

The continued decline in biodiversity has prompted a number of local and regional initiatives that seek to protect, restore and enhance biodiversity through both development and land management practices. Many of these seek landscape scale restoration of habitats to ensure that ecosystems are resilient. The City Council seeks to support these through both policies and projects to ensure that opportunities are realised on our land holdings, and we deliver measurable biodiversity net gain through our statutory functions, operational services and activities and community influence.

Natural Cambridgeshire (Local Nature Partnership) Doubling Nature Vision

Natural Cambridgeshire is a partnership of leaders from businesses, local authorities, the health sector, farming, wildlife, and environmental organisations that exists to champion, influence and enable the fulfilment of the Doubling nature vision <https://naturalcambridgeshire.org.uk/wp-content/uploads/2019/07/Doubling-Nature-LR.pdf>

Cambridge Nature Network

The Cambridge Nature Network is a landscape scale biodiversity initiative led by the Local Wildlife Trust and Cambridge Past Present and Future with support from the City Council and other key landowning partners. The initiative is founded on an evidence based spatial plan for protecting and enhancing nature, focussed on the best of the remaining habitats within 10km of the city and key opportunities and locations for creating new habitats and associated linkages. Through collaboration with landowners and communities it represents an ambitious but achievable vision for local nature recovery. The Cambridge Nature Network will form a critical part of the emerging statutory Local Nature Recovery Strategy for Cambridgeshire, which will be overseen by the Cambridgeshire and Peterborough Combined Authority. <https://www.cambridgeppf.org/cambridge-nature-network>

Cambridge Canopy Project

This EU Interreg 2 Seas Programme funded city wide project aims to significantly increase the tree and shrub canopy cover in Cambridge from 17% to 19% of the area of the city (the average canopy cover in England is 16%) and enhance its resilience to the impacts of a changing climate, in line with the goals of the Council's Citywide Tree Strategy 2016-2026.

<https://www.cambridge.gov.uk/cambridge-canopy-project>

South Cambridgeshire District Councils Doubling Nature Strategy

This document lays out how South Cambridgeshire District Council will seek to 'Double Nature' through their land management, community support and shared planning function with Cambridge City Council.

<https://www.scambs.gov.uk/media/16668/digital-final-doubling-nature-strategy.pdf>

Cambridge University Biodiversity Action Plan

Representing considerable land holdings across the city, this plan seeks to deliver a significant and measurable improvement in the biodiversity of the University of Cambridge estate, and the Greater Cambridge Area more generally, in a manner that educates and inspires an appreciation of the natural environment, and that encourages interventions, research and innovation to enhance and protect biodiversity for future generations. It seeks to further collaborative working with the City Council on biodiversity initiatives.

<https://www.environment.admin.cam.ac.uk/biodiversity-and-ecosystems>

The Fens Biosphere proposal

The Fens Biosphere designation proposal seeks to give global recognition to this unique and valuable area. Biosphere status is achieved by applying to UNESCO. There are a number of golden threads linking the activities of all Biospheres:

- Biospheres will meet the needs of their current and future residents and work towards providing secure and happy futures for all.
- Biospheres will improve the natural environment.
- Biospheres will use new ideas, science, and technology to explore new ways of living every day that solve global challenges.

Within the proposed designation Cambridge is recognised as a key gateway to the Fenland landscape north of the city.

<https://www.fensbiosphere.org.uk/>

Wicken Fen Vision

The National Trust's Wicken Fen Vision is an ambitious, 100-year plan to create a diverse landscape for wildlife and people stretching from Wicken Fen to the edge of Cambridge. By restoring natural processes, careful management of water and grazing will allow the land to evolve a mosaic of habitats for a wide variety of abundant wildlife. People will be able to enjoy access and recreation opportunities across a beautiful, tranquil natural fenland landscape, with opportunities for volunteering, education, and interpretation.

<https://www.nationaltrust.org.uk/wicken-fen-nature-reserve/features/wicken-fen-vision>

5. Cambridge City Council role

Cambridge City Council manages more than 80 parks and open spaces, such as play areas, allotments, community gardens and orchards, totalling over 742 hectares. Some of these sites are designated and managed predominantly as nature reserves, for their wildlife value and form part of the key Cambridge Nature Network, whilst others provide valuable predominantly recreational open space for residents and visitors to enjoy. Whatever the primary purpose and size of these spaces, combined they provide a huge potential for increasing the extent, quality, and connectivity of habitats within the city and their contribution to the wider associated Cambridge Nature Network. Therefore, we have an obligation and opportunity to ensure that all sites maximise their potential for biodiversity, provide good examples of habitat management and creation and hopefully influence other landowners to do the same.

We manage approximately 23 kilometres of awarded watercourses, including some of our precious chalk streams, by ensuring management is sensitive to biodiversity, whilst providing our statutory drainage functions, we can protect such iconic species as water vole, kingfishers and brown trout in the city. We are also riparian owners of a significant stretch of the main riverbank through the city. Wherever possible we are seeking to 'naturalise' previously engineered banks such as at Stourbridge Common, creating new backwaters and wetland such as on Logan's Meadow LNR and providing passage for fish around artificial obstructions, such as at the weir at Byron's Pool LNR and 'The Rush' fish pass at Sheep's Green LNR.

We are custodians of our precious common land and oversee the historic grazing management practice that retains flood meadow landscapes and iconic cattle grazing in the heart of the city. These grasslands form a key part of the network of Cambridge spaces and offer potential for enhanced management to benefit biodiversity and capture carbon emissions.

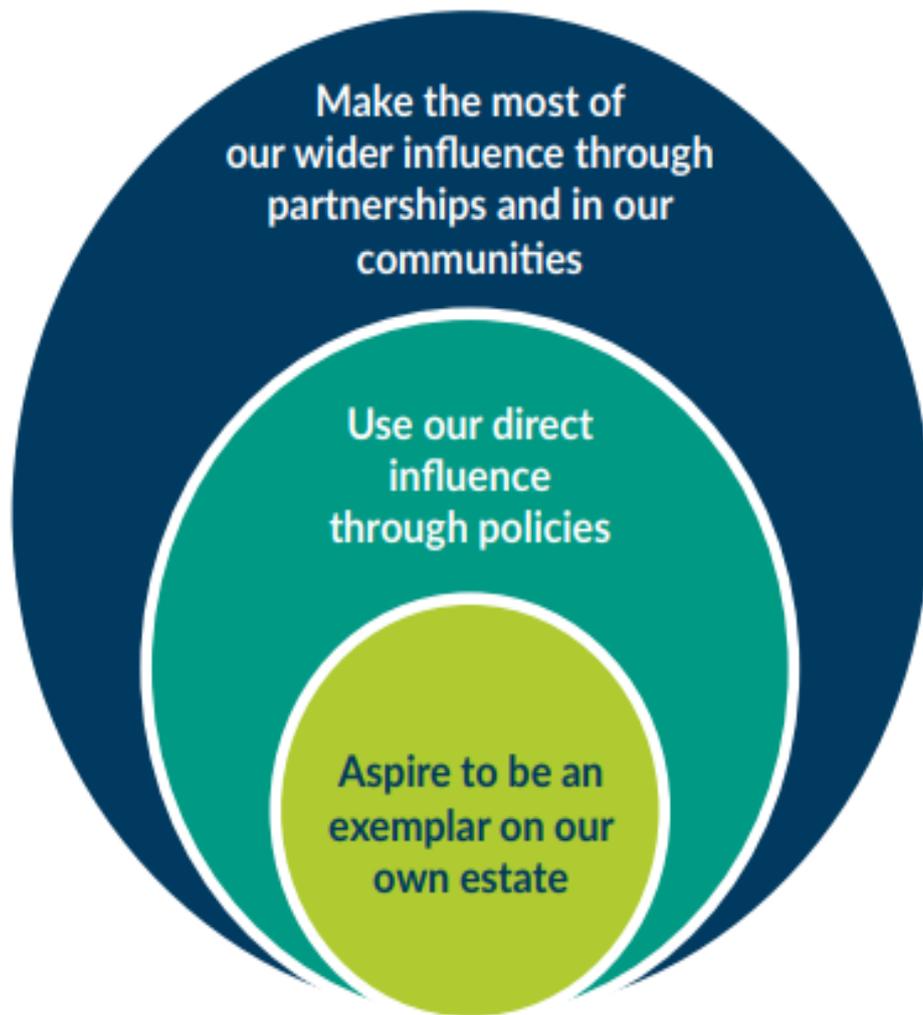
Through implementation of our tree strategy, we manage over 30,000 trees, contributing to the urban forest that provide both wildlife and communities with a

range of ecosystem services, making our neighbourhoods cooler, cleaner and more attractive places to live. Street trees provide habitat and 'stepping stones' for species living in or moving through the built environment.

Our property estate includes rental units, iconic buildings such as the Guildhall and council housing properties with gardens and communal open spaces. How we manage, renovate, and invest in these assets will impact upon existing species present and provide huge opportunities for restoring nature where people live and work.

Through our Streets and Open Spaces Community Engagement Team we offer support to local Friends Groups, providing opportunities for volunteering in our parks and open spaces, and work closely with local community groups including On the Verge promoting new wildflower meadows and Action for Swifts, with swift box provision such as on Queen Ann Terrace car park and at Edgecombe Flats.

As a local authority we are often a key partner in many local initiatives and projects with links to community groups. By promoting biodiversity through raising awareness in communities we can ensure that opportunities for people to connect with, protect, enhance, and appreciate nature are realised.



6. Cambridge's biodiversity resource

The geological and landscape setting

There are three National Character Areas (NCA) around Cambridge, each with distinctive geological features which dictate the landscape character and biodiversity contained within them.

To the north and west is NCA 88 Bedfordshire and Cambridgeshire Clay lands. A broad gently undulating lowland plateau with shallow rivers, and notably the Great Ouse and Nene, which broaden as they reach the Fens. The area is dominated by intensive arable farming. There is an underlying clay geology which is overlain by glacial deposits of chalky boulder clays which add great character to the ancient woodlands in the area.

To the south and east is NCA 87 East Anglian Chalk. Characterised by smooth rolling chalkland hills with large irregular field enclosed by low-lying hedgerows. Much of the area is under cereal production but important semi-natural habitats include lowland calcareous grassland and the chalk streams which are under significant threat from modification and abstraction.

Further north and east of the city, and with a narrow corridor alongside the River Cam, is NCA 46 The Fens. Characterised as an expansive low-lying wetland landscape. Woodland cover is sparse, and the open fields are bounded by drains and river systems which provide an important ecological network. An important area for biodiversity with several internationally recognised areas of nature conservation value.

Within the City of Cambridge, it is possible to see the influence of each of these regions on the habitats and species that are present. Directly to the south-east of the city are chalky grasslands with exposed chalk (such as East Pit). To the north and east are areas which have characteristics of fenland with reedbeds and drains (such as Wilbraham Fen). To the west, and running right through the heart of the city, are

riverside meadows and pastures which are characteristic of the semi-natural habitats of the clay lands (such as Grantchester Meadows or Midsummer Common).

The ecological setting

Statutory and non-statutory designated areas

Within Cambridge there are a range of areas designated for their nature conservation value. These include statutorily designated Sites of Special Scientific Interest (SSSI) which are of national significance for the biodiversity and geological features they support. The statutory sites also include LNRs which are of statutory local significance for both people and wildlife.

Non-statutory sites include County Wildlife Sites (CWS), which represent some of the most important habitats in Cambridgeshire. Within the city itself are a suite of City Wildlife Sites (CiWS). These areas do not meet national or County criteria for statutory designation, but they do meet important criteria at a local level and contain many locally significant habitats and species.

The habitats and species at these locations are varied but typically reflect the wider landscape with woodlands, chalky grasslands and rivers and streams. Some are designated for the species they support, such as water vole. Some habitats and species within Cambridge are listed as Habitats of Principal Importance and Species of Principal Importance, or Priority Habitats and Species. These are listed on the NERC Act (2006) and represent some of the most valued habitats and species in the UK.

Other greenspaces

Cambridge is fortunate to have a host of other greenspaces which all make a significant contribution to our biodiversity. These include country parks, such as those at Milton and Trumpington Meadows. There are also other accessible

greenspaces including Grantchester Meadows, Hobson's Park, and new areas of open space at Eddington and Darwin Green in north-west Cambridge.

Cambridge is a 'green' city. Beyond the formal greenspaces such as designated areas and parks, there are also numerous informal greenspaces, including community gardens and orchards, private gardens as well as college grounds, street trees and increasingly, green roofs. Canopy cover from trees in the city is estimated to average 17% across the wards, and these trees alone make a significant contribution to the biodiversity resource in Cambridge.

The Cambridge Nature Network

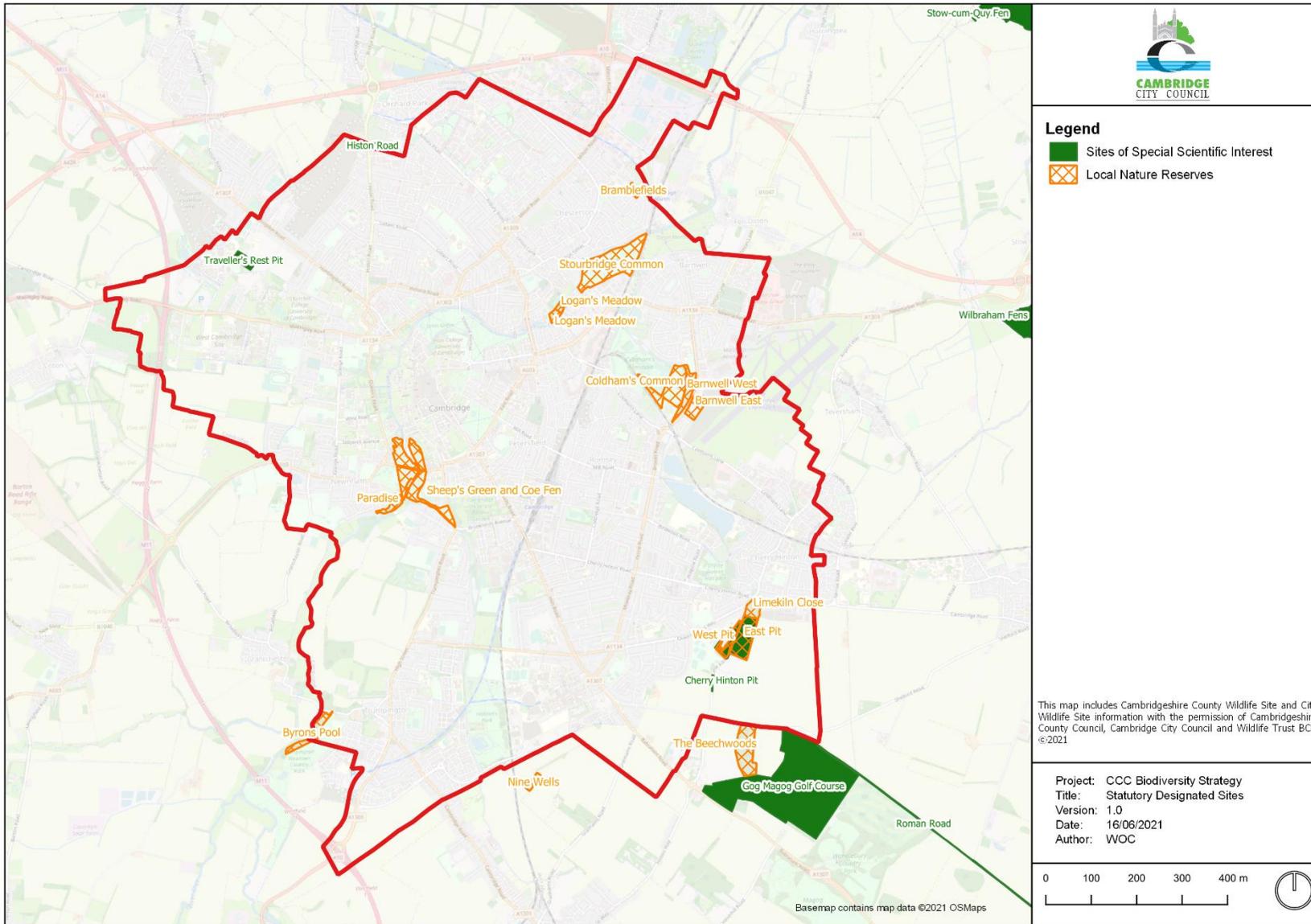
Two priority areas of the Cambridge Nature Network directly interact with the city. The Cambridge Nature Network Priority Areas have been identified by grouping core sites based on landscape features, topography, and hydrology. Within these areas, potential extension habitats (or 'steppingstones') are proposed with a view to creating coherent joined up nature networks, which are resilient to the modern-day pressures on our biodiversity. The Cambridge Nature Network target is to achieve a 30% coverage of wildlife rich habitats within each Priority Area.

The River Cam Corridor Priority Area passes right through the heart of Cambridge following the course of the Cam. This Priority Area also includes the tributaries of the Cam which flow from the south, such as Cherry Hinton Brook and Hobson's Brook. This is a critical Priority Area within the network as it provides the connection linking other Priority Areas to the north, south, east and west. Many of these sites and watercourses are managed by Cambridge City Council so we are uniquely placed to help deliver the network through the city.

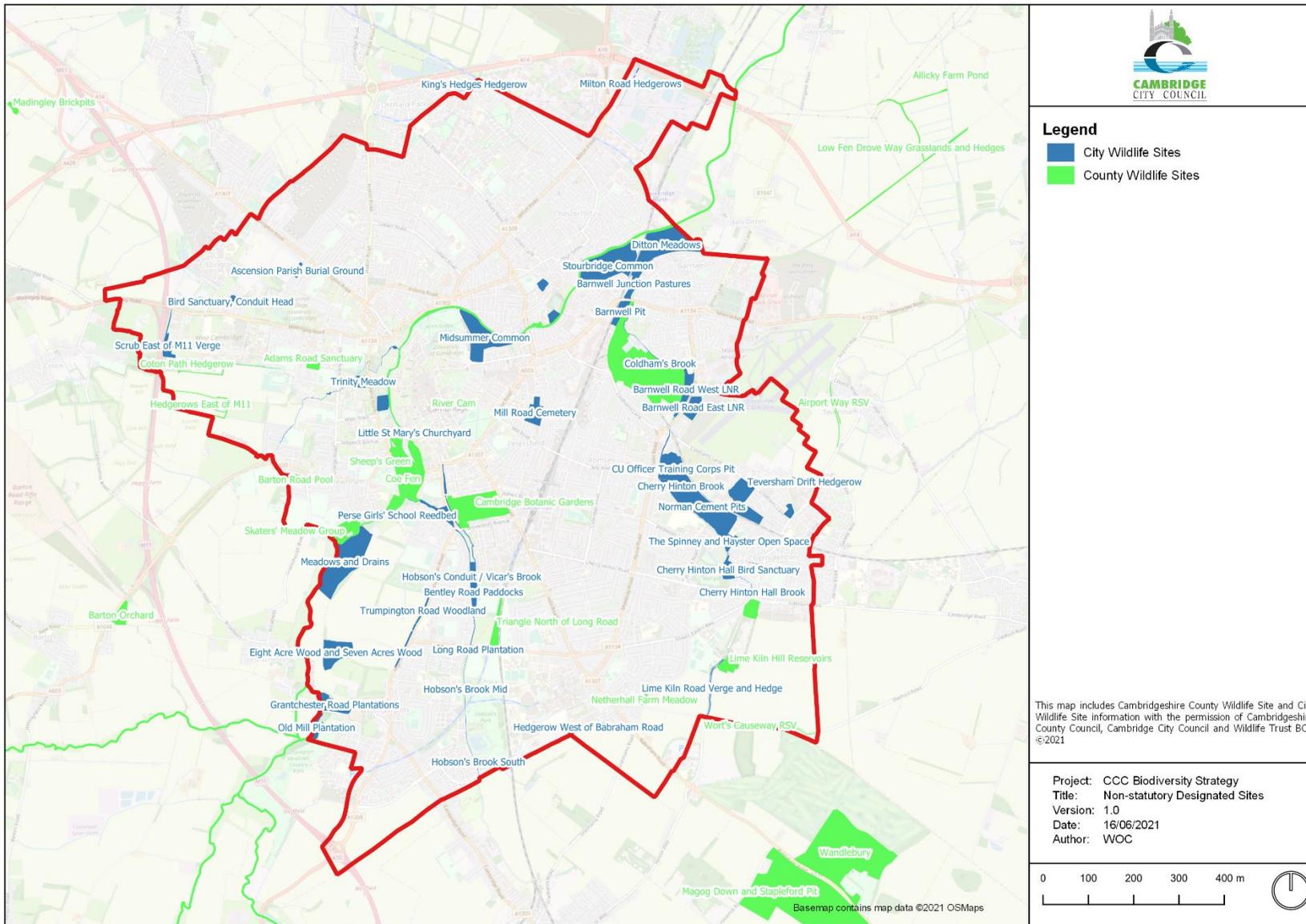
Just south of Cambridge, the Gog Magog Hills Priority Area reaches to the fringe of the city. This Priority Area is characterised by the underlying chalk with the key sites of nature conservation importance located at the Cherry Hinton chalk pit complex at this point on the edge of Cambridge. It stretches further south and east of the city with other important chalk habitats, such as the Roman Road SSSI.

There are four other Cambridge Nature Network Priority/Opportunity Areas. Directly to the north and east are the Cambridge Fens Priority Areas and Wicken Fen Vision South Priority Area. To the west lies the Boulder Clay Woodlands Priority Area and further north is the Fen Edge Orchards and Drovers Opportunity Area. These areas will become integrated into the emerging Cambridgeshire Local Nature Recovery Strategy. This strategy, the creation of which is mandated in the Environment Act, will be managed by the Cambridgeshire and Peterborough Combined Authority.

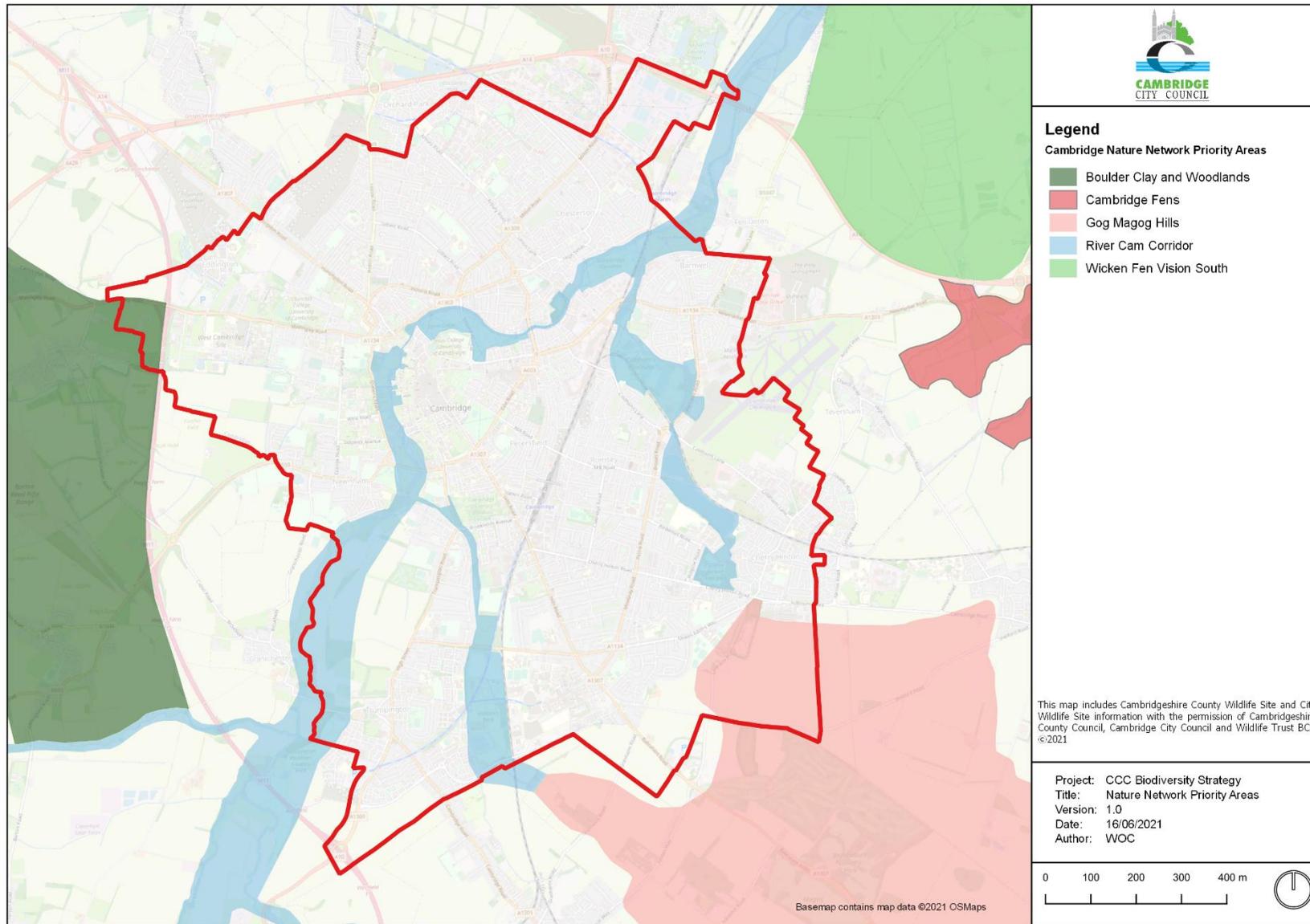
Map 1 showing statutory designated areas in Cambridge



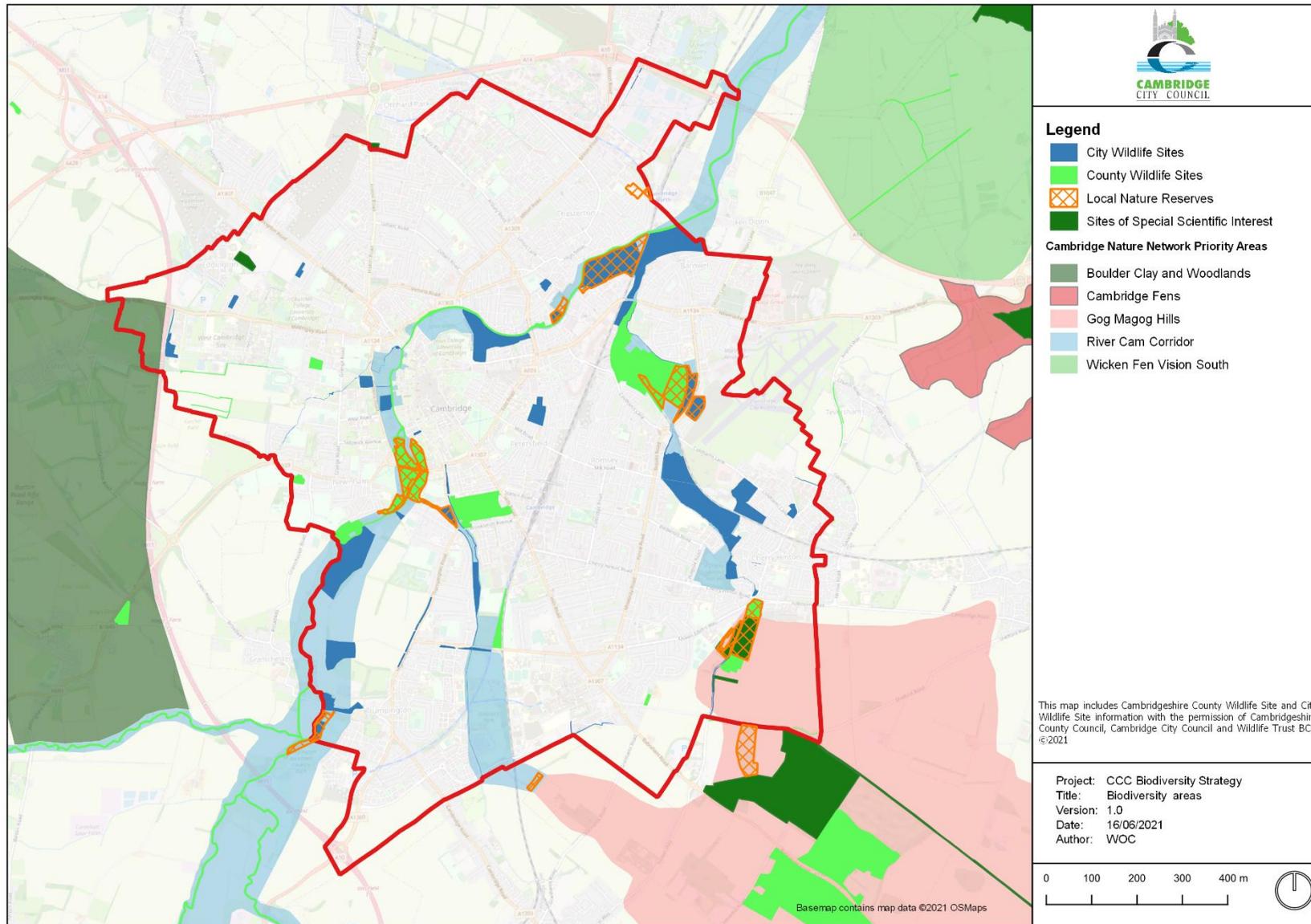
Map 2 showing non-statutory designated areas in Cambridge



Map 3 showing Cambridge Nature Network Priority Areas in Cambridge



Map 4 showing biodiversity sites and areas in Cambridge



Grasslands

Cambridge grasslands range from species-rich lowland calcareous grassland to wide expanses of species poor amenity grasslands, which are widespread throughout the city. Significant grassland habitats are present along the Cam corridor and these run through the centre of Cambridge including Sheep's Green, Midsummer Common and Stourbridge Common. These areas, with their frothing cow parsley and grazing cows, give Cambridge its rural character. Coldham's Common provides further large areas of grassland with a mix of amenity grassland through to more species diverse neutral and calcareous grasslands. There have been significant additions to the species-rich grassland resource in recent years with the creation of Trumpington Meadows and Hobson's Park.

Priority grassland types within Cambridge include:

- Lowland calcareous grassland
- Lowland meadows

A nationally important population of moon carrot *Seseli libanotis*, which grows in the chalk grasslands at Cherry Hinton. Snails thrive within these chalky grasslands, and they are preyed upon by glow-worms *Lampyris noctiluca*. The female glow-worms can be observed as pinpricks of bioluminescence in the grasses on summer evenings. The rare Whorl-grass *Catabrosa aquatica* grows on the damp mud at the edges of the ditches at Coe Fen and Sheep's Green. Key grassland sites within the City include Cherry Hinton Chalk Pits SSSI and the neighbouring verges with their lowland calcareous grassland, and the Skater's Meadow complex with lowland meadow habitats on more neutral soils.

Woodland

Woodlands are uncommon in Cambridge with very few areas of ancient woodland remaining. Areas of naturally regenerated woodland are present throughout the city however and include Byron's Pool in Trumpington and the Bird Sanctuary, The

Spinney and Limekiln Road LNR, all situated in Cherry Hinton. Several areas of wet woodland occur, primarily at Paradise and Logan's Meadow LNR.

Priority woodland types within Cambridge include:

- Lowland beech and yew woodland
- Wet woodland
- Lowland mixed deciduous woodland

Sheep's Green contains wood pasture habitat which comprises mature trees set within semi-natural grassland habitats. This combination of habitats, and particularly the veteran and ancient pollard willows, is important for numerous invertebrates including the scarce musk beetle *Aromia moschata*. These woodlands and mature trees also provide roosting and foraging habitats for a range of bat species, such as common pipistrelle *Pipistrellus pipistrellus* and brown long-eared bat *Plecotus auritus*.

Hedgerows and scrub

Old and mature hedgerows are uncommon in the city with a few remaining examples at King's Hedges, Coton and Cherry Hinton. There are significant areas of scrub habitats, particularly around Coldham's Common and Barnwell within the designated sites at these locations.

Priority hedgerow and scrub habitats within Cambridge include:

- Hedgerows

These old hedgerows and scrub habitats provide important habitats through the city and particularly for bird species which use them for breeding during the spring and summer months and for foraging and cover in the autumn and winter months.

Wetlands

The River Cam corridor contains a variety of wetland habitats, including wet grasslands, reedbeds, and the chalk streams which form tributaries to the Cam. The chalk streams around and within the city are very scarce habitats of worldwide importance. Other wetland habitats occur away from the River Cam and these include ponds, lakes, and ditches.

Priority wetland habitats within Cambridge include:

- Reedbeds
- Ponds
- Rivers (including Chalk Streams)

The River Cam presents one of our most important wetland habitats, and, combined with its tributaries, forms a network of habitats through the city. To the north Teversham and Wilburton Fen are biodiversity 'hotspots', which are home to a wealth of specialist birds, invertebrates and other species which reside in the reedbed and wetland habitats there.

Our wetland habitats are home to eels *Anguilla anguilla*, kingfisher *Alcedo atthis*, grey wagtail *Motacilla cinera*, otter *Lutra lutra* and water vole. Water voles have suffered significant declines as a species but Cambridgeshire, and Cambridge in particular, remains a stronghold for the species. They thrive in the slow-flowing, well-vegetated ditches found through the city. Pike *Esox lucius* lurk within the backwaters of the river, and can often be seen resting along Garret Hostel Lane drains. Within west Cambridge is a significant population of great crested newt living in the ponds and associated terrestrial habitat throughout this area.

Urban

Urban habitats dominate the City and often offer surprising opportunities for wildlife. There are pockets of habitats for species to thrive, including gardens, allotments, and street trees. Increasingly the built environment is purposefully designed to accommodate biodiversity with integrated bird and bat boxes or green roofs.

Priority urban habitats within Cambridge include:

- Open mosaic habitat on previously developed land

The David Attenborough Building on the New Museums Site is an example of how biodiversity can work with the built environment. Here green roofs provide habitats high above street level, and swifts nest in boxes that are built into the towers. Swifts are charismatic birds that form part of the backdrop to a Cambridge summer with squadrons of screaming birds swooping through the streets and nesting within the cracks and crevices of the buildings in Cambridge. Similarly, house martins use our buildings as nesting sites, for example at Addenbrookes Biomedical campus and in the gatehouse at King's College. The buildings of Cambridge also host peregrine falcon, which can regularly be seen surveying the city from the spires of King's College Chapel. Many species of bat roost in the buildings in the city, and some are specialists that will typically only roost in buildings. This includes serotine bat *Eptesicus serotinus*, which can be seen hawking and swooping for prey over Nightingale Recreation Ground. As you move towards the edge of the city where the gardens tend to be bigger you are more likely to encounter other important species such as song thrush, or even part of the thriving urban badger population.

- Gardens

Collectively private gardens form the biggest land use within the city and are therefore vital in providing green space and tree canopy cover. Multiple ownership means that the individual biodiversity value of these spaces varies greatly but there is potential to greatly increase biodiversity value through relatively simple changes to

management or initiative such as hedgehog highways linking gardens. Studies have shown that sensitively managed gardens can support a wide range of species that are often declining in the wider farmland landscape. The installation of garden ponds can benefit many species include amphibians, particularly when associated with other habitats such as meadows and wood piles that provide areas to forage and shelter.

The cultural setting

Cambridge is a place of naturalists and conservationists and has been for many years. Cambridge has perhaps one of the most studied natural histories of any city. It is possible to trace this history through just one plant in the city. The butterbur stand which grows alongside the River Cam at Paradise LNR was first recorded in that location in the 1600s by the notable botanist John Ray. It has been recorded in that location ever since by countless natural historians who still express surprise at the appearance of its flowers in very early spring before the leaves.

Cambridge is home to many individuals, trusts, societies, groups, and institutes with nature conservation at the heart of what they do. Some groups have been well-established in the city for considerable periods of time, such as the Cambridge Natural History Society which has been studying the biodiversity of the area for over 164 years. Other more recently established organisations such as the Cambridge Conservation Initiative, a collaboration of the University and conservation organisations, have a world-wide reach far beyond the perimeter of the city. Whilst these groups are varied and diverse, they each have a shared goal to conserve and promote biodiversity. Collectively they present an enormous opportunity for successful collaboration to help Cambridge lead the way in the world as an example of how biodiversity and communities can co-exist and thrive together in a city geography.

7. Biodiversity net gain and doubling nature

In agreeing its previous Nature Conservation Strategy in March 2006, the Council set an aspiration for the city of Cambridge to achieve biodiversity net gain (BNG) by 2026. However, this has not been methodically measured to date. As part of the development of this new Biodiversity Strategy, we have established a baseline of habitat types and their condition for the key natural green spaces in our ownership so that we can plan and monitor management and enhancements to deliver a measurable BNG. Monitoring will include habitat areas and conditions (using a DEFRA metric) as well as specific species surveys.

Biodiversity Net Gain and the associated Biodiversity Metric is a tool developed by Natural England in partnership with DEFRA, The Environment Agency and other organisations to provide developers, planners and land managers with the means of measuring the value of the biodiversity under their jurisdiction. It uses the size, type, and condition of habitats as a proxy for their importance and value for nature (Crosher *et al.*, 2019b).

Using a variation on the DEFRA Biodiversity Metric 2.0, the following attributes of the habitats within our natural green spaces where recorded:

- *Distinctiveness*: The type and importance of a habitat. Habitats that are rare and/or support a wide range of species are more distinctive.
- *Condition*: A measure of the quality of a given habitat type. It should be stressed that condition in biodiversity terms is not to be confused with traditional perceptions of condition or maintenance. A grassland that might be perceived to be well maintained (e.g., regularly mown) is very likely to be in poor condition. Distinctiveness and condition are also not wholly independent. Some of the factors that lead to a habitat being in poor condition may also lead to its definition as being a lower distinctiveness.
- *Strategic significance*: Any site that possesses a designation, or falls within the Cambridge Nature Network Priority Area, is considered High, those deemed ecologically valuable but without designation are considered Medium,

and those with limited ecological value and no designation are classed as Low.

Each of these factors or scores is given a weighting and the scores multiplied together along with the area of habitats or lengths of linear features (e.g., hedgerows) to create a 'Biodiversity Unit'. Areas with large areas of rare habitats in good condition have the highest number of units. Whilst the biodiversity unit can appear to overly simplify the complexity of the natural world, it does at least provide a method of measuring it; to formally double nature, there should be a way of measuring it in the first place.

The baseline habitat audits for these important areas of green space within the city of Cambridge was conducted in the summer of 2020. It encompassed 32 sites ranging from SSSI to recreation grounds and parks in all areas of the city and included key City Council owned or managed locations.

A total of 1350 habitat units and 122 hedgerow/tree-line units were recorded across the 32 sites. Sites that scored highly were generally large or supported highly distinctive habitats in good condition. The top six sites listed in Table 1 account for 60% of the total biodiversity units within the audit. They comprise a mix of sites which highlight the methodological principles behind BNG.

Larger sites or areas will naturally hold more biodiversity; Hobson's Park (25ha) and Coldham's Common (41ha) are the two largest sites within the audit and are at the top of the list.

Even in smaller sites, more distinctive (i.e., rarer or more valuable) habitats in good condition also score highly; East Pit, a unit within the Cherry Hinton Pits SSSI is a third of the size of Hobson's Park and a fifth of Coldham's Common but holds over 40% of the biodiversity units of each. East Pit is dominated by the highly distinctive chalk grassland in good condition.

Table 1: The top six most valuable sites within the Biodiversity Audit, as measured using the DEFRA Metric 2.0

Site	Area Units	% Total area units	% Total survey area
Hobson's Park	263.1	19.5	12.4
Coldham's Common	251.2	18.6	19.9
East Pit (Cherry Hinton Pits SSSI)	109.7	8.1	3.9
Byron's Pool	80.3	5.9	2.1
Stourbridge Common	60.6	4.5	9.3
Limekiln Close LNR	53.8	4.0	1.4

Woodland provides the most biodiversity units among the habitats found within the surveyed sites, accounting for 32% of the total. Some of these units are associated with the highly distinctive 'wood pasture and parkland', a habitat found in large areas within the River Cam floodplain, particularly in Sheep's Green. Neutral grassland is the second most productive accounting for 21%. It is noteworthy that nearly half of the units from neutral grassland come from a single site - Hobson's Park.

The largest areas of habitat within the surveyed sites are modified and amenity grasslands. Many of the sites surveyed are large recreational areas (Pieces and recreation grounds) or Commons, which are dominated by these highly managed and therefore low value and poor condition habitats. By contrast, a much smaller area of habitat that nevertheless provides a relatively high proportion of the total is found in lowland calcareous grassland, a high distinctiveness habitat.

As well as measuring the distinctiveness of a given habitat, an assessment of its condition using published assessment guidelines (Crosher *et al.*, 2019a) was made. Overall, 123 ha (63%) of the total area of the audit is in poor condition, accounting for 28% of all the biodiversity units. A number of common observations emerged

from the Audit. Several of these relate directly to constraints on the condition of some habitats:

- *Larger sites hold more biodiversity.* This presents both an opportunity for habitat creation; the large commons, pieces and recreation grounds offer enormous potential for habitat creation or restoration. It also highlights a risk; at present, a lot of the biodiversity under City Council control is contained within a small number of sites.
- *Recreation pressure.* Many of the woodland and grassland sites suffer from high recreation pressure, particularly from dog-walking. The associated damage can be the main reason for a site's poor condition.
- *Less is more.* The large areas of grassland habitats within the city are intensively managed. Cutting less often will both promote higher value grasslands and improve their condition. Similarly, many of the Commons are over grazed and a relaxation of grazing pressure will benefit these areas; the right amount of grazing can bring the best results for grasslands.
- *Deadwood.* Woodlands across Britain are usually stripped of their deadwood and those in Cambridge are no different. Introduction of deadwood, either from selective felling within sites or from outside, plus techniques to 'veteranise' existing trees will lead to improvements in the condition of the City's woodland.⁴
- *Habitat succession and species.* The more objective approach taken in this audit is naturally habitat focussed. However, conservation objectives for particular species, particularly those of Local or National Importance is still an important consideration when determining future management strategies.

As well as providing a tool for calculating the value of current habitats, BNG and the DEFRA Metric that guides it provides a framework to calculate whether changes to those habitats will lead to an increase or decrease in the biodiversity value of a given place. Typically, these comparisons are made in the context of development, but

⁴ We leave deadwood where it is safe to do so, specify conservation deadwood where appropriate to, shorten existing deadwood so that it is safe, leave both fallen and standing deadwood where appropriate, and deploy veteranisation techniques by employing a managed-decline approach to many trees.

they also provide a method for planners and land managers to more easily identify how biodiversity under their jurisdiction can be improved. This is one of the key outcomes of the audit and it helps us identify areas of green space where there are opportunities.

In order to demonstrate on a more practical level how an increase in measurable biodiversity can be achieved, we include four case studies within the Audit Report. The case studies have been selected to highlight different approaches to increasing measurable biodiversity in Cambridge:

- *Habitat enhancement*: In many cases improving the *condition* of what is already there will bring about significant gains.
- *Habitat restoration*: There are opportunities, at both small and large scales, to create new or restore historical habitats and in so doing, improve the *distinctiveness* of habitats.

By estimating the *predicted* habitat types and their conditions, a comparison between the current and future value of land can be made and, if the changes are positive, a *net gain* will arise.

In addition to these specific case studies, below are three scenarios which also demonstrate how gains in biodiversity can be met by enhancing habitats within the city.

Table 2: Scenarios of city-wide habitat enhancement

Scenario	Current Units	Potential Units	% Increase	Notes
All (8.3ha) calcareous grassland in poor condition to moderate	57	68.3	20	80% of this scenario could be met at one site: Coldham's Common

Scenario	Current Units	Potential Units	% Increase	Notes
50% (5.5ha) of all neutral grassland from poor to moderate condition	50.5	68.3	35	63% of all neutral grassland is also at Coldham's Common
25% (10.5ha) of all amenity grassland to wildflower (assuming poor condition)	91.3	112	23	The potential value of adding wildflower areas to Recreation grounds and Pieces

The Audit provides a number of specific recommendations for each site. However, a number are common. These include, but are not limited to:

- Relaxation of grazing pressure or reduced mowing frequency on grasslands - to improve both value and condition of grassland, whilst potentially saving costs and allowing other work elsewhere.
- Restricting or limiting the impacts of recreation (especially dog walking) on grasslands, woodlands and watercourses.
- 'Meadow creation'. Many of the city's parks already have 'wildflower corners'. These could be made bigger and more permanent.
- Increase the volume of deadwood in woodlands.
- Wetland restoration on the River Cam floodplain.
- Improving the structural (e.g., widening by less frequent cutting) and floristic component of hedgerows and their ground flora.
- Improving the connectivity of sites and habitats, particularly south of the city centre.

8. Local threats and pressures

As with many other urban areas there are pressures and threats in Cambridge which degrade and deplete our biodiversity resource. To understand the opportunities and threats to biodiversity in Cambridge we commissioned the Biodiversity Audit and the Greater Cambridge Chalk Stream Project. These reports also identified a number of threats and pressures which are specific to our local area. The key pressures on biodiversity within Cambridge include:

- Habitat loss: Direct loss of biodiverse habitats and the species they support
- Habitat fragmentation: Removal of the links between areas resulting in smaller, less resilient habitats
- Habitat degradation: A deterioration in the condition of the habitat, such as reduction in species diversity

The key local causes of these are:

- Urbanisation: This can result in direct habitat loss and fragmentation. It could also lead to a degradation of habitats, for example from the effects of artificial light. Other indirect effects include poor air quality from increasing traffic. Nitrogen from exhaust fumes can over time increase nutrients in greenspaces and alter the composition of these habitats.
- Recreational pressure: As the population grows there is increasing demand on our greenspaces. Many habitats and species in the city are sensitive to disturbance. Impacts include trampling, or disturbance and nutrient deposition from the increasing popularity of dog walking in the city. Dog fouling deposits nutrients in sensitive habitats and this can change the vegetative composition of the area. Dogs off leads can have significant effects on ground nesting birds or disturbance of other animals such as mammals.
- Hydrological change: The Greater Cambridge Chalk Stream Project identified hydrological change as a major driver for negative impacts on our chalk streams and rivers. This includes channel modification or depleted aquifers

leading to low flow and poor water quality. These result in habitat loss and degradation.

There are also wider causes, such as climate change which has the potential to alter habitats and species populations, thereby making them more scarce or unviable. These threats and pressures do not recognise the boundaries that we impose as humans. They pass through natural pathways, such as river catchments, and consequently their solutions will lie outside the city too. This may require us to work with stakeholders across a greater area.

9. Biodiversity strategy

Cambridge City Council recognises the global biodiversity emergency and the local impact this will have, and is having, on the city and associated communities we serve. Therefore, in 2019 we pledged to provide leadership and to ensure that we work with all sections of the community, including schools, community groups, university colleges, businesses and residents to reverse the decline in biodiversity and deliver measurable net gain within Cambridge and the wider sub-region. Within this section we have defined our vision and objectives and set out our proposed actions to enable us to achieve this.

Our vision is that over the next 9 years Cambridge will see a “measurable net gain” in biodiversity, both within the city and the surrounding countryside, including the extent and quality of priority habitats and populations of priority species. Wildlife habitats will be protected, enhanced and where possible expanded and linked. The very best wildlife habitats will form part of a much wider Cambridge Nature Network that will permeate the whole of the city and beyond. Everyone who lives or works within Cambridge will have access to high quality natural greenspaces close to their home or place or work, and there will be a greater awareness and understanding of biodiversity with opportunities to be involved and collaborate in local wildlife enhancement projects and monitoring.

Our aim is to put biodiversity at the forefront of everything that we do, our vision is a vibrant, thriving, biodiverse Cambridge. By maximising opportunities for collaboration, we will work in partnership with residents, businesses, and institutions, and build upon existing strategies for climate and trees, to achieve this goal.

We will promote the principles set out in the Lawton Report: bigger, better, more joined up. This will require improvements and enhancements to our core sites in the city to create a biodiverse blue and green thread through the heart of Cambridge. In doing so our work will dovetail with the Cambridge Nature Recovery Network River Cam Priority Area. We will see a healthy river and tributaries flowing through their

natural floodplain habitats. Areas of existing grasslands will be improved, former wetland features will be restored, and new ones created. This network will help to restore healthy populations of species such as otter, eel, and water vole.

Beyond this core area we will strive to create a city that is more permeable for nature. We have made a commitment to enhance our own estate to maximise the opportunities for biodiversity. And we have also made a commitment to engage and enable others in the city to do the same. Building upon our core network this will help to join the dots and connect people to nature, creating a city where birdsong and buzzing invertebrates can be heard and experienced by everyone everywhere who lives, works, and studies in Cambridge.

The biodiversity emergency is intricately linked with the climate emergency. Many of the proposed actions set out below will also serve to alleviate the climate emergency. The actions set out within our climate strategy will contribute to resolving the biodiversity emergency. Therefore, our climate and biodiversity strategies will work together to ensure we do what we can to confront these threats. Where particularly relevant we have highlighted which biodiversity actions will contribute to our climate emergency response.

Our strategic objectives are:

- 1. To secure a measurable net gain in biodiversity across the City by 2025 and support the Natural Cambridgeshire Doubling Nature Vision by 2030**
- 2. To ensure designated sites and priority habitats are in good / favourable condition and connected, where possible, to increase resilience to a changing climate and contribute to the Cambridge Nature Network**
- 3. To promote awareness of biodiversity and wellbeing, supporting coordinated action in our communities, businesses, and institutions**
- 4. To ensure that biodiversity is considered by all council service functions and projects**

5. To maximise the potential of our buildings, parks, open spaces, allotments and community gardens, watercourses and tree stock to support biodiversity, whilst balancing their multifunctional needs
6. To harness the wealth of local professional and amateur knowledge and experience in identifying and solving local issues.
7. To establish long term, species and habitat surveys and monitoring to measure the impact of activities and identify new threats and opportunities across the city

In order to meet the objectives, the proposed actions have been grouped within the three main themes. These themes are:

Biodiversity mainstreaming: This theme is about embedding biodiversity into everything that we do, whether that is constructing new houses, buying materials, or undertaking our role as a planning authority. We will ensure that our actions minimise impacts on biodiversity as well as seek opportunities to enhance it. We will aim to develop cross-cutting strategies and solutions between all services that promote biodiversity and focus on nature-based solutions.

The core: This theme is about developing our core of biodiversity sites in the City. This includes reviewing and updating management plans for our most important nature conservation areas and working with partners to ensure a coherent and resilient nature network through Cambridge.

Nature in your neighbourhood: This theme is about encouraging nature to flourish across the city through collaboration with communities, businesses and institutions. The aim is to ensure nature is not restricted to a few precious locations and that it can be enjoyed, understood, and experienced by all.

10. Action plan (2022 – 2030)

An action plan has been produced following stakeholder engagement and public consultation during 2021. It provides clear guidance on who does what, when and how. This will ensure that we can maintain the commitment over the long-term and that the resources are available to sustain it. The key actions are summarised below under the three main themes. References for specific projects and initiatives described within the biodiversity action plan are provided for cross referencing.

Biodiversity mainstreaming

Our ambition is to consider the intrinsic value of conserving and enhancing biodiversity, as part of everything that we do. We will take steps to ensure that we review the effects of our activities and decisions on biodiversity and that, wherever feasible, we can be working to promote and enhance the biodiversity of the city. We will take our objectives concerning biodiversity policy and consider them within all other areas of our work, for example our housing, transport, and economy.

We recognise that biodiversity not only has intrinsic value and beauty but also provides our life support system, whilst further contributing to all our lives in Cambridge by generating economic, community, health and well-being benefits. The mainstreaming approach will also help us to explore sustainable nature-based solutions across the city. This means we can use nature to help us solve some of the biggest issues that face us today including climate change, water and flood management or atmospheric pollutants from vehicles. This process will recognise and value nature as an asset that delivers multiple benefits to us.

Biodiversity Checklist

We will develop a checklist to ensure that all operational departments consider biodiversity within their service and project planning or procurement decisions and that this is available for scrutiny by decision makers and our communities. This will enable early consideration of biodiversity constraints and ensure that appropriate

avoiding or mitigating measures are put in place. If such measures are required, then their consideration at an early stage will mean that they are thoroughly integrated and planned. The checklist will also prompt officers to consider nature-based solutions to other project constraints, such as water management. It will help to encourage project planners to actively consider positive biodiversity interventions that can be delivered alongside other goals. This will help us to deliver biodiversity net gain across the city and help us to promote a corporate led approach to biodiversity.

The checklist will ensure that procurement actively considers the sustainability of services and goods providers and their potential impacts on biodiversity. The procurement process will also include biosecurity checks to eliminate risks of introducing pests and diseases or invasive species. These can present a significant risk to our habitats as we have experienced in recent years with the arrival of ash dieback fungus and floating pennywort in Cambridge. We will develop biosecurity guidance and policy to inform the checklist.

Actions:

Ref	Lead	Priority
BM1.1	Corporate Strategy, Transformation	High
BM1.2	Corporate Strategy, Transformation	High
BM1.3	Corporate Strategy, Transformation	High

Biodiversity Net Gain

Cambridge City Council projects will seek to go beyond a 10% biodiversity net gain and will aim for a 20% gain. Where possible will use the biodiversity metric to help us establish a measurable net gain across our estate. Where it is not feasible to deliver these gains within our project sites, we will deliver them in other parts of our estate.

Action:

Ref	Lead	Priority
BM2.1	Corporate Strategy, Transformation	High

Environmental Management System

Our Streets and Open Spaces team will have a new operational Environmental Management System by autumn 2022 which we will seek to accreditation to ISO14001. The system will help to ensure the biodiversity constraints and opportunities, based on the principle of continuous improvement, are embedded into the work that the team undertake. It will help to ensure that positive steps for promoting biodiversity are enacted and that appropriate measures for managing existing features are always clear and available to the team.

Action:

Ref	Lead	Priority
BM3.1	Streets & Open Spaces	High

The Cambridge Green Roof Project

Green roofs are designed as natural habitats that form part of the roof structure of buildings. They can provide critical greenspace in heavily urban environments and can also store water and cool the buildings below. They can take a variety of forms but the most biodiverse comprise floristically rich planting with open substrates, emulating an abandoned brownfield environments such as railway sidings.

We will undertake a systematic review of the buildings within Cambridge City Council estate to identify opportunities to retrofit biodiverse green roofs. We will also ensure that new Cambridge City Council projects with flat roofs have green roofs installed. Green roofs are one of the most effective measures to integrate biodiversity into the fabric of our built environment. They offer excellent opportunities for invertebrates to thrive in unique habitats which are floristically rich with areas of bare ground - a combination that is generally scarce in Cambridge.

Actions:

Ref	Lead	Priority
BM4.1	City Homes, Property Services, Commercial Services	Low

BM4.2	Greater Cambridge Shared Planning Service	High
BM4.3	Streets & Open Spaces	Low
BM4.4	Greater Cambridge Shared Planning Service	High
BM4.5	Streets & Open Spaces	Low

The Cambridge Swift Project

Swifts are charismatic birds which are regularly seen screaming and swooping through the skies of Cambridge. However, the species is suffering with a decline of nearly 60% since 1995. The drivers of this change are very difficult to establish but there is some concern that modern and refurbished buildings no longer contain the cracks and crevices within which the species breeds. The Cambridge City Swift Project will review all the Cambridge City Council estate to understand where we can appropriately retrofit boxes specifically designed for this species. As part of this project we will continue to work closely with Action for Swifts to encourage and advise others on suitable measures to enhance the populations of this species, and others such as house sparrow, in Cambridge.

Actions:

Ref	Lead	Priority
BM5.1	Streets & Open Spaces / City Homes	Medium
BM5.2	Streets & Open Spaces	Low
BM5.3	Streets & Open Spaces / City Homes	Medium
BM5.4	Streets & Open Spaces / City Homes	Ongoing
BM5.5	Greater Cambridge Shared Planning Service	Medium

Cambridge Citywide Tree Strategy 2016-2026

We will work across services to help deliver the biodiversity benefits associated with our adopted tree strategy, which seeks to achieve a 19% canopy cover across the city by 2030.

We will seek to plant and encourage the planting of a range of native and non-native species to improve resilience of the 'urban forest' to pests, disease, and a changing climate. The strategy will help the city to mitigate and adapt to the effects of climate change through carbon storage, storm water attenuation and urban cooling.

Strategic planting of trees can also help to alleviate and filter some of the effects of atmospheric pollution from vehicle emissions. By delivering these regulatory services, the urban forest will help buffer and mitigate the adverse effects of a changing climate on the network of sites with a high biodiversity value within the city. It is important to recognise that tree planting within these sites must be carefully planned in appropriate locations that will not have a detrimental effect, for example, on existing habitats such as chalk grassland, even when currently in poor condition.

Actions:

Ref	Lead	Priority
BM6.1	Streets & Open Spaces	Ongoing
BM6.2	Streets & open Spaces	Ongoing

Peat free Cambridge

We are committed to ensuring that we are peat free in all the work that we do. The extraction of peat from the natural environment reduces its carbon storage capacity and has significant negative consequences for the climate emergency. We will ensure that peat is not used within our projects and maintenance activities. As part of this work we will encourage others throughout the city, such as our allotment holders, to find alternatives to peat to help us achieve our aim of a peat free Cambridge.

Actions:

Ref	Lead	Priority
BM7.1	Streets & Open Spaces	Medium
BM7.2	Streets & open Spaces	Medium

Greater Cambridge Planning Service policy and development control

Our planning function is carried out in partnership with South Cambridgeshire District Council through the Greater Cambridge Shared Planning Service. We set local policy and manage development in line with Government policies laid out in the National Planning Policy Framework. The current Cambridge City Local Plan was

adopted in 2018. It includes a suite of policies to help ensure that new development in the area reduces its environmental impact by minimising carbon emissions, flood risk, pollution and pressure on resources such as water and helping to protect and enhance biodiversity. We have recently adopted a Biodiversity Supplementary Planning Document (2021) that expands on policies to ensure that biodiversity is adequately protected and enhanced throughout the development process. Our planners have been able to work with developers and communities using these policies to secure good outcomes for nature, as demonstrated at Trumpington Meadows Nature Reserve and Hobson's Park.

Revisions to the National Planning Policy Framework since the 2018 Local Plan was adopted have created new opportunities to achieve net gains for nature. The current Framework states that planning policy should identify and pursue opportunities for securing measurable gains for biodiversity. Using the Government's pilot biodiversity accounting tool, we are doing this, and have succeeded in securing biodiversity net gain on several major development sites (for example Newbury Farm, Netherhall Gardens and Hobson's Park). The Environment Act 2021 goes further and a mandatory 10% net gain will become law in 2023, meaning that developers will be required to ensure habitats for wildlife are enhanced and left in a measurably better state than they were pre-development.

Greater Cambridge Local Plan - Through the Greater Cambridge Shared Planning Service we are preparing a new joint Local Plan, which will set out planning policy in Greater Cambridge (Cambridge City and South Cambridgeshire) for the next 20 years. Both Cambridge City and South Cambridgeshire District Councils recognise the pressure on the natural environment and are committed to exploring how the new Local Plan can do more to improve natural and semi-natural spaces, known in planning terms as 'green infrastructure', across the area of Greater Cambridge. This will include how we can make use of new powers to mandate biodiversity net gain. We have made biodiversity and green spaces one of the four big themes that will influence how homes, jobs and infrastructure will be planned in the new Local Plan. In a novel move which underlines the priority we are giving to our biodiversity and green spaces theme we included a Call for Green Sites in our Call for Sites process.

A Call for Sites is a normal part of plan making, providing a way for landowners, developers, individuals, and other interested parties to suggest sites for development. The Call for Green Sites specifically allowed anyone to submit suggestions of land to grow and enhance the green space network; and provided an important signal to landowners of the importance of working with them to identify suitable land, such as for community forests.

Green Infrastructure Opportunity Mapping - To inform the development of policies to deliver the City and South Cambridgeshire doubling nature joint aspiration, we have commissioned a Greater Cambridge Green Infrastructure Opportunity Mapping study. The baseline report provides robust evidence on the quantity and quality of existing green infrastructure assets and networks within Greater Cambridge and identifies broad opportunity areas to enhance and expand the network.

Making policies stick - An important aspect of our influence through policies is in how we ensure that they are implemented effectively. Through the Development Management process our planning team ensures that planning applications address matters relating to the protection and enhancement of nature, and provision of green space. They impose planning conditions to make otherwise unacceptable developments acceptable, and negotiate planning obligations, also known as section 106 agreements, to secure measures that are needed.

Tackling water quality and scarcity - We know water is an important issue to our local communities, and we have commissioned an Integrated Water Management Study to inform the new Greater Cambridge Local Plan. The interim study (published in November 2020) highlights that there is no environmental capacity for additional growth levels, being tested for the new plan, to be served by increasing abstraction from the chalk aquifer which supplies much of the water to the Cambridge area. It also shows that water quality in the surface water bodies assessed under the Water Framework Directive is at best moderate with three bodies assessed as poor. This is mainly because of abstraction, wastewater treatment (point source discharges) and agricultural diffuse pollution. The study will help us to develop a sustainable development strategy for the Local Plan and robust policies on water quality and

efficiency, and we are working collaboratively with a number of bodies on this, including Water Resources East who are planning regional solutions to address these issues.

New Supplementary Planning Documents - We have adopted a new Biodiversity Supplementary Planning Document to support current Local Plan policies to protect and enhance biodiversity, and to provide a framework by which mandatory biodiversity net gain can be achieved across all development within the district. We aspire to achieve 20% net gain through development while recognising we cannot require this unless and until adopted in future planning policy.

Actions:

Ref	Lead	Priority
BM8.1	Greater Cambridge Shared Planning Service	High
BM8.2	Greater Cambridge Shared Planning Service	Ongoing
BM8.3	Greater Cambridge Shared Planning Service	Ongoing
BM8.4	Greater Cambridge Shared Planning Service	Ongoing
BM8.5	Greater Cambridge Shared Planning Service	High
BM8.6	Greater Cambridge Shared Planning Service	High

Climate actions: A biodiverse Cambridge is more resilient to climate change and more, higher quality green infrastructure assists with urban cooling and carbon capture. This will be achievable through improvements to our estate and encouraging wider engagement with these themes through our statutory planning functions. Green roofs ensure buildings are more sustainable, helping with energy efficiency and water management, as well as promoting biodiversity. Greater tree cover will mean more urban cooling. Helping to make our city peat free will ensure the conservation of key carbon sinks.

The core

The Lawton Report encourages ‘bigger, better and more joined up’. The aim of this theme is to focus on our core sites, many of which are situated within the Cambridge Nature Recovery Network. Here we aim to focus on ‘bigger and better’ by improving

biodiversity management of our core greenspaces, and wherever possible making more space for nature at these locations.

Many of these sites fall within the Cambridge Nature Network and our work here will help us make a meaningful contribution to this initiative to deliver a joined up and resilient biodiversity network. The City Council will work to achieve a measurable biodiversity net gain in these core locations to contribute to our commitment to double nature.

Local Nature Reserves, County Wildlife Sites and City Wildlife Sites

We will prepare, review and implement Management Plans for all Cambridge City Council owned Local Nature Reserves, County Wildlife Sites and City Wildlife Sites. Opportunities for biodiversity net gain are set out in the Cambridge City Council Biodiversity Audit and the Greater Cambridge Chalk Stream Project. We will ensure that internal and external resources are allocated and secured to help achieve these goals.

In some locations, particularly the accessible Local Nature Reserves the emphasis will be on striking the right balance between recreation and biodiversity. In other locations it will be important to reassess the grazing regimes to ensure that they are compatible with ambitions to improve the floristic diversity and conditions of the grasslands. Unfortunately, many of the commons have undergone significant, sustained pressures over a long period of time. This means that it may never be possible to regain flourishing wildflowers without more proactive interventions, including scarification and reseeded. Such interventions are sensitive as the desired approach is always to try and allow the habitat to flourish from its own seedbank. The Biodiversity Audit has highlighted what a significant positive impact improving the condition of these grasslands would have on the city's biodiversity.

Many of these core sites are situated along the River Cam within the Cambridge Nature Network Priority Area. Around these core sites are numerous other green spaces, which are managed by other organisations such as colleges. We recognise

the complex ownership issues, in addition to the many other interest groups and stakeholders, associated with the River Cam in the City. However, these boundaries are not recognised by nature and biodiversity and therefore a collaborative approach is required to ensure that measures to enhance biodiversity are coherent throughout the corridor. The overarching River Cam Priority Area in the Cambridge Nature Network will provide the framework for this coherent approach and Cambridge City Council will be fully supportive of developing this project. We will facilitate collaboration where we can do so, and we will work to ensure that our approach to management of our core sites is fully integrated into the Cambridge Nature Network.

Actions:

Ref	Lead	Priority
TC1.1	Streets & Open Spaces	High
TC1.2	Streets & Open Spaces	High
TC1.3	Streets & Open Spaces	High
TC1.4	Streets & Open Spaces	Medium

Grazing Project

Grazing is an essential management tool for many of our core sites, and particularly the commons through the city such as Midsummer Common, Stourbridge Common, Coldham’s Common as well as Sheep’s Green and Coe Fen. The action of grazing animals is critical within the grasslands to create the micro-niches within which wildflowers can flourish, and to ensure that some species are not allowed to dominate. Cattle dung provides an ecosystem for a diverse range of invertebrates, which in turn feed birds and bats. However, grazing performs other functions, not least the sustainable production of food, as well as creating a sense of place in our city. In order for grazing to effectively perform each of these roles a careful balance is required which meets the needs of biodiversity, graziers and the welfare of livestock. We recognise the impacts that livestock can have on climate change, however we believe that grazing appropriate levels of stock can be an effective tool in creating a high quality grassland which in itself can be an important carbon sink.

Our aim is to develop a grazing strategy that meets these requirements through review of grazing management plans and liaison with graziers. The aspiration would be to achieve sustainable grazing for graziers and floristic diversity across our core sites but also those of other organisations within the city such as the Colleges or conservation organisations like the Wildlife Trust or Cambridge Past Present and Future. A key element of this project would be to measure change and success for all stakeholders.

Actions:

Ref	Lead	Priority
TC2.1	Streets & Open Spaces	Medium
TC2.2	Streets & Open Spaces	Medium

Veteran trees, ancient trees, and pollard willows

We will continue our programme of management of pollard willows along the River Cam and associated floodplain sites. Pollard and old willows hold considerable value for invertebrate species as well as contributing to a sense of place in our riverside environments in Cambridge. The target is to maintain a proportion of trees, and particularly pollards, as over mature veteran, and ancient trees with some allowed to collapse naturally. We will seek to enhance connectivity of this resource through the city. We will also implement our veteran tree plan for Sheep’s Green, and as part of this process we will be engaging other organisations within the city for training purposes.

Action:

Ref	Lead	Priority
TC3.1	Streets & Open Spaces	Ongoing

Chalk streams

Together with Cambridge Water we have commissioned a report to understand the threats and opportunities for our chalk streams. These habitats are incredibly scarce with only 200 chalk streams found mainly in the UK and northern France. They

possess a unique and diverse ecology which is a result of the gin clear spring fed water filtered by the chalk aquifer and the constant temperatures through both summer and winter maintained by the spring water. These are a globally rare habitat and they occur on our doorstep. Almost all our chalk streams are degraded with the key threats being low flow pressure, channel modification and poor water quality.

The key actions to address these threats and to restore our chalk streams include managing our water resource in a more sustainable way and, where feasible, making interventions to improve the conditions of the streams. These interventions include removal of historical barriers to movement, bank reprofiling, altering flow with brash and branches, creating riffles and fast flowing water over gravels to aid fish spawning and flow variety. We will support these measures in the following ways:

- Working in partnership with key stakeholders to promote the sustainable management of our water resource. This is key to ensure that water flow and quality in the chalk streams are restored. Our Integrated Water Management Study will inform this process.
- Work in partnership to support the restoration projects proposed for the Cherry Hinton Brook, Coldham’s Brook and Hobson’s Brook and Conduit which lie within our core sites.

Water vole is a key species which occurs within these habitats. The chalk stream enhancement measures will ensure that habitat is provided for these species. In order to understand how the species is responding to these changes we will undertake regular monitoring. This will establish populations in established areas, and also if the species is colonising new locations.

We will also continue our collaboration with CamEO, The Cam and Ely Ouse Catchment Partnership (<http://www.cameopartnership.org/>) to improve the quality and resilience of the water environment in our area.

Actions:

Ref	Lead	Priority
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TC4.1	Greater Cambridge Shared Planning Service	High
TC4.2	Streets & Open Spaces	High
TC1.3	Streets & Open Spaces	High
TC1.4	Streets & Open Spaces	Medium

Commons' watercourses

As part of our work to enhance the riverside commons we will explore opportunities to enhance existing watercourses and to reinstate ditches which have been lost or infilled over time. Target locations for such work include Stourbridge Common where there are opportunities to create new wetland features. On Midsummer Common we are beginning to develop plans for reinstating former ditches and channels across the area which have been lost in the past. These, together with the formation of other wetland features will help to create biodiverse hotspots right in the heart of Cambridge. Together with proposed enhancement works at Logan's Meadow and the proposed development of Chesterton Fen these projects will allow Cambridge City Council to make a major contribution to the Cambridge Nature Network River Cam Priority Area.

Actions:

Ref	Lead	Priority
TC5.1	Streets & Open Spaces	Medium
TC5.2	Streets & Open Spaces	Medium

Logan's Meadow Local Nature Reserve

We will continue our commitment to extending the statutory designation of our major enhancement scheme which is proposed at Logan's Meadow. Here we will build upon our current baseline of wet woodland, ponds, reedbeds and ditches to deliver a substantial wetland mosaic and grassland enhancement scheme. This area will be designated as an extension of the existing Local Nature Reserve.

Actions:

Ref	Lead	Priority
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TC6.1	Streets & Open Spaces	Medium
TC6.2	Streets & Open Spaces	High

Promoting positive management of core sites and beyond

We will continue to work with the Wildlife Trust to provide practical advice to landowners and managers to promote the sensitive management of privately owned City Wildlife Sites and County Wildlife Sites. This advice and support will ensure that habitat conditions are improved delivering biodiversity net gain. Undertaking this work within the Cambridge Nature Network will help to deliver wider goals. We will also work with partners to encourage positive management of steppingstone sites within the network between the core sites.

Action:

Ref	Lead	Priority
TC7.1	Streets & Open Spaces	Medium

Biodiversity Audit

We will undertake Biodiversity Audit reviews every five years. This will ensure that we are meeting our targets for a measurable biodiversity net gain and will help to measure the success of our projects. As part of this process we will endeavour to incorporate more of our Council's estate into the audit to allow for a greater understanding of the biodiversity in our city.

Action:

Ref	Lead	Priority
TC8.1	Streets & Open Spaces	Ongoing

Climate actions: Maintaining and improving the biodiversity of our core sites will help to improve climate resilience in Cambridge. New areas of green space, such as wetland features, will provide better carbon storage. Bigger, better core sites will help to ensure that there is sufficient opportunity for key species in a changing climate.

Nature in your neighbourhood

The biodiversity emergency is too big a problem to solve alone. In this theme we have developed actions which require a collaborative approach to the problem and to help encourage nature on your doorstep. Many of the actions relate to how you interact with nature in Cambridge and we will provide the means and inspiration to help facilitate and encourage positive steps to be taken at a local level. We have developed actions to promote collaborative working in the city, drawing on the wealth of biodiversity expertise that we are fortunate to have in Cambridge. Other actions provide you with the information or resources you need to help biodiversity in your neighbourhood. We will continue our commitment to existing initiatives, such as our hedgehog highways and Neighbourhood Canopy projects.

Our aim is to encourage engagement with nature to ensure that it is pervasive throughout the entire city. It is vitally important that we work hard to ensure that our key sites of nature conservation are protected and managed effectively. However, we need to go beyond these islands of biodiversity and work to create greater connectivity for nature. Within this theme we are focussing on the Lawton's Report 'more joined up'. This will also help to eliminate nature deficits in some parts of Cambridge.

Parks Biodiversity Toolkit

This guide is designed to help local groups and community engagement officers to select from a wide range of small-scale biodiversity interventions that could be implemented in the parks and open spaces across the city. As the City Council we will encourage the implementation of these measures and provide the necessary support for groups wishing to make the most for biodiversity in their area. This will help to ensure that we maximise the potential of all of our open spaces to help address the biodiversity emergency.

Actions:

Ref	Lead	Priority
NN1.1	Streets & Open Spaces	Medium
NN1.2	Streets & Open Spaces, City Homes	Medium

Wild about Cambridge

We will work with partners to provide greater interpretation materials for our greenspaces and particularly our Local Nature Reserves. Our aim is to provide a suite of tools to help everyone understand and care for the natural world in Cambridge. We will use traditional methods such as interpretation boards but also explore new technologies to inform visitors about the biodiversity of each site. New technologies will allow us to provide greater interaction for visitors, and it will also provide an easier platform to update and to signpost users to related information.

Actions:

Ref	Lead	Priority
NN2.1	Streets & Open Spaces	Medium
NN2.2	Streets & Open Spaces, City Homes	Low

Cambridge Sustainable Food

Working in partnership with Cambridge Sustainable Food we will help them to achieve their aims of promoting sustainable food production and minimising ecological impacts. This is to be achieved through sharing ideas and support through a vibrant network in the city. As determined in the City Council Sustainable Food Strategy we will continue to support urban agriculture and aim to secure a 'silver award' as a Sustainable Food City. We will continue our support of the CoFarm initiative situated between Coldham's Common and Barnwell East LNR.

We manage or lease to associations numerous allotment sites cross Cambridge, representing significant area of green space with the potential to host a rich array of wildlife and provide corridors and stepping stones though the City (<https://www.cambridge.gov.uk/allotment-sites>). We will continue to work with groups

at these allotments and the community orchards and gardens to promote biodiversity alongside productive food growing

Actions:

Ref	Lead	Priority
NN3.1	Streets & Open Spaces	Medium
NN3.2	Streets & Open Spaces	Medium
NN3.3	Streets & Open Spaces	Medium

Recreational pressure

The Biodiversity Audit identified that some locations through the city are suffering a reduction in condition because of recreational pressures, for example at Byron's Pool, Sheep's Green and Coldham's Common. This was particularly apparent with impacts from dog walking observed in woodland, grassland and watercourses. These are lowering the condition and consequently the biodiversity value of these greenspaces. Effects are diverse but typically comprises trampling and nutrient enrichment which damage sensitive habitats. However, less obvious impacts are also fundamental, and these include regular disturbance in sensitive areas, or dogs disturbing ground nesting birds when they are off the lead. The grazing stock within the city perform a vital role in managing the vegetation in some of our more sensitive sites. We need to ensure the welfare of the livestock and avoid any disturbance that may be caused by recreational activities.

We will explore options to protect our most sensitive locations from these impacts, at the same time recognising that recreation, and contact with nature, is an equally vital part of everyday life. It may be necessary to introduce zoning, or regulations on control of dogs at certain times of year. Combined with this we will take measures to engage dog walkers with what is appropriate, and where, through signage and information campaigns.

Actions:

Ref	Lead	Priority
NN4.1	Streets & Open Spaces	High
NN4.2	Streets & Open Spaces	High

NN4.3	Streets & Open Spaces	Medium
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Volunteering

There is a wealth of enthusiasm and expertise for the natural world in Cambridge and our communities play a critical role in conserving and enhancing biodiversity in the city. Our aim is to provide the opportunities for all sections of the community to work with us to conserve and enhance the biodiversity of our local greenspaces. We will continue to work with volunteers through our work with the Wildlife Trust and Local Nature Reserves volunteers. Our Streets & Open Spaces community engagement teams will work with individuals and groups throughout the city to help promote biodiversity, particularly by encouraging the use of the Parks Biodiversity Toolkit to inspire and engage communities to enhance their open spaces. Our Streets and Open Spaces volunteers will also have the opportunity to assist with new and existing campaigns such as Hedgehog highways, the Tree canopy project and litter picking events.

We already have several Friends Groups for our Local Nature Reserves, Commons and open spaces, who work hard to protect, enhance and monitor the biodiversity of their local patch. We will continue to support these groups and offer further opportunities to help revise management plans, deliver new projects plan and monitor the results.

We have many annual student requests to undertake biodiversity based research on our sites, subject to health and safety requirements, these are welcomed and we request that all relevant findings are shared with the Cambridgeshire & Peterborough Environmental Records Centre as part of the agreement of use.

Actions:

Ref	Lead	Priority
NN5.1	Streets & Open Spaces	High
NN5.2	Streets & Open Spaces	Medium

Collaboration for conservation

Cambridge is home to a huge number of organisations, societies and trusts all with the same aim - nature conservation. Working collaboratively with these partners we can pool skills, knowledge and resources to facilitate a better understanding of our wildlife and develop ways to protect it and measure change. This includes organisations such as Cambridge University, Cambridge Conservation Initiative and Cambridge Natural History Society. Cambridge City Council will devote resources to help facilitate and influence initiatives across the city to help deliver positive biodiversity interventions. We are currently working with On the Verge Cambridge and Keep Britain Tidy on creating pollinator corridors on City land and Cambridge Water, The Wildlife Trust and The Wild Trout Trust on chalk stream enhancements.

Actions:

Ref	Lead	Priority
NN6.1	Streets & Open Spaces	Ongoing
NN6.2	Streets & Open Spaces	Ongoing
NN6.3	Streets & Open Spaces	Ongoing
NN6.4	Streets & Open Spaces	Ongoing
NN6.5	Corporate Strategy	Ongoing

Annual Biodiversity Campaigns

To engage our communities and increase general awareness of biodiversity issues, Cambridge City Council will run annual biodiversity campaigns through the city to focus on particular habitats, species or aspects of biodiversity. This will include social media and events to promote our related activities and articles in our Cambridge Matters and Open-Door magazines. Some examples of forthcoming campaigns include:

- Green roofs
- Swifts, House Martins and House Sparrow
- Deadwood is good
- Fruit trees and community orchards
- School grounds habitat creation

Action:

Ref	Lead	Priority
NN7.1	Streets & Open Spaces, Corporate Communications	Low

Happy Bee City - Keep Cambridge Buzzing

We will continue our work with Cambridgeshire County Council and On the Verge Cambridge to encourage the growth of wildflowers across the verges, parks, and roundabouts in Cambridge. This will be achieved through the combination of habitat creation via seeding, and sensitive cut and collect regimes that are timed to maximise the opportunities for flowering plants and at the same time remove nutrients that encourage the less desirable vigorous grass species. Our approach is driven by the Plantlife Good Verge Guide which promotes the use of cut and collect machinery and sensitive timings of cuts through the year. We are committed to 'no mow May' where practical, although there are some situations where regular mowing activities are required, for example with critical sight lines on verges, around play areas and within designated amenity spaces.

Actions:

Ref	Lead	Priority
NN8.1	Streets & Open Spaces	High
NN8.2	Streets & Open Spaces	Medium
NN8.3	Streets & Open Spaces	High
NN8.4	Streets & Open Spaces	Medium
NN8.5	Streets & Open Spaces	Medium
NN8.6	Streets & Open Spaces	Medium

Pesticide use reduction plans

We have ceased the routine use of pesticides, including herbicides, in our City Council owned parks and green spaces (<https://www.cambridge.gov.uk/restricted->

[use-of-herbicides](#)) as we recognise the impacts that these can have on biodiversity, as well as human health and air quality. We will only consider the use of specific herbicides in these areas, when we are unable to use viable, non-chemical alternatives. For example, we might need to do this to control the invasive Japanese Knotweed.

We are committed to ceasing the routine use of pesticides across the city's wider public realm estate at the earliest feasible opportunity and will engage with the County Council and Pesticide Action Network (PAN) to achieve this, including on hard surfaced public realm areas of our commercial and housing estate; and the County Council's public highway facilities, including adopted roads, streets, and cycle / footways.

This work includes the following ongoing commitments:

- Undertake a review of street furniture and public realm to design out areas that require herbicide treatment.
- Ensure that any new environmental improvement schemes and adopted open spaces do not require herbicide maintenance.
- Reduce the need for the use of herbicides by adopting other viable alternatives and integrated weed control management system, including mechanical and non-chemical treatments.
- Make modifications and changes to maintenance regimes to enable achievement of the Plant life guidance.
- Develop best practice and offer advice and maintenance services to others.

Part of this work also involves raising public awareness of ecologically sensitive weed management practices and that 'weeds' are wildflowers that support wider biodiversity.

Key targets are:

- To end the use of pesticides in the routine maintenance of the City and County Council's public realm estate in Cambridge
- Bring in other key stakeholders to follow suit in ending the use of pesticides on land under their control.
- Encourage the public to stop the use of pesticides in gardens, allotments and other areas.
- Lead and support making Cambridge a Pesticide-Free City

Actions:

Ref	Lead	Priority
NN9.1	Streets & Open Spaces	High
NN9.2	Streets & Open Spaces	Ongoing
NN9.3	Streets & Open Spaces	Medium
NN9.4	Streets & Open Spaces	High
NN9.5	Streets & Open Spaces	High

Hedges for King's Hedges.

We will implement a project to recreate the historical network of hedgerows throughout King's Hedges. Our aim is to build upon the currently depleted and fragmented hedgerow network that gave this part of Cambridge its name. We will create new hedgerows along roadsides and other estate areas to provide habitat and connectivity for a range of species. As part of this work, we will also incorporate other hedgerow features such as banks and ditches that provide further structural diversity to benefit biodiversity.

Action:

Ref	Lead	Priority
NN10.1	Streets & Open Spaces	Low

Wild About Art

We will build on previous successes which have combined both art and biodiversity. Previous projects include the Chesterton Swift Tower or the 'Bird sculptures' at Mill Road Cemetery. These projects aim to celebrate the biodiversity of Cambridge through artistic endeavours, which at the same time provide habitats in themselves.

Action:

Ref	Lead	Priority
NN11.1	Streets & Open Spaces	Low

North-west Cambridge great crested newt project

We will undertake an assessment of the great crested newt populations in the north-west of Cambridge to help us understand and subsequently protect and enhance the population of this charismatic and scarce amphibian. The assessment will help us understand distribution, population size and availability of habitat. We will then work with partners to provide advice to landowners and managers.

We will continue our work with Cambridge Amphibian and Reptile Group and Natural England to deliver more ponds in the area as part of the Natural England District Licencing process, including existing proposals for new ponds, meadows and scrub on land adjacent to our Bar Hill Crematorium site. We will also run a campaign to encourage and provide advice to landowners and managers in the area, such as the colleges, to create new ponds and terrestrial habitats.

Actions:

Ref	Lead	Priority
NN12.1	Streets & Open Spaces	Low
NN12.2	Streets & Open Spaces	Low
NN12.3	Streets & Open Spaces, Bereavement Services	Low

Bioblitz

A Bioblitz enlists the help of species experts from all groups to spend one day at each location to collect as many records as possible, aided by volunteers and residents. These enable a greater understanding of the species biodiversity of our sites and also help to develop an interest and understanding in the wider public about the biodiversity on their doorstep. We will continue to run and assist with Bioblitz campaigns across our Local Nature Reserves and other sites.

Actions:

Ref	Lead	Priority
NN13.1	Streets & Open Spaces	Medium
NN13.2	Streets & Open Spaces	Low

Biodiversity data

In order to understand the biodiversity of our city it is important that we have accurate, comprehensive, and up to date information available. This will ensure that we can make informed decisions on the implications of land management, development, and projects. We will continue our support for Cambridge and Peterborough Environmental Records Centre which provides a repository for biodiversity data in Cambridge. This will include financial support through our Service Level Agreement and guidance through the steering group. We will ensure that all biodiversity data we gather as part of our projects and audits are submitted to the records centre.

Actions:

Ref	Lead	Priority
NN14.1	Streets & Open Spaces	Ongoing
NN14.2	Streets & Open Spaces	Medium
NN14.3	Streets & Open Spaces	Ongoing

Climate actions: More connectivity for biodiversity throughout Cambridge will help to ensure that species are given more opportunity to cope with a changing climate and environment. Encouraging others to take action for

biodiversity will contribute to a reduction in climate impacts too, for example through sustainable food production or reducing the use of chemical treatments in our environment.

11. References

Crosher, I., Gold, S., Heaver, M., Heydon, M., Moore, L., Panks, S., Scott, S., Stone, D. & White, N. (2019a). *The Biodiversity Metric 2.0: Auditing and accounting for biodiversity value: technical supplement* (Beta version, July 2019). Natural England

Crosher, I., Gold, S., Heaver, M., Heydon, M., Moore, L., Panks, S., Scott, S., Stone, D. & White, N. (2019b). *The Biodiversity Metric 2.0: auditing and accounting for biodiversity value. User guide* (Beta Version, July 2019). Natural England

12. Appendix

Appendix 1

National Legislation

National Planning Policy Framework (NPPF) 2012 (last updated July 2021)

The revised NPPF was updated on 20 July 2021 setting out the Government's planning policies for England and the process by which these should be applied. The policies within the NPPF are a material consideration in the planning process. The key principle of the NPPF is a presumption in favour of sustainable development, with sustainable development defined as a balance between economic, social and environmental needs.

Policies 174 to 188 of the NPPF address conserving and enhancing the natural environment, stating that the planning system should:

- Contribute to and enhance the natural and local environment by protecting and enhancing valued landscapes;
- Recognise the wider benefits of ecosystem services; and
- Minimise impacts on biodiversity and provide net gains in biodiversity where possible, contributing to the Government's commitment to halt the overall decline in biodiversity.

Furthermore there is a focus on re-use of existing brownfield sites or sites of low environmental value as a priority, and discouraging development in National Parks, Sites of Specific Scientific Interest, the Broads or Areas of Outstanding Natural Beauty other than in exceptional circumstances.

Where possible, planning policies should also "promote the conservation, restoration and enhancement of priority habitats, ecological networks and the protection and

recovery of priority species; and identify and pursue opportunities for securing measurable net gains for biodiversity”.

Environment Act 2021

The Environment Act 2021, sets out key legislation after the UK's exit from the European Union. With the largest changes to green regulations in decades, the Act includes the establishment of an Office for Environmental Protection, targets on air pollution, water quality and biodiversity, and the enshrinement of the 25 Year Environment Plan in law. The Act also makes provisions for a mandatory 10% net gain in biodiversity for all developments covered by the Town and Country Planning Act and it also introduces a statutory requirement for Local Nature Recovery Strategies.

The Wildlife and Countryside Act 1981 (as amended)

The Wildlife and Countryside Act 1981 (as amended) provides legal protection to natives UK species and enhances the protection of SSSIs. In addition to affording protection to some species, The Act also names species which are considered invasive and require control. Section 14 of the Act prohibits the introduction into the wild of any animal of a kind which is not ordinarily resident in, and is not a regular visitor to, Great Britain in a wild state, or any species of animal or plant listed in Schedule 9 to the Act. In the main, Schedule 9 lists non-native species that are already established in the wild, but which continue to pose a conservation threat to native biodiversity and habitats, such that further releases should be regulated.

The Conservation of Habitats and Species Regulations 2017 (as amended)

The Conservation of Habitats and Species Regulations 2017 (as amended) is secondary legislation which puts into domestic law the EU Habitats Directive (Council Directive 92/43/EEC) and certain elements of the EU Wild Birds Directive (Directive 2009/147/EC). These Directives contain rules for the protection of habitats and species, the proper management of habitats and preventing exploitation of

species. The Regulations ensure that the UK will continue to meet international commitments under the Bern Convention and the Bonn convention.

Schedule 2 offers protection to a number of notable species such as great crested newts, hazel dormouse, otter, and all bat species. Schedule 2 protects these species from deliberate capture, death, or injury as well as disturbance both to themselves and their breeding sites or resting places.

Natural Environment and Rural Communities (NERC) Act 2006

Many of the species covered by The Conservation of Habitats and Species Regulations 2017, along with a host of others not afforded additional protection, are listed on Section 41 of the NERC Act 2006.

Section 41 (S41) of the Natural Environment and Rural Communities (NERC Act 2006) requires the Secretary of State to publish a list of habitats and species that are of principal importance for the conservation of biodiversity in England. The list (including 56 habitats and 943 species) has been drawn up in consultation with Natural England and draws upon the UK Biodiversity Action Plan (BAP) List of Priority Species and Habitats.

The S41 list should be used to guide decision-makers such as local and regional authorities to have regard to the conservation of biodiversity in the exercise of their normal functions – as required under Section 40 of the NERC Act 2006. The duty applies to all local authorities and extends beyond just conserving what is already there, to carrying out, supporting and requiring actions that may also restore or enhance biodiversity.

The Countryside and Rights of Way (CRoW) Act 2000

The CRoW Act (2000), as well as implementing the “right to roam”, also contains changes for nature conservation updating aspects of the Wildlife and Countryside Act 1981 such as strengthening punishment for killing, injuring or disturbing

protected species, and extending the regulations to cover reckless behaviour as well as intentional acts against protected species.

Section 74 of the act contains a list of habitats and species of Principal Importance for the conservation of biodiversity in England, which falls in accordance with the 1992 UN Convention on Biological Diversity.

Policy documents (national, regional and local)

South Cambridgeshire Local Plan (2018) and Cambridge Local Plan (2018) - currently being updated to the Greater Cambridge Local Plan

South Cambridgeshire District Council adopted their Local Plan in 2018, with the overall environmental objectives of: “contributing to protecting and enhancing our natural, built and historic environment; and, as part of this, helping to improve biodiversity, prudent use of natural resources, minimising waste and pollution, and mitigating and adapting to climate change including moving to a low carbon economy”.

Key policies include:

Policy NH/4, which prevents developments from occurring that result in the loss, deterioration or fragmentation of irreplaceable habitats, and also outlines that new developments must aim to maintain, enhance, restore or add to biodiversity;

Policy NH/5, which sets out protection for sites of biodiversity or geological importance; and

Policy NH/6, which encourages proposals that reinforce, link or create new green infrastructure in line with the Cambridgeshire Green Infrastructure Strategy (2011).

Cambridge City Council also adopted their Local Plan in 2018, with a small selection of key policies including:

Policy 4: Green belt - New development in the Green Belt will not be approved except in very special circumstances, in line with Green Belt policy in the National Planning Policy Framework;

Policy 7: River Cam - development proposals that are situated along the River Cam should where possible enhance the natural resources of the River and provide opportunities for renaturalisation of the river; and Policy 31 f: Any flat roofs should be a green or brown roof, as part of a key measure in Cambridge's climate change adaptation policy.

Cambridge City Council and South Cambridgeshire District Council are preparing a Greater Cambridge Local Plan, which will set out plans for infrastructure, new homes and economic growth in the region over the next 20 years to 2041.

Greater Cambridge Biodiversity Supplementary Planning Document

Published in January 2022 this document provides guidance on how biodiversity should be addressed through the planning process. The document provides technical guidance to ensure that the biodiversity policies set out in the Local Plans are effectively implemented. The document provides accessible, accurate and up-to-date guidance on the planning regulations surrounding biodiversity, including relevant national legislation. It sets out the information that should be submitted with planning applications to demonstrate how development proposals meet the councils' requirements. The Supplementary Planning Document is a material planning consideration in determining planning applications in both Council areas.

Cambridgeshire & Peterborough Biodiversity Action Plan

UK Biodiversity Action plans were written following the signing of the Convention on Biological Diversity at the Earth Summit 1992. These plans have been periodically reviewed and are now known as Priority Habitats and Species. Cambridgeshire and Peterborough still have local Habitat Action Plans, but these are supplemented by a local list of Priority Habitats and Species. These lists ensure that practical conservation projects can be targeted towards these species including in

development proposals and site management plans. Such species include: barbastelle bat, common lizard, eel, house sparrow and white-letter hairstreak.

UK Post-2010 Biodiversity Framework

The DEFRA/JNCC UK Post-2010 Biodiversity Framework, published in 2012, outlines at a UK-wide level ways to achieve the “Aichi Targets” and the EU Biodiversity Strategy produced in 2011. Overall, 23 areas were identified that would benefit from a targeted UK focus, and these formed part of an implementation plan with defined milestones for 2013 - 2015. The revised plan in 2018 was simplified to focus on high-priority activities.

Biodiversity 2020: A strategy for England’s wildlife and ecosystem services

DEFRA produced the Biodiversity 2020: A strategy for England’s wildlife and ecosystem services with the strategy mission defined to: “halt overall biodiversity loss, support healthy well-functioning ecosystems and establish coherent ecological networks, with more and better places for nature for the benefit of wildlife and people”. The first two action areas include developing an integrated landscape-scale approach to conservation on land and at sea, and to “put people at the heart of biodiversity policy”. The actions themselves are supported by numerous grants, campaigns and competitions.

Reviews, plans and policy drivers (national, regional and local)

Greater Cambridge Green Infrastructure Opportunity Mapping 2020/21

The Green Infrastructure (GI) assessments undertaken as part of the local plan development have identified numerous opportunities to ensure natural networks across Greater Cambridge are maintained and enhanced as part of the local plan. The GI Opportunity Mapping project performed by LUC produced an evidence base on the existing quality of GI networks within Greater Cambridge and have been successful in identifying opportunities to enhance and expand the network.

Underlying these opportunities are seven GI themes with associated maps. The final report will be published in autumn 2021 to support the Greater Cambridge Local Plan Preferred Options consultation.

Greater Cambridge chalk streams project report

This report, published in late 2020, comprises an audit of chalk streams in the upper Cam catchment. This audit provides an overview of issues and opportunities affecting each watercourse, some of which are organised into projects and ambitions. Some overarching results included a paucity of chalk streams in “good” condition, primarily due to low flow pressures from over abstraction, channel modifications and poor water quality. Key opportunities to improve the watercourses include providing in-stream woody habitats, gravel placement and bank re-profiling.

CCC/MKA Biodiversity Audit

The Biodiversity Audit, released in conjunction with this Biodiversity Strategy, is a report calculating a baseline estimate of biodiversity across several statutorily and non-statutorily designated sites owned by Cambridge City Council. Habitat and condition maps provide the data on the existing value of sites, with opportunities for enhancement and alterations to management regimes also provided. Sites were assessed using the Defra Biodiversity Metric 2.0 (Crosher et al., 2019b) with the intention of providing measurable biodiversity gain in the future.

Natural England Nature Networks

Natural England have published a range of resources regarding Nature Networks including an “Evidence Handbook” and a “Summary for Practitioners”. These documents outline the planning and creation of nature networks, promoting the concept of conservationists working with dynamic natural processes at a landscape scale and the role of nature network planning in delivering climate-resilient nature-based solutions. The Evidence Handbook provides priority actions which range from improving core wildlife sites to creating corridors, whereas the Summary for

Practitioners, amongst other information, provides models and tools to support the decision-making process when creating Nature Networks.

Making Space for Nature: A review of England's Wildlife Sites and Ecological Network (The Lawton Report, 2010)

The Lawton Report (2010) is an independent review of wildlife sites across England, with the key aim of assessing whether these sites are capable of responding and adapting to climate change. Professor Lawton reached this conclusion: "England's collection of wildlife sites are generally too small and too isolated, leading to declines in many of England's characteristic species. With climate change, the situation is likely to get worse... We need more space for nature". The report outlines 24 recommendations to improve the situation, with key themes of "more, bigger, better and joined".

25 Year Environment Plan 2018

The 25 Year Environment Plan published by DEFRA outlines long term government actions that prioritise environmental health in agriculture, fishing, land use and other areas. One of the six key areas identified for further action include "Recovering nature and enhancing the beauty of landscapes", under which the development of a Nature Recovery Network (NRN) and the opportunity to reintroduce native species are outlined. Through the NRN, the goal is to provide half a million hectares of additional wildlife habitat to provide linkages and promote connectivity between existing protected areas. Ensuring environmental net gain in housing and infrastructure developments is also discussed as a key method of achieving economic growth whilst providing measurable improvements for the environment.

The Economics of Biodiversity: The Dasgupta Review 2021

The Dasgupta Review was prepared by Professor Sir Partha Dasgupta and released in February 2021. The review's critical message is that nature can no longer be ignored within economic decisions, and that human demands vastly outpace the

capacity of the natural environment to provide the “goods and services” required. In direct relation to ecology, the review discusses the importance of biodiversity in increasing the stability of ecosystem functioning, and that the loss of biodiversity reduces the productivity of communities and their ability to produce biomass. The review also outlines a fundamental flaw in Gross Domestic Product (GDP), highlighting its lack of consideration of the depreciation of natural capital, and the economic costs of these losses.

Cambridge City Council

Biodiversity Strategy - Action Plan 2022 - 2030 (Monitor annually and review progress in 2025)

Introduction: This action plan seeks to identify projects, resource and timescales for implementation of the Biodiversity Strategy strategic objectives (see below). The plan will assist services in identifying actions and resources for future service / operational plans and associated budget bids, to deliver Priority 1 of the Corporate Plan (2022-27): **Priority 1: Leading Cambridge's response to the climate change and biodiversity emergencies.**

Strategic Objectives:

S01.	To secure a measurable net gain in biodiversity across the City by 2025 and support the Natural Cambridgeshire Double Nature Vision by 2030
S02	To ensure designated sites and priority habitats are in good / favourable condition and connected, where possible, to increase resilience to a changing climate and contribute to the Cambridge Nature Network
S03	To promote awareness of biodiversity and wellbeing, supporting coordinated action in our communities, businesses, and institutions
S04	To ensure that biodiversity is considered by all council service functions and projects
S05	To maximise the potential of our buildings, parks, open spaces, watercourses and tree stock to support biodiversity, whilst balancing their multifunctional needs
S06	To harness the wealth of local professional and amateur knowledge and experience in identifying and solving local issues.

Strategy Theme 1: Biodiversity mainstreaming (BM) 'Consider and embed nature into everything we do'

Ref	Projects / Action	Strategic Objectives	Lead Service / Team	Other Partners	Resources	Priority	Timescale
BM1	Biodiversity Service and Project Checklist						
BM1.1	Develop a checklist and guidance for embedding biodiversity and nature based solutions in all decision making	S03, S04	Corporate Strategy, Transformation, Streets & Open Spaces - Biodiversity	All services	Existing	High	2022-2023
BM1.2	Develop KPIs for Annual Monitoring Report	S03, S04	Corporate Transformation, Streets & Open Spaces - Biodiversity	All services	Existing	High	2022-2023
BM1.3	Promote the Local Government Association 'Biodiversity e-learning for councils' module to all staff and councillors	S03, S04, S05	Corporate Strategy, Transformation, Human Resources, Streets & Open Spaces - Biodiversity	All services,	Existing	High	2022-2023
BM2	20% Biodiversity Net Gain (BNG) on all relevant projects						
BM2.1	Achieve 20% Biodiversity Net Gain (BNG) on all relevant projects	S01, S02	Corporate Strategy, Housing Development, Property Service, Greater Cambridge Shared Planning	City Homes, Property Services, Streets & Open Spaces, Greater Cambridge Partnership	Include in project budget bids	High	2022-2030
BM3	Streets & Open Spaces Environmental Management System						
BM3.1	Adopt and implement the prepared Environmental Management System to secure ISO14001 accreditation	S05	Streets & Open Spaces - All	Contractors	Existing	High	2022-2023
BM4	Cambridge Green Roof and urban greening Project						
BM4.1	Undertake review of existing City Council assets for green roof retrofit potential	S01, S05	City Homes, Property Service, Commercial Services	Tenants	Subject to project budget bids	Low	2025-2030
BM4.2	Implement adopted SUDs policy to ensure flat roof developments incorporate biodiversity green roofs	S01, S05	Streets & Open Spaces - Community Engagement, Corporate Media & Webteam	Existing	Existing	High	2022-2030
BM4.3	Promote use of retrofit green roofs and green walls on garden buildings and extensions	S05	Greater Cambridge Shared Planning Service	Residents	Existing	Low	2026
BM4.4	Implement adopted green roof policy for new flat roof developments	S02, S04, S05	Greater Cambridge Shared Planning Service	Developers, Ecological Consultants & Agents	Existing	High	2022-2030
BM4.5	Work with Greater Cambridge Partnership to secure green roofs on transport network infrastructure such as bus shelters, along with other pollinator friendly landscaping and street trees	S05	Streets & Open Spaces - Projects, Greater Cambridge Shared Planning Service	Greater Cambridge Partnership	Existing, Subject to budget bids	Low	2022-2030
BM5	Cambridge Swift Project						
BM5.1	Review all the Cambridge City Council estate to understand where we can appropriately retrofit boxes specifically designed for this species	S05	Streets & Open Spaces - Biodiversity, City Homes, Property Services	Action for Swifts, Roofing Contractors, Housing Tenants	Existing	Medium	2023-2024
BM5.2	Produce and promote guidance to local roofing contractors on threats and opportunities for next site provision	S05	Streets & Open Spaces - Biodiversity, City Homes, Property Services	Action for Swifts, Roofing Contractors, Housing Tenants	Existing	Low	2025
BM5.3	Ensure guidance on swift protection and enhancement is included within all relevant City Homes and Property Services Maintenance Contracts	S05	Streets & Open Spaces - Biodiversity, City Homes, Property Services	Action for Swifts, Roofing Contractors, Housing Tenants	Existing	Medium	2023-2024
BM5.4	Adopt Biodiversity SPD and ensure new development meets interested next box requirement	S04	Greater Cambridge Shared Planning Service	Agents	Existing	Outgoing	2022-2030
BM5.5	Promote Action for Swifts, RSPB swift mapper, Swift Awareness Week etc through Cambridge Matters and Social Media	S03	Streets & Open Spaces - Community Engagement, Corporate Media & Webteam	Action for Swifts	Existing	Medium	2024
BM6	Cambridge Citywide Tree Strategy 2016 - 2026						
BM6.1	Promote biodiversity through implementation of the Citywide Tree Strategy to manage the urban forest	S05	Streets & Open Spaces - Tree team and Operations	Tree Contractors, City Homes, Property Services	Existing	Outgoing	2022-2030
BM6.2	Continue to implement Cambridge Canopy Project to seek a 19% canopy cover by 2050	S03, S05	Streets & Open Spaces - Tree team and Biodiversity and Community Engagement	Business, Institutions and communities	External Funding to 2023	Outgoing	2022-2030
BM7	Plant Free Cambridge						
BM7.1	Produce guidance for allotment holders and Community gardens on Plant Free gardening	S03	Streets & Open Spaces - Asset Management, Biodiversity & Community Engagement	Allotment Associations, Community Orchard & Garden Group	Existing	Medium	2023-2024
BM7.2	Ensure all City landscape projects source plant free horticultural products	S04	Streets & Open Spaces - Operations, City Homes, Property Services	Commercial Services	Existing	Medium	2022
BM8	Greater Cambridge Planning Service policy and development control						
BM8.1	Develop interim off-site Biodiversity Net Gain guidance for Greater Cambridge	S01, S02, S07	Greater Cambridge Shared Planning Service	Natural Environment Planning Policy Forum	Existing	High	2022
BM8.2	Continue to contribute to Natural Environment Planning & Policy Forum (NEPPF)	S02, S03	Greater Cambridge Shared Planning Service	Natural Environment Planning Policy Forum	Existing	Outgoing	2022-2030
BM8.3	Advance a sustainable development strategy for the next shared local plan with clear and robust policies on water quality and efficiency	S03, S04	Greater Cambridge Shared Planning Service	Water Resources East	Existing	Outgoing	2022-2026
BM8.4	Implement adopted local plan and NEPPF policies to protect and enhance biodiversity through the planning process	S01, S02	Greater Cambridge Shared Planning Service	Water Resources East	Existing	Outgoing	2022-2030
BM8.5	Engage with partners on identification and adoption of emerging Local Nature Recovery Strategies	S01, S02, S06	Greater Cambridge Shared Planning Service	Cambridge Nature Network, Natural Cambridgeshire, Cambridgeshire & Peterborough Combined Authority, Wildlife Trust, neighbouring local authorities	Existing	High	2022-2023
BM8.6	Explore additional policy resources in order to help deliver the new Biodiversity Net Gain duties within the Environment Act (2021)	S01, S02, S07	Greater Cambridge Shared Planning Service	South Cambridgeshire District Council, potentially neighbouring local authorities	Subject to business case and DEFRA new guidance funding	High	2022-2023

Strategy Theme 2: The Core (TC) 'Working with partners to ensure a coherent resilient nature network through Cambridge'.

Ref	Projects / Action	Strategic Objectives	Lead Service / Team	Other Partners	Resources	Priority	Timescale
TC1	Local Nature Reserves, County Wildlife Sites and City Wildlife Sites						
TC1.1	Prepare programme / review and implement Management and Project Plans for all Cambridge City Council owned Local Nature Reserves, County Wildlife Sites and City Wildlife Sites	S01, S02, S05, S06, S07	Streets & Open Spaces	Wildlife Trust, Friends of Groups, Parish committees for shared	Existing (including Service Level Agreement with Wildlife Trust)	High	2023-2026 (3 sites per annum)
TC1.2	Continue to support the Cambridge Nature Network to enhance and link these core sites through the City	S03, S02, S03, S05, S06, S07	Streets & Open Spaces	Cambridge Nature Network	Existing	High	2022-2030
TC1.3	Deliver SUDs Funded enhancement to Byron's Pool LNR, fish pass	S05	Streets & Open Spaces - Biodiversity	Wild Trout Trust	Section 106 funding secured	High	2022
TC1.4	Establish Grassland Restoration trials and monitoring for the Cambridge Commons	S01, S02, S05, S06, S07	Streets & Open Spaces - Biodiversity	Wildlife Trust, Cambridge Nature Network, South Cambridgeshire District Council	Heritage Lottery funded	Medium	2022-2023 then on-going
TC2	Grazing Project						
TC2.1	Scope, develop and implement the Cambridge Grazing Project	S02, S03, S04, S05, S06, S07	Streets & Open Spaces - Biodiversity & Operations	Local graziers, Wildlife Trust, Cambridge Past Present & Future,	Subject to funding bid	Medium	2024
TC2.2	Trial the use of hardy sheep breeds within temporary fenced compartments on smaller sites.	S02, S03, S04, S05, S06, S07	Streets & Open Spaces - Biodiversity	Local graziers, Wildlife Trust	Existing	High	2022-2023
TC3	Veteran trees, ancient trees, and pollard willows						
TC3.1	Continue work on pollard willows around Cambridge and implement the recommendations of the 2018 Veteran and Ancient Tree Survey, establish new willow pollards at suitable sites	S05	Streets & Open Spaces - Trees & Biodiversity	Tree Contractors, Friends Groups	Existing	Outgoing	2022-2030
TC4	Chalk Streams						
TC4.1	Work in partnership with key stakeholders to promote the sustainable management of our water resource. This is a key to ensure that water flow and quality in the chalk streams are restored. The integrated Water Management Study evidence will inform this process.	S01, S02, S05,	Greater Cambridge Shared Planning	Cam Valley Forum, Water Companies, Water Resources East	Existing	High	2022-2030
TC4.2	Work in partnership to support the restoration projects proposed in the Greater Cambridge Chalk Stream Audit for the awarded chalk streams within our core sites, including Cherry Hinton Brook, Coldhams Brook and Hobson's Brook and Vear's Brook	S01, S02, S05,	Streets & Open Spaces - Biodiversity & Drainage	Wildlife Trust, Wildlife Trust, Hobson's Condit's Trust, Friends of Cherry Hinton Brook	Grants including Combined Authority funding (2022 - 2023)	High	2022-2030
TC4.3	Coordinate the wider Greater Cambridge Chalk Stream Project delivery	S01, S02, S05,	Streets & Open Spaces - Biodiversity	Combined Authority, Wildlife Trust, Wild Trout Trust, Cambridge & Fly Ouse Catchment Group, Environment Agency, Water Resources East, Water Companies, Cam Valley Forum, Friends Groups	Grants including Combined Authority (2022 - 2025)	High	2022-2030
TC4.4	Review adopted watercourse maintenance contract to maximise biodiversity value	S05	Streets & Open Spaces - Biodiversity and Drainage	Contractors	Existing	Medium	2023-2025
TC5	Commons waterways						
TC5.1	Scope opportunities for the creation/reinstatement/enhancement of watercourses and wetland areas on the Cambridge commons and seek funding opportunities	S01, S02, S05	Streets & Open Spaces - Biodiversity, Drainage	Wildlife Trust, Cambridge Nature Network, Friends Groups	Existing and grant fund	Medium	2023-2025
TC5.2	Implement the Soudridge Common Coldhams Brook wetland scheme	S01, S02, S05	Streets & Open Spaces - Biodiversity, Drainage	Cambridge Nature Network, WT, Friends of Soudridge Common	HL Green Recovery Fund	High	2022-2023
TC6	Implement the agreed enhancement plan at Logan's Meadow and extend the designated Local Nature Reserve						
TC6.1	Finalise design for the extended Logan's Meadow LNR	S02	Streets & Open Spaces - Biodiversity	LNR, Natural England	Existing	Medium	2022
TC6.2	Deliver the Combined Authority and Heritage Lottery funded Logan's Meadow Wetland Creation project	S01, S02	Streets & Open Spaces - Biodiversity	Friends of Logan's Meadow	External funding secured	High	2022-2023
TC7	Provide advice and support to private landowners of core sites						
TC7.1	Continue our work with the Wildlife Trust to provide advice to private landowners and managers to bring sites into positive management	S02	Streets & Open Spaces - Biodiversity	Wildlife Trust, Private Landowners, Cambridge Nature Network	Existing Service Level Agreement with Wildlife Trust	Outgoing	2022-2030
TC8	Biodiversity Audit (DEFRA metric 3.0 or updated version)						
TC8.1	Refine and undertake the Biodiversity Audit every five years to monitor change (2025 and 2030)	S07	Streets & Open Spaces - Biodiversity	Volunteers, Friends Group, Ecological Consultants, Cambridge & Peterborough Environmental Records Centre	Budget bids required	Outgoing	2022-2030

Strategy Theme 3: Nature in your Neighbourhood (NN) 'ensure nature is not restricted to a few precious locations and that it can be enjoyed, understood, and experienced by all'.

Ref	Projects / Action	Strategic Objectives	Lead Service / Team	Other Partners	Resources	Priority	Timescale
NN1	Parks Biodiversity Toolkit (Published 2021)						
NN1.1	Promote and help communities implement the Parks Biodiversity Toolkit	S01, S03, S04,	Streets & Open Spaces - Asset Management, Biodiversity & Community Engagement	Friends Group	Existing, plus explore external grant funding	Medium	2022-2030
NN1.2	Customise biodiversity toolkit to engage and provide advice to housing tenants, private gardeners and local business	S01, S03, S04	Streets & Open Spaces - Biodiversity, Homes	Friends, Private Residents, Businesses	Existing, plus explore grant funding	Medium	2023-2024
NN2	Wild About Cambridge						
NN2.1	Develop and enhance the provision of interpretive materials for our Local Nature Reserves	S03	Streets & Open Spaces - Biodiversity	Friends Groups	Environmental improvement Project funding and Local Nature Reserve revenue	Medium	2022-2025
NN2.2	Explore new technologies for environmental interpretation, education and engagement on our sites	S03	Streets & Open Spaces - Biodiversity	Friends Groups	Subject to budget bids or external funding	Low	2026-2030
NN3	Cambridge Sustainable Food and biodiversity						
NN3.1	Working in partnership with Cambridge Sustainable Food we will help them to achieve their aims of promoting sustainable food production and minimising ecological impacts.	S03	Streets & Open Spaces	Cambridge Sustainable Food, community Gardens & Groups, Allotment Associations	Existing	Medium	2022-2030

NH3.2	Continue our support of the CoFarm initiative situated between Colldam's Common and Barnwell East LNR.	503	Streets & Open Spaces - Biodiversity & Asset Management	CoFarm Allotment Association, Community Garden and Orchard Groups	Existing	Medium	2024 - 2025	
NH3.3	Produce and promote Biodiversity guidance for allotment holders, community orchards and community gardens.	503	Streets & Open Spaces - Biodiversity & Asset Management	Allotment Association, Community Garden and Orchard Groups	Existing	Medium	2024 - 2025	
NH4 Recreational pressure on designated sites								
NH4.1	Implement recreational pressure campaigns for parks and local nature reserves	503	Streets & Open Spaces - Biodiversity, Community Engagement & Enforcement	Cambridge Nature Network	Existing	High	2023	
NH4.2	Programme review and consultation on dog control orders for 14th and County Wildlife Sites	503	Streets & Open Spaces - Biodiversity, Community Engagement & Enforcement	Cambridge Nature Network	Existing	High	2023	
NH4.3	Consider and consult on zoning within Local Nature Reserves management plan reviews	503	Streets & Open Spaces - Biodiversity	Cambridge Nature Network	Existing	Medium	2022 - 2030	
NH5 Volunteering								
NH5.1	Continue to engage with volunteers and groups around the City in practical actions to protect, enhance and monitor biodiversity	503	Streets & Open Spaces - Biodiversity & Community Engagement	Streets & Open Spaces Volunteers, Friends Groups, Community Orchards, Community Gardens	Existing	High	2022 - 2030	
NH5.2	Continue to provide corporate business days for biodiversity engagement on parks and local nature reserves	503	Streets & Open Spaces - Biodiversity & Community Engagement	Local Businesses and Institutions	Existing	Medium	2022 - 2030	
NH5.2	Existing potential for financial contribution from participating organisations							
NH6 Collaboration for conservation								
NH6.1	Continue to help steer, promote and implement the Cambridge Nature Network (CNN)	501, 502, 503	Streets & Open Spaces - Biodiversity	Cambridge Nature Network Cambridge Conservation Forum,	Existing	Ongoing	2022 - 2030	
NH6.2	Engage with local and international NGOs to collaborate via membership of the Cambridge Conservation Forum	506	Streets & Open Spaces - Biodiversity	Cambridge Conservation Initiative	Existing	Ongoing	2022 - 2030	
NH6.3	Encourage Collaboration of City Biodiversity Strategy with the Cambridge University Biodiversity Action Plan	503, 503, 506	Streets & Open Spaces - Biodiversity	University Ecology Advisory Panel	Existing	Ongoing	2022 - 2030	
NH6.4	Continue to collaborate with Future Parks Accelerator project	502, 503, 505, 506	Streets & Open Spaces			Ongoing		
NH6.5	Continue to work in partnership with Natural Cambridgeshire Local Nature Partnership to deliver shared "Doubling Nature" vision	501, 502, 503	Corporate Streets & Open Spaces	Natural Cambridgeshire	Existing	Ongoing	2022 - 2030	
NH7 Develop and promote Annual Biodiversity Campaigns								
NH7.1	Plan and implement annual campaigns to promote biodiversity across the City	503	Streets & Open Spaces - Community Engagement & Biodiversity	Corporate media, webteam, houses	Existing, plus budget bids or sponsorship	Low		
NH8 Keep Cambridge Beehive - Have Bee City Steering to benefit pollinators								
NH8.1	Establish a cross service Biodiversity Project Steering group to coordinate habitat creation and management across the estate	501	Streets & Open Spaces - Biodiversity & Operations	City Homes, Project Delivery, Bereavement Services	Existing	High	2022	
NH8.2	Continue to review park and verge maintenance plans and increase areas of long grass and rough cuts	505	Streets & Open Spaces - Biodiversity & Operations	Cambridgeshire County Council	Existing	Medium	2022 - 2025	
NH8.3	Review operational skills, training and machinery needs to implement new maintenance specifications	505	Streets & Open Spaces - Operations & Biodiversity		Existing and budget bids	High	2022 - 2023	
NH8.4	Monitor tall bee bars and install further if successful	505	Streets & Open Spaces - Biodiversity	On the Verge	Subject to budget bids	High	2022 - 2025	
NH8.5	Continue to support 'On the Verge - Cambridge' and other local groups with meadow and small scale habitat creation on both public and private land, including school engagement	503, 505	Streets & Open Spaces - Biodiversity	On the Verge, Cambridgeshire County Council	Existing, plus assist with internal and external grant bids	Medium	2022 - 2030	
NH8.6	Increase support to Happy Bee Street Scheme and wider community led Biodiversity Streets and Open Space management including communal gardens, parks, play areas and private gardens etc	503, 505	Streets & Open Spaces - Biodiversity, Bereavement Services	On the Verge, Cambridgeshire County Council, Residents	Existing, seek external funding	Medium	2022 - 2030	
NH9 Pesticide use reduction - Working towards a pesticide free Cambridge								
NH9.1	Develop an operational management and maintenance plan to transition to a pesticide free Cambridge, including viable mechanical and non chemical alternatives and integrated weed control systems.	505	Streets & Open Spaces - Project Delivery & Asset Management	Pesticide Free Cambridge,	Existing	High	2022 - 2025	
NH9.2	Ensure that any new environmental improvement, public realm schemes and adopted open spaces do not require herbicide maintenance.	505	Streets & Open Spaces - Project Delivery & Asset Management		Existing	Ongoing	2022 - 2030	
NH9.3	Develop integrated weed control best practice and offer advice to other institutions and businesses in herbicide reduction	503,	Streets & Open Spaces - Biodiversity & Operations	Pesticide Free Cambridge, On the Verge, Residence Associations	Existing	Medium	2024 - 2025	
NH9.4	Continue to develop the 'Happy Bee to eat' adopt a verge scheme for residents and expand to wider parks and public realm	503, 504	Streets & Open Spaces - Operations & Community Engagement	Pesticide Free Cambridge, On the Verge, Residence Associations	Existing	High	2022 - 2030 (review in 2031)	
NH9.5	Monitor and promote urban flora recovery along herbicide free streets	506	Streets & Open Spaces - Biodiversity	Pesticide Free Cambridge, On the Verge, Residence Associations	Existing	High	2023 - 2025	
NH10 Hedges for King's Hedges								
NH10.1	Develop and implement the Hedges for King's Hedges project to restore, enhance and plant new hedgerows in open spaces	504, 505	Streets & Open Spaces - Community Engagement, Biodiversity, Operations	Residents Associations, Cambridgeshire County Council	Subject to budget bids	Low	2024 - 2028	
NH11 Wild About Art								
NH11.1	Continue to work with artists around the city to facilitate understanding and interest in our biodiversity through permanent and temporary works	503	Streets & Open Spaces - Public Art & Biodiversity	Artists, Community Engagement, Residents Associations and Friends Groups	Subject to Section 105 or grant funding	Low	2023 - 2030	
NH12 North-west Cambridge Great Crested Newt Project								
NH12.1	Develop and implement a North-west Cambridge Great Crested Newt Project	503	Streets & Open Spaces Biodiversity	Universities, Colleges, private landowners	Subject to grant funding	Low	2026 - 2030	
NH12.2	Run a campaign to encourage and provide advice to landowners and managers in the area, such as the colleges, to create new ponds and terrestrial habitats.	503	Streets & Open Spaces - Biodiversity, Community Engagement	Cambridge Conservation Forum, Cambridge Conservation Initiative	Subject to grant funding	Low	2026 - 2030	
NH12.3	Explore opportunities to deliver new ponds via Natural England District Licensing process, including proposals for new ponds, meadows and scrub on land adjacent to our Star Hill Overlap area	505	Streets & Open Spaces - Biodiversity, Bereavement Services	Natural England, Cambridgeshire Farming & Wildlife Advisory Group	Potential GCN District license funding	Low	2024 - 2030	
NH13 Biodiversity habitats species site surveys, involve local experts and invite members of the public								
NH13.1	Continue to support partners with their Biodiversity events across the City	503, 506, 507	Streets & Open Spaces - Biodiversity & Community Engagement	Cambridge Conservation Initiative, Cambridge Natural History Society, Wildlife Trust, Hobson Conduit Trust,	Existing	Medium	2022 - 2030	
NH13.2	Prepare a programme for Biodiversity events on City Council sites to link with management plan reviews and monitoring	503, 506, 507	Streets & Open Spaces - Biodiversity & Community Engagement	Cambridge Natural History Society, Wildlife Trust, Hobson Conduit Trust	Existing	Low	2022 - 2030	
NH14 Biodiversity data								
NH14.1	Continue our support of Cambridge and Peterborough Environmental Records Centre (PERC) through a Service Level Agreement and representation on the Steering Group	507	Streets & Open Spaces - Biodiversity / Greater Cambridge Shared Planning Service	Cambridge & Peterborough Environmental Records Centre Cambridge & Peterborough Environmental Records Centre,	Existing funding for SLA	Ongoing	2022 - 2030	
NH14.2	Encourage residents to report species records via PERC or web based applications through Cambridge Matters, campaigns and promotions	503, 506, 507	Streets & Open Spaces - Biodiversity & Community Engagement	Cambridge Nature Network, Cambridge Conservation Initiative	Existing	Medium	2024 - 2030	
NH14.3	Seek advice from local recorders, including Cambridge Natural History Society on site species and habitats monitoring to ensure that management plans are aware of scarce species and declining species and population trends.	505	Streets & Open Spaces - Biodiversity	Cambridge Natural History Society, Cambridge Bird Club, Cambridge & Peterborough Amphibians & Reptile Group, Cambridgeshire Moth Group, Cambridgeshire Bat Group	Existing	Ongoing	2022 - 2030	

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
Biodiversity Strategy 2022 – 2030 (review of existing 2006 Nature Conservation Strategy).

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
Will be published with committee papers for the 30th June 2022 - 2030

3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
Review of existing 2006 Nature Conservation Strategy in response to 2019 Biodiversity Emergency declaration and meet the following vision: Our vision is that over the next 9 years Cambridge will see a “measurable net gain” in biodiversity, both within the city and the surrounding countryside, including the extent and quality of priority habitats and populations of priority species. Wildlife habitats will be protected, enhanced and where possible expanded and linked. The very best wildlife habitats will form part of a much wider Cambridge Nature Network that will permeate the whole of the city and beyond. Everyone who lives or works within Cambridge will have access to high quality natural greenspaces within walking distance of their home or place or

work, and there will be a greater awareness and understanding of biodiversity with opportunities to be involved and collaborate in local wildlife enhancement projects and monitoring.

Strategy contains 7 strategic objectives to meet priority 1 of the Councils Corporate Plan (2022 – 2027):

Our strategic objectives are:

1. To secure a measurable net gain in biodiversity across the City by 2025 and support the Natural Cambridgeshire Doubling Nature Vision by 2030
2. To ensure designated sites and priority habitats are in good / favourable condition and connected, where possible, to increase resilience to a changing climate and contribute to the Cambridge Nature Network
3. To promote awareness of biodiversity and wellbeing, supporting coordinated action in our communities, businesses, and institutions
4. To ensure that biodiversity is considered by all council service functions and projects
5. To maximise the potential of our buildings, parks, open spaces, allotments and community gardens, watercourses and tree stock to support biodiversity, whilst balancing their multifunctional needs
6. To harness the wealth of local professional and amateur knowledge and experience in identifying and solving local issues.
7. To establish long term, species and habitat surveys and monitoring to measure the impact of activities and identify new threats and opportunities across the city

The strategy and action plan group these objectives into 3 key themes:

Biodiversity mainstreaming: This theme is about embedding biodiversity into everything that we do, whether that is constructing new houses, buying materials, or undertaking our role as a planning authority. We will ensure that our actions minimise impacts on biodiversity as well as seek opportunities to enhance it. We will aim to develop cross-cutting strategies and

solutions between all services that promote biodiversity and focus on nature-based solutions.

The core: This theme is about developing our core of biodiversity sites in the City. This includes reviewing and updating management plans for our most important nature conservation areas and working with partners to ensure a coherent and resilient nature network through Cambridge.

Nature in your neighbourhood: This theme is about encouraging nature to flourish across the city through collaboration with communities, businesses and institutions. The aim is to ensure nature is not restricted to a few precious locations and that it can be enjoyed, understood, and experienced by all.

4. Responsible service

Environment Services

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):

Relevant to all residents and visitors to the City. No specific group affected

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:

The strategy seeks to embed the consideration of biodiversity across all services to both protect and enhance biodiversity in all projects and maintenance tasks.

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

Due to go to on 30st June 2022 to the Environment and Community Scrutiny Committee for approval to adopt.

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?

None to date. The strategy has the potential to impact on a wide variety of groups as it seeks to engage with landowners, businesses, community groups and visitors to respect, protect and enhance our City wildlife and the multiple benefits it provides. A thriving biodiverse environment is critical for our well-being with a growing evidence base to suggest that we lead healthier lives, both mentally and physically, if we have more opportunities to interact with nature. Therefore, this strategy has the potential to positively impact on all ages through preventing physical and mental disability or long-term illness. Within the EQIA Action Plan we will ensure that people of different protected characteristics are engaged and that all engagement materials and processes are accessible.

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 - Please also consider any safeguarding issues for children and adults at risk

There are no impacts specific to this protected characteristic group.

(b) Disability

There are no impacts specific to this protected characteristic group.

(c) Gender reassignment

There are no impacts specific to this protected characteristic group.

(d) Marriage and civil partnership

There are no impacts specific to this protected characteristic group.

(e) Pregnancy and maternity

There are no impacts specific to this protected characteristic group.

(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.

There are no impacts specific to this protected characteristic group.

(g) Religion or belief

There are no impacts specific to this protected characteristic group.

(h) Sex

There are no impacts specific to this protected characteristic group.

(i) Sexual orientation

There are no impacts specific to this protected characteristic group.

(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

The Local Nature Reserves, Commons and public open spaces and volunteering opportunities arising from the strategy are all free to access or be involved in through volunteering. Officers will explore alternative ways of promoting the sites and volunteer events to ensure broad engagement. We will work with existing community groups, including those working with people on low-incomes, such as Abbey People to help promote initiatives.

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 EqIA accordingly.)

Cambridgeshire contains relatively little accessible green infrastructure for people, and with growing populations this places greater recreational pressures on those greenspaces. The Biodiversity Audit that accompanies the Biodiversity Strategy identified that recreational pressure on the City's open spaces is having a negative impact on biodiversity and the associated challenge in an urban environment of balancing the needs of both wildlife and all our communities. We need to protect and enhance the biodiversity resources that we have left, but also ensuring there is outdoor space for residents of the city to enjoy and harness the multiple physical and mental health benefits. In evaluating site management plans and biodiversity projects we will undertake specific EQIAs to ensure the needs of different groups of residents from protected characteristics are considered and balanced.

12. Do you have any additional comments?

It is recognised that increased areas of long grass and tree canopy have the potential to impact those with respiratory conditions. On balance it is considered that the negative impacts of increased biodiversity exacerbating conditions such as hay fever are outweighed by the positive effects of vegetation mitigating the negative health impacts of atmospheric pollution.

13. Sign off

Name and job title of lead officer for this equality impact assessment: Guy Belcher, Biodiversity Officer, guy.belcher@cambridge.gov.uk

Names and job titles of other assessment team members and people consulted: Heather Crowther, Equality and Anti-Poverty Officer

Date of EqIA sign off: [Click here to enter text.](#)

Date of next review of the equalities impact assessment: [Click here to enter text.](#)

Date to be published on Cambridge City Council website: [Click here to enter text.](#)

All EqIAs 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 form

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S106 Community Facilities Funding to The Junction

To:

Councillor Alex Collis Executive Councillor for Open Spaces, Food Justice and Community Development at Environment and Community Services Committee – 30th June 2022

Report by:

Ian Ross

Email: ian.ross@cambridge.gov.uk

Wards affected:

Coleridge

Non Key Decision

1. Executive Summary

This report proposes to provide a grant to The Junction towards its £120,000 project (which is ready to implemented) to improve its community facilities for use by local groups and residents beyond its function as an arts and music venue. This would be funded primarily from specific S106 developer contributions (aimed at mitigating the impact of development) which already stipulate improvements to community facilities at The Junction as their purpose. The funding will provide a range of adaptations to the ground and first floors within the J2 building at the Junction to provide enhanced meeting areas, storage, and furniture suitable for a range of community use activities and public use within The Junction.

2. Recommendations

The Executive Councillor is recommended to:

2.1 Allocate £113,185 of S106 community facilities funding (as detailed in financial implications in paragraphs 4.1 to 4.3, subject to business case approval and a community use agreement, as a grant to The Junction towards its improvement project to provide enhanced and furnished meeting areas and associated storage space at its J2 building.

3. Background

3.1 This report brings forwards proposals from the Junction Management Team to Cambridge City Council - Communities Officers for use of specific S106 developer contributions from the CB1 Cambridge Station Area development that can only be used at The Junction for improvements of Community Facilities within the venue.

3.2 Communities Officers have been working with the Junction Management Team on a range of viable proposals for improvements and enhancements to The Junction venue for enhanced public use by community groups, organisations and general use of spaces and facilities.

3.3 The Junction Management Team have also carried out a range of community consultation events across Coleridge, Petersfield, Queen Edith's, Romsey, Cherry Hinton and Trumpington. Local people attending expressed a really strong interest in furthering community programmes, in particular informal and hands on experiences which included learning new skills as well as meeting other local people. In addition, conversations with local Councillors and community outreach workers suggests there are not enough meeting spaces for people in the local area.

3.4 The improvements within the J2 building would provide dynamic and accessible facilities for local communities in the foyer and first floor meeting spaces, to develop programmes of activity, alongside The Junction's own community work and engagement programmes.

3.5 By remodelling an existing public area and first floor meeting space the range of works to be funded with the S106 contributions would;

- a) Enlarge and make a more flexible a community meeting room, increasing the existing space by 67% (over 9m²).
- b) Install flexible furniture for a range of uses in the community meeting room, on the mezzanine level, and to the other meeting room on the mezzanine level, and also throughout the ground floor foyer to enable flexible community use.
- c) Install connective technology in the community meeting room and existing meeting room to enable hybrid meetings and enable screenings.

- d) Install a balustrade on the mezzanine level to enable unsupervised use of the mezzanine, and to make it secure for use by families and children.
- e) Install lockable storage facilities for community groups on the corridors alongside the outside of both sides of the auditorium on the mezzanine level.
- f) Install a storage unit in the car park to enable all the flexible furniture to be stored when community events require the spaces to be unfurnished for maximum flexibility.

3.6 The scale of works proposed by The Junction total £120,000. The Junction seeks a grant award of £113,185 towards these improvements, funding the remainder from its own funds. Under the Junction's current timescale the work could be completed by April 2023.

3.7 These adaptations would make welcoming and accessible community focused spaces in The Junction. The activities that this could enable range from the informal use of social spaces on the ground floor, through to groups being able to store equipment onsite and base themselves at the premises. This could allow groups to grow and develop on site, to increase daytime usage of the facility, and increase the range of social and learning activities for local residents, encouraging and strengthening a sense of local community in an area that is often seen as part of the central business district.

3.8 The community and groups that are formed locally would also benefit from having a new community base from which they can plan and deliver local activities, and connect to other local people.

3.9 The funding would be allocated to The Junction in the form of a Community Use Agreement committing usage of the facilities for public community access for a period of 12 years.

3.10 A Monitoring Committee group would be formed as part of the community use agreement with representatives of the Council Communities Team and the Junction Management Team and Board to ensure the usage of the facility continues within the terms of the agreement, charges are comparable to those of council run community run spaces in the area, and

regular monitoring data is also to be supplied for breakdowns of usage of the community facilities.

3.12 The Junction team have already carried a range of public and local consultations and expect a wide of groups to access the new community areas from young mothers groups, LGBTQ+ groups, neighbourhood groups and general socialising opportunities.

3.13 The Junction Management Team would manage the £113,185 grant from the City Council and its capital building works it will require, alongside a recent Arts Council Award to them in May 2022 for improvements to both J1 & J2 facilities. The Arts Council award is specifically to address areas within the Junction for accessibility improvements, a replacement lift, and disabled toilets & changing adaptations, along with Audio Visual and Sound equipment replacements within the auditoriums.

4. Implications

a) Financial Implications

4.1 The overall £113,185 grant from the City Council would be funded from S106 developer contributions, which is collected by the Council to mitigate the impact of development. See the Council's [Overview of S106 funding](#), which explains the difference between specific and generic S106 contributions.

4.2 This grant would be based on a specific S106 contribution of almost £97,847 from the nearby CB1 development which is already stipulated for the improvement of community facilities at The Junction. This would enable effective use of this time-limited contribution, which has to be contractually committed by May 2024.

4.3 The remaining grant could be funded from either generic or specific S106 community facilities funding from other nearby major developments, which would be appropriate for community facility improvements to a major venue that benefits local groups and residents from across the city.

b) Staffing Implications

4.4 There are no staffing implications as a result of this report or award of funding to The Junction. Community Services officers will work with the Junction Team for completion of the Community Use Agreement.

c) Equality and Poverty Implications

4.5 The EQIA has been completed in accordance with the S106 community facility application process. The findings are that the project proposal for the Junction is to enhance facilities and space available to create more room and time for community groups and community organisations. The Junction have been conducting their own research with local groups to find out what is needed to make the venue a viable option to bring these groups in. The Junction has spoken to a diverse range of groups to understand need and to establish a relationship that can be developed over time. Groups that have been spoken to include LGBTQ+, BAME, along with religious groups and various leisure and social clubs too. There is also work undertaken to review hire charge fees so that under represented or low-income groups can book the facility at a reasonable rate. This is ongoing work for the Junction management team.

d) Net Zero Carbon, Climate Change and Environmental Implications

4.6 The rating tool has been completed in accordance with S106 community facility applications and found to be 'low positive'. Although this project has many scores of 'Nil', the project is not negatively affecting the climate, or the councils bid for carbon neutrality. There are some strides made to positively affect the objective of net zero carbon with reference to utilising current space with natural lighting, and new storage spaces to be provided for regular groups will mean transporting goods and equipment by groups is reduced. With a facility more community minded than before, the Junction will be able to look at ways to meet the demands of net zero and put in place new procedures in order to bring them closer to the City Council's objective.

e) Procurement Implications

4.7 There are no procurement implications as this will be a grant award to The Junction for them to procure, project manage and deliver the items noted within this report.

f) Community Safety Implications

4.8 There are no Community Safety Implications.

5. Consultation and communication considerations

Consultations between Officers and The Junction Management Team have been ongoing for several years for project ideas and their suitability to meet

the S106 funding criteria, which culminate in the range of enhancements proposed within this report, and also align with a recent capital award from the Arts Council to The Junction for other enhancements and improvements to their venue. The Junction team have also carried out a range of local consultations as highlighted in 3.3 of this report.

6. Background papers

No background papers were used in the preparation of this report.

7. Appendices

There are no appendices to this report.

8. Inspection of papers

To inspect the background papers or if you have a query on the report please contact: Ian Ross, Sport & Recreation Manager,
Email Ian.Ross@cambridge.gov.uk

1. IMPACT ON CARBON EMISSIONS (MITIGATION OF CLIMATE CHANGE)							
HOW WILL THIS PROJECT/PROPOSAL AFFECT THE FOLLOWING KEY AREAS:	WHAT IS THE IMPACT CONSIDERED TO BE? <i>See guidance in the purple box, below, to help you assess the degree of the negative and positive impacts e.g. High, Medium or Low</i>	CLIMATE CHANGE RATING: <i>Use drop down list</i>	WILL THE PROJECT MOVE CAMBRIDGE CITY COUNCIL CLOSER TO THE OBJECTIVE OF BEING NET ZERO CARBON BY 2030? <i>Use drop down list</i>	WILL THE PROJECT MOVE THE CITY CLOSER TO THE OBJECTIVE OF A NET ZERO CARBON CAMBRIDGE BY 2030? <i>Use drop down list</i>	PLEASE DETAIL HERE THE ACTION THAT WILL BE TAKEN TO AVOID, MITIGATE OR COMPENSATE FOR THE NEGATIVE IMPACTS AND MAXIMISE POSITIVE IMPACTS?	HAS A NET ZERO CARBON OPTION BEEN CONSIDERED? PLEASE PROVIDE DETAILS.	
1 ENERGY USE	<p>Positive Impact: Energy use will be reduced or renewable energy will be used</p> <p>Nil Impact: No extra energy use is involved</p> <p>Negative Impact: More energy (gas and/ or electricity) will be consumed (by CCC or others)</p>	Low Positive	Yes	Yes	<p>Consider:</p> <ul style="list-style-type: none"> Reducing demand for energy - Specifying energy efficiency measures (e.g. insulation, low energy lighting) Generating renewable energy (e.g. heat pumps, solar photovoltaic panels) 	<p>The Junction will be utilising the current space much better leading to the same area being more versatile. With the large windows on the mezzanine looking out bringing in natural light, this area will be developed to be more usable rather than a dead zone that have lots of potential. The connective technology will be new, state of the art technology with high energy saving ratings. Low energy lighting is already being used throughout the building and will continue to be used.</p>	<p>Yes. Use of natural lighting in communal areas as well as low energy lighting used through out the venue.</p>
2 WASTE GENERATION	<p>Positive Impact: Less waste will be generated OR amount of waste that is reused/ recycled will be increased</p> <p>Nil Impact: No waste will be generated</p> <p>Negative Impact: More waste will be generated (by CCC or others)</p>	Low Positive	Yes	Yes	<p>Consider:</p> <ul style="list-style-type: none"> Will resources be reduced or reused? Will you use recycled goods? Will recycling facilities be increased? 	<p>This vision of a multi use building means the Junction are able to bring in measures to reduce waste by providing recyclable options when user groups are in attendance. Also installing flexible furniture means less single use material is purchased for the venue.</p>	<p>The Junction will be able to provide recyclable/ reusable options to community groups as standard when hosting. A communal kitchen will provide new ways to recycle materials and multipurpose areas will provide users with bins to dispose materials accordingly.</p>
3 USE OF TRANSPORT	<p>Positive Impact: The use of transport and/or of fossil fuel-based transport will be reduced</p> <p>Nil Impact: No extra transport will be necessary</p> <p>Negative Impact: CCC or others will need to travel more OR transport goods more often/ further</p>	Medium Positive	Yes	Yes	<p>Consider:</p> <ul style="list-style-type: none"> Will you purchase an electric vehicle? Will you specify the use of public transport? How will you reduce the need to travel or transport goods? 	<p>The Junction will be able to host many more local groups from the surrounding wards that may be travelling further to meet at other venues. The flexibility of the space at the Junction lends itself to many different groups that require a space to meet for various purposes close to home. This will take away the need for cars. The Junction are also installing storage for their user groups to stop the needs for transporting equipment around with them and being in need of transport.</p>	<p>Yes, the Junction has spoke to a list of local community groups and organisations about the project and the chance to use the space. Storage for regular groups for example, such as art groups, mother and baby and youth clubs will be provided to eliminate the need for cars and instead mean greener transport options are taken when visiting the venue. Secure parking can be provided for these people.</p>
4 SUSTAINABLE FOOD	<p>Positive Impact: Food will be locally grown and/ or meat-free</p> <p>Nil Impact: No change in supply of food</p> <p>Negative Impact: Food will travel long distances and include meat</p>	Nil	No	No	<p>Consider:</p> <ul style="list-style-type: none"> Use of locally grown/ produced food Reducing use of imported food Reducing use of meat 	<p>This is not a factor when considering this project.</p>	<p>No, due to the factor not being including in the project plan.</p>

2. IMPACT ON RESILIENCE (ADAPTATION) TO THE EFFECTS OF CLIMATE CHANGE							
HOW WILL THIS PROJECT/PROPOSAL AFFECT THE FOLLOWING KEY AREAS :	WHAT IS THE IMPACT CONSIDERED TO BE? <i>See guidance in the purple box, below, to help you assess the degree of the negative and positive impacts e.g. High, Medium or Low</i>	CLIMATE CHANGE RATING: <i>Use drop down list</i>	WILL THE PROJECT HELP CAMBRIDGE CITY COUNCIL TO BE MORE RESILIENT TO THE IMPACTS OF CLIMATE CHANGE? <i>Use drop down list</i>	WILL THE PROJECT HELP CAMBRIDGE TO BE MORE RESILIENT TO THE IMPACTS OF CLIMATE CHANGE? <i>Use drop down list</i>	PLEASE DETAIL HERE THE ACTION THAT WILL BE TAKEN TO AVOID, MITIGATE OR COMPENSATE FOR THE NEGATIVE IMPACTS AND MAXIMISE POSITIVE IMPACTS?	HAS A NET ZERO CARBON OPTION BEEN CONSIDERED? PLEASE PROVIDE DETAILS.	
5 HEATWAVES	<p>Positive Impact: Increased/ improved shade & natural ventilation</p> <p>Nil Impact: No impact on existing levels of shade & ventilation</p> <p>Negative Impact: Lack of or reduced shade (e.g. from trees or buildings) & natural ventilation</p>	Nil	No	No	<p>Consider: Building orientation and installing measures such as Brise Soleil to reduce heat gain and plant hydration methods.</p>	<p>This is not a factor when looking at this project. The project is built around improvements to the interior of the building rather than exterior work.</p>	<p>No, due to the factor not being including in the project plan.</p>
6 WATER AVAILABILITY	<p>Positive Impact: Provision made for an enhancement of water efficiency measures to minimise the impact on water resource availability</p> <p>Nil Impact: Levels of water use will not be changed</p> <p>Negative Impact: Water use will increase and/ or no provision made for water management = Negative Impact</p>	Low Positive	No	No	<p>Consider: Managing water use efficiently, installing measures to use less water such as low water use taps, planting drought resistant plants and using rainwater for irrigation.</p>	<p>The increased size of the new community room with have kitchen facilities for groups to utilise for bookings however no water efficiency enhancements are being made.</p>	<p>No, due to the factor not being including in the project plan.</p>
7 FLOODING	<p>Positive Impact: Sustainable drainage measures incorporated, positive steps to reduce & manage flood risk</p> <p>Nil Impact: Levels of surface water run-off & flood risk are not affected</p> <p>Negative Impact: Levels of surface water run-off will increase, no management of flood risk</p>	Nil	No	No	<p>Consider: The installation of measures to reduce the speed and increase the absorption of rainwater e.g. green roofs, SuDS, permeable paving etc, and alternative arrangements (business continuity)</p>	<p>This is a factor not considered in this project.</p>	<p>No, due to the factor not being including in the project plan.</p>
8 HIGH WINDS / STORMS	<p>Positive Impact: Exposure to higher wind speeds is being actively managed & reduced</p> <p>Nil Impact: No change to existing level of exposure to higher wind speeds</p> <p>Negative Impact: Exposure to higher wind speeds is increased or is not managed = Negative Impact</p>	Nil	No	No	<p>Consider: the need to install stabilisation measures and ensure robust structures resilient to high winds</p>	<p>This is a factor not considered in this project.</p>	<p>No, due to the factor not being including in the project plan.</p>
9 FOOD SECURITY	<p>Positive Impact: Opportunities & resources for local food production are increased/ enhanced</p> <p>Nil Impact: No change to opportunities & resources for local food production</p> <p>Negative Impact: Opportunities & resources for local food production are reduced</p>	Nil	No	No	<p>Consider: Source food locally, and provide meat-free catering to reduce vulnerability to food shortages and reduce emissions from transport and farming of food</p>	<p>This is a factor not considered in this project.</p>	<p>No, due to the factor not being including in the project plan.</p>
10 BIODIVERSITY	<p>Positive Impact: Biodiversity will be protected/ enhanced</p> <p>Nil Impact: Level of biodiversity will not change</p> <p>Negative Impact: Biodiversity will not decrease</p>	Nil	No	No	<p>Consider: Provide net gain mitigation if required and seek enhancement in projects of all types and scale</p>	<p>This is a factor not considered in this project. Any work taking place outdoors will be in the confines of the Junction Car Park area where there is little to no biodiversity.</p>	<p>No, due to the factor not being including in the project plan.</p>

Weighing up the negative and positive impacts of your project, what is the overall rating you are assigning to your project?:

Low Positive *This overall rating is what you need to include in your report/ budget proposal, together with your explanation to be included in the red box below*

Guidance on Assessing the Degree of Negative and Positive Impacts: <i>Note: Not all of the considerations/ criteria listed below will necessarily be relevant to your project</i>	
Low Impact (L)	<ul style="list-style-type: none"> * No publicity * Relevant risks to the Council or community are Low or none * No impact on service or corporate performance * No capital assets; or capital assets with lifetime of less than 3 years
Medium Impact (M)	<ul style="list-style-type: none"> * Local publicity (good or bad) * Relevant risks to the Council or community are Medium * Affects delivery of corporate commitments * Affects service performance (e.g.: energy use; amount of waste; distance travelled) by more than 10% * Capital assets with a lifetime of more than 3 years
High Impact (H)	<ul style="list-style-type: none"> * National publicity (good or bad) * Relevant risks to the Council or community are Significant or High * Affects delivery of regulatory commitments * Affects corporate performance by more than 10%
	<ul style="list-style-type: none"> * Capital assets with a lifetime of more than 6 years

In the box below please summarise the projects impacts (the reasons for the ratings given in column E above) to explain how the overall rating for the project/ proposal has been derived (Cell E37). Please also highlight any negative impacts your project may have and how you plan to avoid, mitigate or compensate for these (as you will have detailed in column I above).

The Junction projects desired outcome is to be accessible to the local community and to various user groups in the city. Although many of the ratings are set at Nil, that is because many of the factors simply do not apply to this project. This project will focus of providing more space to users and the groups in regards to space to meet and lockable storage for equipment. It will also provide furniture and safety features to make current unusable spaces such as the mezzanine, more child and family friendly. This project also highlights the need for the Junction to take on more storage externally to provided greater space to current rooms to user groups by being able to clear the rooms of chairs and other furniture. The Junction have done consultation with the local community groups about the proposed plans and they have received positive feedback especially on a venue that in the past, has been very much suited towards the arts only. Opening its doors in new ways is an attractive feature of the Junction. These groups are local and hyper local within the CB1 areas and neighbouring wards. Storage for these groups can be provided as part of the project meaning transporting equipment to and from the venue will be limited and will mean users can attend via greener ways of transport. I have rated this project as 'low positive'. Although this project has many scores of 'Nil', the project is not negatively affecting the climate or the councils bid for carbon neutrality. There are some strides made to positively affect the objective of net zero carbon with reference to utilising current space with natural lighting and storage for regular groups meaning transporting goods and equipment is streamlined. In regards to impact, I believe it is scored as 'Medium Impact'. It is a local venue providing more community space to the local people and is a versatile

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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 Junction S106 Community Use Improvements.

The Junction are seeking to create dynamic and accessible facilities for our local communities in the foyer and meeting spaces. By remodelling the public and meeting spaces and by making them more accessible they will be able to update and improve their community, learning and engagement offer. Specifically they will:

1. Enlarge and make more flexible a community meeting room from 3.6m x 3.8m to 3.6m by 6.25m – increase from 13.68 square metres to 22.5 square metres, an increase of 67% or 9.14 square metres.
2. Install flexible furniture for a range of uses in the community meeting room, on the mezzanine level, to the other meeting room on the mezzanine level and also through the ground floor foyer to enable flexible community use.
3. Install connective technology in the community meeting room and existing meeting room to enable hybrid meetings and enable screenings.
4. Install a balustrade on the mezzanine level to enable unsupervised use of mezzanine, and to make it secure for use by children.
5. Install lockable storage facilities for community groups on the corridors alongside the outside of both sides of the auditorium on the mezzanine level.
6. Install storage unit in car park to enable all the flexible furniture to be stored when community events require the spaces to be unfurnished for maximum flexibility.

Improve physical access by enhancing disabled people's access, beyond the statutory minimum including power assisted doors, analogue and digital compatible hearing loops, and ensuring we have flexible furniture which can work at different heights.

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)

N/A at this time.

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

Create a welcoming and accessible community focused space in Cambridge Junction that invites the community to increase daytime usage of the facility we would increase the range of social and learning activities for local residents. This type of activity would encourage the strengthening of a sense of local community in an area that is often seen as part of the central business district, although a significant number of owner-occupiers, tenants and students live in the area.

4. Responsible service

Community services

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):

Junction staff and its current user groups and visitors may be affected by the works whilst they are going on. The junction will work with contractors and with current venue hirers and groups to ensure minimal disruption is caused without sacrificing the speed of the works. New user groups yet to start their bookings will be unaffected until the time comes when they are able to book the venue.

Once the work is complete, there will be many new user groups able to utilise the venue in different ways that probably couldn't do so in the past.

6. What type of strategy, policy, plan, project, contract or major change to your service is this?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Major change <input checked="" type="checkbox"/> 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)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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If 'Yes' please provide details below:

The Junction are also working with the Arts Council and have secured funding for other projects at the venue but not directly linked to the improvement works in this project.

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

The report will be submitted to the June Environment and Community Scrutiny committee.

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?

The Junction has done a lot of consultation with local community groups and community organisations about the project proposal and the likelihood of bookings. The Junction are looking to provide a variety of diverse bookings into the venue who can utilise the various spaces. With the improvements planned groups such as mother and baby, ethnic minority and church groups can use the space available. The Junction plan to open up new spaces to make them usable in formal and informal ways to provide a better community booking experience.

10. Potential impacts
<p>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.</p>

(a) Age - Please also consider any safeguarding issues for children and adults at risk

Positive impact – allowing new groups into the venue for a variety of bookings. Some will be for young children with parents and other groups will be community theatre group for vulnerable

adults. The junction have a safeguarding policy in place already that is adhered to by their current bookings or own programmes

(b) Disability

Positive impact –The Junction are putting in improvement Improve physical access for disabled people beyond the statutory minimum including power assisted doors, analogue and digital compatible hearing loops, and ensuring they have flexible furniture which can work at different heights. This is to encourage more disability usage across the venue.

(c) Gender reassignment

Positive Impact –The works to build a new community room or to add to the current mezzanine floor area are for informal and formal usage. These areas are for any booking that require space to meet weather privately or openly in large groups. The venue is to make its current spaces more community focussed during downtime days that can attract a host of different groups of people including gender reassignment.

(d) Marriage and civil partnership

Positive Impact –As above in regard to a variety of spaces available to accommodate different groups to people wanting to use the venue.

(e) Pregnancy and maternity

Positive Impact –As above in regard to a variety of spaces available to accommodate different groups to people wanting to use the venue. Mother and baby sessions are something that the venue is looking at.

(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.

Positive Impact –As above in regard to a variety of spaces available to accommodate different groups to people wanting to use the venue.

(g) Religion or belief

Positive Impact –It is believed that a church group are looking to hire the space on an ongoing basis once the work finishes. The venue is also in talks with churches regarding Sunday School availability also. The venue is able to work closely with the groups to provide the best space for them with the facilities they require.

(h) Sex

Positive Impact –As above in regard to a variety of spaces available to accommodate different groups to people wanting to use the venue.

(i) Sexual orientation

Positive Impact –As above in regard to a variety of spaces available to accommodate different groups to people wanting to use the venue

- (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
 - Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: https://media.ed.ac.uk/media/1_159kt25q).

Positive Impact – The Junction are working with groups to develop learning programmes that can benefit all. This comes on the back of this project that opens up so many more doors to their work and the people they can bring into the venue. The Venue are also looking at booking pay rates in order to help those groups of people who cannot afford the booking. It is something they are very careful to get right with a balance of profit for the Junction and hire ability for the group.

For those regular groups, the Junction are looking at ‘residency’ that also provides storage for the groups and enables them to find their home at the Junction.

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 EqIA accordingly.)

We have asked the junction to work on this due to their strong links with the community. They are in talks with many groups who have given vital feedback to the proposals and design of the works so they can better gauge the groups that will make use of the venue. The Junction will be able to do a more thorough study and comparison to the changes to the users groups as time goes on and the types of booking they require.

12. Do you have any additional comments?

None

13. Sign off

Name and job title of lead officer for this equality impact assessment: Joe Notarnicola,
Active Lifestyles Officer

Names and job titles of other assessment team members and people consulted: Ian Ross,
Recreation Manager

Date of EqIA sign off: [Click here to enter text.](#)

Date of next review of the equalities impact assessment: [Click here to enter text.](#)

Date to be published on Cambridge City Council website: [Click here to enter text.](#)

All EqIAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer at helen.crowther@cambridge.gov.uk.

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Item

Review Update of Future Community Development Services and Community Centres Management

To:

Councillor Alex Collis, Executive Cllr for Open Spaces, Food Justice and Community Development

Environment and Community Scrutiny Committee 30th June 2022

Report by:

Allison Conder, Strategic Project Manager, Community Services

Tel: 01223 457862 Email: Allison.conder@cambridge.gov.uk

Wards affected:

Abbey, Arbury, Castle, Cherry Hinton, Coleridge, East Chesterton, King's Hedges, Market, Newnham, Petersfield, Queen Edith's, Romsey, Trumpington, West Chesterton

Not a key decision

1. Executive Summary

- 1.1 Following decisions made by the Executive Councillor for Communities in October 2021¹ and March 2022², this report sets out an updated direction of travel for the council's community development service, services for children and young people, and community centres. The reviews in each area are being undertaken as part of the council's Our Cambridge transformation programme.
- 1.2 This report provides an update to members on the emerging findings from review work now undertaken, and an outline of proposals for re-shaping the future direction and approach for these three service areas. Subject to approval of the report recommendations, restructure proposals based on this report will be circulated to staff for consultation, in accordance with the council's organisational change policy. Following this, implementation will be subject to formal approval, in consultation with the Executive Councillor, Opposition Spokes and Chair.

¹ <https://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=476&MIId=3969&Ver=4>

² <https://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=476&MIId=3971&Ver=4>

1.3 The reviews are not intended cut costs but are about working differently to achieve better outcomes. The council will in a better position to address its priorities, the emerging cost of living crisis and to reduce inequalities. The reviews seek to make the best use of available resources and if any efficiencies materialise, these will be reported in the implementation paper and highlighted in the autumn, or subsequent council budget processes.

1.4 Future Approach for Community Development Services

In summary, the future approach for community development, will include the following:

- a. Integration of the council's priority work with children, young people, and families (CYPF)
- b. A re-structure of staffing resources to increase community development officer hours across the city; providing a named officer that communities can reach and work alongside
- c. Development of key priority themes for the team going forward, including tackling poverty, supporting children, young people & families, capacity building, equality and diversity and inclusion work, and health & wellbeing. These workstreams will provide a refreshed strategic framework to underpin future work.
- d. Providing greater connectivity for work across the council's services supporting children young people and families
- e. Projects directly delivered by the council will transition to a new 'partnership by default'³ approach, that will mean less assumption about direct delivery and instead greater collaboration making use of co-production techniques to work alongside communities⁴. This will harness and build on the COVID response work which approached responding to a shared issue by way of partnership
- f. Creating greater flexibility within the budget to enable local commissioning of work as needed, bringing in specific skills and resources as required.

³ The partnership-by-default approach to collaboration aims to strengthen whole system participation in the future wellbeing and prosperity of the city - considering who is best to lead on, facilitate, coordinate, and contribute to achieving positive outcomes for the city based on evidence of communities' needs and priorities.

⁴ Co-production is about working with, rather than doing to, people and communities

1.5 The Future Approach for Services for CYPF

- 1.5.1 These services will now be integrated into the Community Development team, to ensure that Council CYPF activities and resources can make the optimum impact to corporate priorities.
- 1.5.2 An independent review into the needs of CYPF in the city was commissioned which assessed available desktop research into the needs of CYPF by organisations such as the Joseph Rowntree Foundation. It also interviewed key stakeholders to ask questions about the needs of CYPF, existing activities, the sustainability of services, gaps, and current and future demands. This was not a review of the current Children and Young Peoples Participation Service (ChYPPS)⁵ provision, but instead it focussed on establishing a clear evidence base and identifying how the council could embed 'partnership by default' as its future approach. The review went on to suggest where and how the council could consider re-focussing work with CYPF in the city in future.
- 1.5.3 The recommended approach is about taking a blended approach to work more collaboratively with other partners who also deliver services in this area, and with local communities. The council will retain specialist skills for working with CYPF so that there is expertise to commission, grant fund and guide and deliver priority work as needed. It seeks to maximise value in more of a one system approach and will ensure in future that the council's resources for working to improve outcomes contribute to creating clear pathways for achieving this.
- 1.5.4 Having concluded the strategic research work, and subject to approval of the recommendations in this report, work will progress in July with phase two of the independent review work to develop a more detailed work programme and action plans across the community development service, including the CYPF work programme. This work will seek to consult with CYPF to shape these programmes through focus groups, in partnership with service providers such as Romsey Mill and Meadows Children and Family Service.

⁵ ChYPPS is an abbreviation of the service name but the programme is also known by the brand name ChYpPS

1.6 The Future Approach for Community Centres Management and Operation

1.6.1 The measures recommended in this report could enable additional community centre opening at no additional cost, to make facilities more accessible in the highest need areas of the city and mitigate rising costs. All the benefits that could be achieved from this review are summarised, as follows:

- a) A Community Facilities Manager post appointed in March 2022 who can provide a consistent, joined up approach to community centre operation and procedures, and bring business planning foresight to maximise revenue generation to offset running costs where possible
- b) Increased opening hours with weekend opening as routine at key centres (Clay Farm, Meadows, Browns Field) on Saturdays between 9am and 2pm
- c) Additional weekday opening hours for Akeman Street Centre from 8am to 5pm to ensure facilities are available for residents in one of the highest need areas of the city
- d) A 'one team approach' moving away from the current model with fixed dedicated centre teams, to a new cluster management model of staffing which will deploy staff to centres where there is demand, to maximise support to communities through the crisis

1.6.2 If the recommendations within this report for restructuring community centres management and operation are not implemented, then extra funding will be required to meet increasing costs from inflation, rising utility prices and more demand for facilities and additional provision to manage.

2. Recommendations

The Executive Councillor is recommended to:

1. Note the findings emerging from Community Services review work
2. Approve the future direction of travel and approach for community development services including priority work with children, young people, and families, and for community centres management

3. Agree to proceed with the consultation with staff on proposals for a staffing restructure for community development, ChYPPS and community facilities, in accordance with the council's organisational change policy and, in so doing, seek to maximise opportunities for affected staff and minimise redundancies

3. Background

- 3.1 The Council has embarked on a corporate wide programme of transformation (Our Cambridge Programme) which aims to transform services so that the council can continue to deliver key priorities and provide quality services, despite reduced funding and income. By 2026/7, the Council needs to achieve a net savings requirement of around £7.5m.
- 3.2 Embedded as part of the OCP discretionary service reviews, Community Services instigated reviews for three key discretionary service areas; community development, ChYPPS and community centres management. This review work has been underpinned by the key principles of the OCP, which are:
 - a) **Working in partnership by default** – the council cannot address needs in the city and tackle inequality alone
 - b) **A place based and person-centred approach** – putting customers at the heart of services to address inequalities and to support them to thrive, be resilient and able to shape and influence what happens in their local area
 - c) **Outcome focussed** – designing in partnership with others the best possible outcomes with all the available resources in the system to tackle needs
- 3.4 There were several other strategic drivers for focusing service review work on these discretionary areas as a priority within the OCP:
 - a) Changes have now been implemented to Community Services Senior Management Team posts, aligning all community centres under one single new management post, and to integrate ChYPPS within the community development service. These management changes have created an opportunity to review priorities and

outcomes, and to assess whether more flexible staffing and resourcing models could be achieved for these service areas

- b) A need to refresh the evidence base that links the community development and ChYPPS programme, to the [council's Vision](#) and [Corporate Priority 2](#), and to clearly defined outcomes. The council's future community development priorities and activity need to be better articulated within this current strategic context, and as part of a wider partnership delivery model in the city
- c) Significant changes to community centres arising from implementation of the [Community Centres Strategy](#), and a need to review staffing across all council operated centres
- d) Resource requirements for new community centres developed for key growth sites in the city (e.g., Darwin Green) now need to be assessed
- e) Rising costs in running community centres, both from increase demand for priority use activities, and from higher maintenance and utility costs. The Council is also being asked to provide more financial support to some third parties running council facilities

3.5 Therefore, there are two outcomes that will be achieved by these services reviews:

- a. To ensure the council has in place the most flexible, effective, and efficient staffing model for the future operation of council run community centres, to expand the current community centre offer and to meet rising financial and increased demand pressures at no additional cost to the council
- b. To have a refreshed framework of thematic and place-based priorities, that articulates a clear pathway between future investment and activities to help strengthen CYPF and communities, and support people who are more likely to experience poverty, inequality, and vulnerability. The future delivery model for community development will focus on a partnership by default approach

3.6 These service review recommendations will help to inform a second phase review of the council community grants programme. The community grants review will identify how funding can most effectively support community organisations to respond to needs and challenges.

3.7 The Cambridgeshire and Peterborough Region of Learning (RofL) project is one example of a joined-up partnership approach to targeting support for 1,070 young people at risk of NEET (not in education,

employment or training), who are unemployed or economically inactive, and young people who are BAME, young parents, without basic skills, and those with a disability. This approach could be explored more widely for delivering specific outcomes to maximise opportunities to support young people to enhance aspirations, educational attainment, and pathways into employment.

4.0 Pre-Review Community Development Priorities and Community Centre Management Arrangements

4.1 ChYPPS – the council’s work with children and young people through the Children & Young People’s Participation Service

The city council has been providing direct delivery services to children for over 50 years, including delivery of an adventure playground, music studio, youth clubs, a youth bus, a play boat, targeted project work and a summer programme

4.1.1 More recently in 2005, the council launched the ChYPPS service, as an amalgamation of 3 separate council services. The ChYPPS service was last reviewed in 2015, and at that time the budget was reduced by circa 50% and it was revised to focus on direct delivery of a year-round free programme of targeted and universal opportunities to access play and engagement activities in neighbourhoods across the city, aimed at 9 to 13-year-olds. The service was seen as a mechanism to bring children and families together in a positive way and to engage with service providers, and it remains a recognised and trusted service by users.

4.1.2 The current staffing structure for ChYPPS is available on request and the service is currently budgeted at £428k pa (excluding recharges).

4.2 Community Development

4.2.1 The current staffing structure for the council’s community development service is available on request, and the service is currently budgeted at £352k pa (including income but excluding recharges).

4.2.2 Historically CDOs have provided a dual role, both running community buildings as well as providing a community development function. The

skill sets for these roles are very different; managing buildings has unavoidable demands on time and this detracts from the community development role, reducing the capacity for outreach, engagement and delivery.

4.2.3 Our service priorities currently link to Anti-Poverty Strategy and the council's ambition to build one Cambridge, fair for all.

4.2.4 The current structure has several small hours contracted posts, from as little as 7hrs per week. These posts are not substantial enough on their own; staff cannot dedicate time required to make meaningful impact within the communities they support, and this needs reviewing.

4.2.5 New communities are a big focus of our work, supporting the development of the urban extensions in providing community development support, play and youth work and micro-grants to kick-start community activity. This workstream is funded via s106. Whilst we have a commitment to deliver this work, it could be delivered differently.

4.2.6 During the COVID emergency response work, staff from across community services were redeployed to become a crucial link with community groups in every ward in the city. Learning from this way of partnership working has helped to shape the service delivery model going forward.

4.3 Community Centres Management

4.3.1 The council currently directly operates seven community centres, but this will reduce to five by the end of 2022-23⁶.

4.3.2 In 2019, the council completed an evidence-based, strategic review of community centres and published a [Community Centres Strategy](#). The strategy identified; where centres needed to be re-provided to improve facilities and accessibility; where there were gaps in accessing facilities for high need residents within a reasonable walk-time; and where there might be opportunities for the council to consider partnering with

⁶ In November 2022 Buchan Street Neighbourhood Centre will close permanently when the new larger Meadows Community Centre opens. In March 2023 operation of Storeys Field Centre (not a core centre) will transfer from the City Council to a new operator when the current contract for service ends

community and voluntary sector organisations to take on the management of some community buildings.

4.3.3 Management oversight for community centres has historically been divided between 3 senior management posts, and this has impacted on joined up programme planning, operating systems, and processes e.g., there is no central room booking system for council operated centres.

4.3.4 The current staffing structure is available on request and the service is currently budgeted at a net cost of £532k pa (including income but excluding recharges).

5. Key Findings from the Service Review Work

5.1 Children, Young People, and Families

5.1.1 An independent review was commissioned, not to review of the current ChYPPS service specifically, but instead to complete a review of the available research, data and key stakeholder information about the needs of CYPF. The purpose was to develop a clear evidence base of the needs of CYPF in the city, and review of the focus of current activity to identify any gaps. 23 individual interviews were conducted with service providers over a 2 week period, including; City Council services, County Council services, and key Voluntary and Community organisations, and Social Enterprises.

5.1.2 There were six key findings ascertained by the review:

1. The consultant found that across the council there is lack of coherence, joined up thinking and planning for CYPF.

2. Corporate and partnership planning work for CYPF are currently not sufficiently collaborative, and there is a tendency to keep doing things the same without challenge. The impact of intervention work is not fully understood.

The ESF funded RofL model, however, is one example of partnership collaboration focused on educational underachievement among young people in the city. It uses digital technology to coordinate and target interventions to improve and track learning outcomes.

3. Whilst the principles and aims of the ChYPPS programme have value and the experience and skills of the team enviable, having looked into the evidence of needs for CYPF there isn't a clear link between the ChYPPS programme and identified needs, or evidence that this model of delivery would be successful at improving outcomes for CYPF in the longer term.

There is a need for different solutions if the council is to be successful in tackling inequality, poverty, and disadvantage, and the emerging cost of living crisis.

4. The review found that in the city there is a rich and diverse range of support, services, and activities available to CYPF in Cambridge, providing opportunities to engage positively with activities that are fun and beneficial to their development.

However, much of this direct delivery and place-based activity is reliant on CYPF having the ability to access it and take part, with little or no support.

5. Early intervention and prevention are essential to impact positively on outcomes. In recent years County youth work resources have been focussed on targeted and later intervention crisis support.

6. Consistency was the most used word in the interviews with those who work in CYPF services, and many feel vulnerable to uncertainty and change, reduced funding or programmes ceasing altogether.

Sustainability for reliable, trusted, non-judgemental, accessible, and consistent services is important, but hindered by existing barriers e.g., annual grant funding cycles and lack of funding for core or organisational development work.

Pots of funding are available for CYPF service work, but there isn't a workforce in place of appropriately trained and supported workers to deliver. Longer term, core funding for key VCS partners is important, so that they can develop these skills and be commissioned to deliver. They are often best placed to offer responsive, flexible, and scalable services, when and where there is identified need.

Capacity building within communities is also important where there is most need, to also enable them to achieve resilience and be able respond to mitigate against the effects of poverty.

5.2 Future Work with CYPF

The next stage will be to develop a blended programme of work that includes the following as examples:

- a) Supporting the RofL project in working with targeted young people in encouraging aspiration, educational attainment and access to training and employment
- b) Explore whether the RofL model could be used more broadly to support other topics, such as mental health
- c) Working alongside partners and communities, explore opportunities for a more targeted approach to the delivery and commissioning of services that tackle inequalities and provide better outcomes for children young people and families
- d) Further developing a contextual safeguarding model with partners, building on the preventative work being done via the Community Safety Partnership, to make Cambridge a safe city for children and young people
- e) Building on the Council's [Equalities Pledge](#), working with partners such as CECF and the Kite Trust, undertaking both universal and targeted activity to help ensure children and young people feel they live in a diverse, safe, welcoming and inclusive city
- f) Ensuring support is available for children, young people and families experiencing the impacts of financial hardship in accessing advice, help and resources available from anti-poverty projects
- g) In thinking about community cohesion extend the focus to include CYPF and work with refugees and work with new communities
- h) To follow up work already in progress with the County Council to establish a Youth Advisory Board (a version of the Youth Parliament), and build on the success of the Take Over Days and Make a Difference events to better hear the voices of CYP
- i) For the OCP to consider a more collaborative approach to working with CYPF

5.2 Community Development

5.2.1 The service review work is underway and has identified a number of areas for improvement. To date, Neighbourhood Community Development, Equalities and ChYPPS have been separate service areas, however, we work in partnership with the same voluntary and community organisations, fund similar programmes and deliver similar types of work with shared outcomes.

5.2.2 The review of community development seeks to deliver these following aims:

- a) Combine skills and resources within current service; delivering an expanded, more cohesive and joined up approach to community development across the city, within the same budget footprint
- b) Create multi-skilled team of dedicated Community Development Officers who will work to council's strategic priorities: Tackling poverty, reducing inequality, improving health & wellbeing, and supporting children, young people, and families
- c) Focus on capacity building and a partnership first approach
- d) Increase capacity within the equalities workstream to provide additional support for Gypsy, Roma and Traveller communities and supporting those with poorest health outcomes.

5.3 Community Centres Management

5.3.1 The service review work now underway for council run community centres has identified several potential areas for implementing more efficient practices and procedures, and for restructuring staffing resources to target greatest need and increased demand.

5.3.2 The key operating efficiencies identified include:

- a) A centres-wide booking system
- b) Greater use of SharePoint for centralizing community centre procedures
- c) A review of all community centre business plans and pricing policy
- d) A one team, flexible staffing model

6. Implications

a) Financial Implications

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Without implementing the changes informed by the service review of community centre management, and by keeping things as they currently are, it is likely that significant additional funding will be needed to run community centres in future.

The reviews and the staffing restructure work will enable staff resources to be deployed most efficiently and effectively. This will better position services to deliver council priorities, support transformation work and absorb increased resource pressures within the current service budget head room.

Any savings that can be still achieved by this service review will be identified within the OCP.

b) Staffing Implications

A staff consultation on the draft staffing restructure proposals will begin in July 2022.

A recruitment freeze has been in place for the three service areas since 2019, with posts only being filled to enable essential activity. This means that we have maximised the opportunity to retain skilled permanent members of the team within the new structures.

The three service reviews and staffing restructures have deliberately been timed to take place concurrently, to maximise opportunities for staff to apply for roles across the three service areas and to minimise redundancies.

In anticipation of the service and staffing reviews, staff have been encouraged to consider their future career pathway and to address any skills gaps they might have to maximise securing new roles ahead of the formal consultation process.

c) Equality and Poverty Implications

An EQIA (Equality Impact Assessment) has been completed at Appendix 1.

d) Net Zero Carbon, Climate Change and Environmental Implications

A Climate change rating tool assessment has been completed for the proposals and the assessment overall is low negative, for the following reasons:

- The proposed staff changes will mean it is possible to extend opening hours for community centres in the highest need areas of the city, and meet rising costs for operating centres, without bidding for additional council funding. The extended opening could mean additional consumption of utilities and fossil fuels to provide access to facilities and services that aim to reduce inequality.
- The changes to ChYPPS will see less direct delivery of play engagement services by the council which will reduce transport use.
- The changes to the community development service to focus on council priorities and working more closely in partnership with local communities will have no impact on climate change.

e) Procurement Implications

None.

f) Community Safety Implications

None.

a) Consultation and communication considerations

b) Background papers

- a) [Melanie's Monaghan](#) report commissioned by Cambridge City Council 'A Review of Children, Young People and Family's Needs and Service Provision in Cambridge City' 25.05.22
- b) Cambridge City Council's [Community Centres Strategy](#)
- c) Climate Change Rating Tool assessment

c) Appendices

Appendix 1 – Equality Impact Assessment

Inspection of papers:

To inspect the background papers or if you have a query on the report please contact Allison Conder, Strategic Project Manager, tel: 01223 457862, email: Allison.conder@cambridge.gov.uk

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
Review Update of Future Community Development Services and Community Centres Management

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
NA

3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
The objective is to provide an update to members on progress and details of the emerging findings and outline proposals for re-shaping the future direction and approach for community development, children young people and family services and community centre management.

4. Responsible service
Community Services

<p>5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?</p> <p>(Please tick all that apply)</p>	<p><input checked="" type="checkbox"/> Residents <input checked="" type="checkbox"/> Visitors <input checked="" type="checkbox"/> Staff</p>
<p>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):</p> <p>The most disadvantaged residents and communities who access community development services and services through city council operated community centres.</p> <p>The staff who work in both discretionary service areas.</p>	
<p>6. What type of strategy, policy, plan, project, contract or major change to your service is this?</p>	<p><input type="checkbox"/> New <input type="checkbox"/> Major change <input checked="" type="checkbox"/> Minor change</p>
<p>7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>If 'Yes' please provide details below:</p> <p>The service review included an independent review of the needs of children young people and families which included desktop research and engagement with many of the key stakeholders in statutory and voluntary sector agencies who work in the arena of children, young people and family services.</p>	
<p>8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?</p>	
<p>This report is going to the Environment and Communities Scrutiny Committee on 30th June 2022.</p>	
<p>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?</p>	
<p>The service review included an independent review of the needs of children young people and families which included desktop research and engagement with many of the key stakeholders in statutory and voluntary sector agencies who work in the arena of children, young people, and family services.</p> <p>Workshops were held with community centres, ChYPPS and community development staff teams.</p>	

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 - Please also consider any safeguarding issues for children and adults at risk

The report proposes to realign the council's current service model for addressing the needs of children young people and families (CYPF). Currently the focus is to provide a direct delivery play engagement programme (ChYPPS). In future, all council delivery will be embedded as part of a city-wide framework of activity which clearly maps a pathway from intervention to improved outcomes for CYPF. Action plans are likely to include a blended mixture of commissioning, grant funding and direct delivery where this can be shown to improve outcomes. This re-focus of the council's activity will have a positive impact on the target age group service users.

The council's CYPF priority work will also be embedded into the community development team to become part of the community development team with expanded officer hours to work directly with communities and CYPF rather than simply providing services to them.

The paper proposes revising the community centres staffing model to be able to increase opening hours with weekend opening at key centres in the highest need areas. This will have a positive impact on all age groups to be able to access services for more days of the week.

(b) Disability

The paper proposes revising the community centres staffing model to be able to increase opening hours with weekend opening at key centres in the highest need areas. This will have a positive impact on all age groups to be able to access services for more days of the week.

The revised staffing model for community centres will require some staff to work flexibly across centres and an EQIA will be required to assess any negative impact for individual staff from this new staffing model.

The realigned community development and CYPF services will focus on the key themes and council priorities of tackling poverty, supporting children, young people & families, capacity building and health & wellbeing. These workstreams will provide a refreshed strategic framework to underpin future work and will have a **positive** impact on disability.

(c) Gender reassignment

No impact

(d) Marriage and civil partnership

No impact

(e) Pregnancy and maternity

The council's ChYPPS programme currently focuses on direct engagement work with 9-13 yr olds. The proposal is to refocus the service to take a more joined up approach and work holistically on the needs of children, young people, and families. These needs are often very interlinked and require a wraparound service response. Priority work will be targeted at those with the highest needs and focussed on outcomes. The clear pathways will be mapped between interventions and outcomes.

CYPF priority work will also be embedded into the community development team to become part of the community development team with expanded officer hours to work directly with communities and CYPF, rather than simply providing services to them.

The committee report proposes revising the community centres staffing model to be able to increase opening hours with weekend opening at key centres in the highest need areas. This will have a positive impact on priority work with children and families delivered through many centres, to be able to access services for more days of the week.

The community centres are breast feeding friendly spaces. Centres will relaunch soft-play projects, giving opportunity to provide support and advice in same space as free/low cost activities for mums and under 4's.

The proposals within the report are intended to improve outcomes for CYPF so will have a **positive** impact on pregnancy and maternity issues where they are linked to inequality.

(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.

The proposals will integrate neighbourhood Community Development, Equalities and ChYPPS services to create a multi-skilled team of dedicated Community Development Officers who will work to council's strategic priorities: Tackling poverty, reducing inequality, improving health & wellbeing and supporting children, young people and families

Priority work will be targeted at those with the highest needs and focussed on outcomes. The clear pathways will be mapped between interventions and outcomes.

The expanded community development team will also include a new post dedicated to working with the Gypsy, Roma and Traveller community and a post to support those with the poorest health outcomes.

The proposals will have a **positive** impact on race.

(g) Religion or belief

The community centres will have expanded opening hours at the weekend which will mean improved access to facilities for different faith groups.

The proposals will have a **positive** impact on Religion and belief.

(h) Sex

No impact.

(i) Sexual orientation

The community centres will have expanded opening hours at the weekend which will mean improved access to facilities for LGBTQ groups.

The Community Services team will work closer with Kite Trust and other partners to support young people to feel the city is a warm, welcoming place to be. This is also the ethos within community centres, which all support the safe space campaign.

The proposals will integrate neighbourhood Community Development, Equalities and ChYPPS services to create a multi-skilled team of dedicated Community Development Officers who will work to council's strategic priorities. The needs and issues of the LGBTQ community can be looked at more easily together with other council corporate priority areas.

The proposals will have a **positive** impact on sexual orientation.

(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**
- **Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: https://media.ed.ac.uk/media/1_I59kt25q).**

The proposal to integrate neighbourhood Community Development, Equalities and ChYPPS services to create a multi-skilled team of dedicated Community Development Officers will facilitate joined up needs assessment and service planning work to identify intersectionality.

Additional opening hrs of our centres will provide greater opportunities for free and low cost activities and support programmes for those on low incomes, enabling food justice projects and circular economy projects to be developed, where communities can help shape this going forwards.

The proposals will have a **positive** impact.

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 EqIA accordingly.)

An EQIA will be completed for the staffing restructure, following consultation and as part of the implementation paper.

12. Do you have any additional comments?

NA

13. Sign off

Name and job title of lead officer for this equality impact assessment: Allison Conder

Names and job titles of other assessment team members and people consulted: Ariadne Henry (CDO Inclusion and Engagement), Kate Yerbury (Equality and Anti-Poverty Officer)

Date of EqIA sign off: 14.06.22

Date of next review of the equalities impact assessment: the next EQIA will be prepared with the implementation paper for the staffing review.

Date to be published on Cambridge City Council website: 20th June 2022

All EqIAs need to be sent to Kate Yerbury, 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 form](#)

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