



Cambridge City Council Equalities Panel

Date: Tuesday, 6 February 2024

Time: 4.00 pm

Venue: The Meadows Community Centre - 299 Arbury Road, Cambridge, CB4 2JL

Contact: david.kidston@cambridge.gov.uk, tel:01223 457000

Agenda

- 1 Welcome, Introductions and Apologies
- 2 Declarations of Interest
- 3 Minutes of Previous Meeting and Matters Arising (Pages 3 - 10)
- 4 Public Questions
- 5 Community Wealth Building Strategy (Pages 11 - 24)
- 6 Youth Strategy
- 7 Any Other Business
- 8 Date of Next Meeting
2 July 2024

Equalities Panel Members:

Chair: Sam Scharf (Chair), Flaubert, Porrer, Smart, Thittala Varkey, Wade, Rehman, Spivack, Armstrong, George, Henry, Wilson and Pollock (Chair)

Information for the public

If you are not a member of the Panel but are interested in observing the meeting, please contact David.Kidston@cambridge.gov.uk.

Please note this meeting will not be livestreamed or recorded.

Those wishing to ask a question / make a statement at the meeting must contact democratic.services@cambridge.gov.uk by 12 noon two working days before the meeting.

The full text of any public question must be submitted in writing by noon two working days before the date of the meeting or it will not be accepted. All questions submitted by the deadline will be published on the meeting webpage before the meeting is held.

Further information on public speaking will be supplied once registration and the written question / statement has been received.

EQUALITIES PANEL

3 October 2023

4.00 - 6.00 pm

Chair: Suzanne Hemingway, Interim Director of Communities

Councillor members: Cllr Flaubert; Cllr Healy; Cllr Smart; Cllr Porrer; Cllr Thittala Varkey

Public members: None in attendance

Officer members: Alistair Wilson, Ariadne Henry

Other officers in attendance: David Kidston; Helen Crowther; Lynsey Fulcher; Paul Boucher; Victoria Jameson

Eddie Stadnik and Louise Tan also attended from Cambridge Ethnic Community Forum

FOR THE INFORMATION OF THE COUNCIL

23/12/EP Welcome, Introductions and Apologies

Apologies were received from public members Orsola Spivak and Raheela Rehman, and staff members Lesley-Ann George and Naomi Armstrong.

23/13/EP Declarations of Interest

No declarations of interest were declared.

23/14/EP Minutes of Previous Meeting and Matters Arising

The minutes of the meeting of the 10 January 2023 were noted and there were no amendments made.

23/15/EP Public Questions

There were no public questions.

23/16/EP Review of Equalities Panel

Helen Crowther, Equality and Anti-Poverty Officer, provided brief context for the review into the role of the Equalities Panel for supporting Council-led

initiatives promoting equality and diversity. As part of the review the council aims to identify how and if the Panel or another formalised partnership can help develop a whole systems approach to tackling inequality and discrimination.

Helen shared that a key part of the review involved seeking feedback from current and former Equalities Panel members on their experiences of being involved with the Panel. She shared some common themes from conversations so far including:

- That members felt that the Panel has played an important role in raising the profile of equality, diversity, and inclusion (EDI) work at Cambridge City Council. Panel members also often mentioned the strong quality of many of the reports that were brought to the Panel.
- Some members shared that the Panel has helped to raise their personal awareness of EDI issues.
- However, often members were not sure what concrete/practical changes have been made to improve EDI that resulted from their feedback on Panel, given that the Panel itself is not a decision-making body. Some members asked whether recommendations made by the Panel could be explicitly attached to a leadership role or a function (e.g. committee) that has authority to decide whether to take on recommendations or not.
- There was varied feedback from members on how the meeting might be structured differently to get the most from members' engagement. There were very varied suggestions on different means that the Panel might engage with partners by expanding the remit of Panel or developing a new structure.

Helen shared that there will be a longer agenda item on the review at a future Equalities Panel meeting.

Councillor Mairéad Healy, The Executive Councillor for Communities, shared her view that the Panel has been due a review for a long time to improve accountability around EDI. A particular concern of Councillor Healy's is the lack of diversity at senior levels in the council.

One member shared that they felt agreement on the future of the Panel needs to be achieved at a cross-party level.

23/17/EP Needs assessment for ethnic minority people

Helen Crowther, Equality and Anti-Poverty Officer, provided an overview of findings of a needs assessment of ethnic minority people in Cambridge that

was commissioned by Cambridge City Council and undertaken by Cambridge Ethnic Community Forum in 2021. There were 132 responses to the needs assessment. Information on the ethnic background of respondents was shared and other characteristics of respondents. Key findings shared were captured in the background report for the Panel meeting. In addition, Helen also shared emerging recommendations based on key learning from the findings, including to:

- Raise awareness of what happens when hate crime is reported to encourage increase in reporting.
- Raise awareness of support available through public services for groups with highest needs for public services, especially for those who may be less likely to access them. (Louise Tan from Cambridge Ethnic Community Forum added the importance of raising awareness of the Racial Harassment Service of Cambridge City Council too.)
- Look into current opportunities for ethnic groups and organisations that support them to feed into the development of policy.
- Explore the potential to work with employer networks to connect business to ethnic minority communities, especially Black communities, to provide greater employment opportunities that match levels of educational attainment.
- Explore how to tackle difficulties in accessing health services with the Integrated Care System (ICS) and Health Equality Partnership.
- Further exploration with communities of findings from this research to get further context.

Whilst Helen was presenting, Eddie Stadnik and Louise Tan added clarifying comments relating to the findings. Comments included:

- Findings around poverty for South Asian people in the survey are consistent with national statistics indicating housing costs and food poverty is especially an issue for Bangladeshi and Pakistani households.
- Issues in accessing health services for ethnic minority groups have also arisen in other health projects that the Cambridge Ethnic Community Forum has worked on with other partners like the Cambridge Council for Voluntary Service and Cambridge City Council with the Integrated Care System. This is especially a concern as Covid-19 has further exacerbated health issues.
- 25% of East and South East Asian people were not confident in using IT in the survey despite educational and financial status.
- For the indications of social exclusion for survey respondents, there was an increase of between 10% to 15% after Covid-19.

Comments and questions were shared by Panel members, including:

- One member expressed that they were disappointed at the low response rate to the survey and questioned whether the findings of the survey were sufficiently representative to be used by the Council to inform future decisions. They felt that using council resources for research with a low response rate was unfair to ethnic minority communities.
- Another member shared that they felt the response rate was a very large sample for a qualitative piece of social research and therefore was robust.
- How many replies were from students?
- What was the proportion uncomfortable applying for jobs with businesses?

In response to the questions and comments:

- Helen Crowther shared that 4 people completing the survey were in full time education or training and that people were not explicitly asked if they felt comfortable applying for jobs in the business sector. They were asked about comfortableness applying for jobs in specific public sector organisations, the voluntary and community sector and areas of transport, leisure and recreation and training.
- Eddie Stadnik shared that the main intention of the research was to collect information from seldom heard communities who needed more prompting and support to undertake the survey. The 132 respondents were responding on behalf of their households too, which meant they reflected the experiences of far more people than the 132 individual respondents. Moreover, the findings mirror that of other research (local and national), so it is likely that with a larger response rate the findings would still be similar.

23/18/EP Cambridge Together

Paul Boucher, Transformation Programme Manager, delivered a presentation on his report prepared for the Equalities Panel on engagement during February and March 2023 as part of the Cambridge Together project. The engagement as part of the Cambridge Together project sought to understand the similarities and differences in the way a range of stakeholders imagine the future of the city and to create a Cambridge Rich Picture tool in the form of visual illustrations. The tool is designed to support future conversations about the city with communities, partners, and stakeholders, helping to clarify similarities and differences in expectations, and providing valuable insight for Cambridge, of which the Council is a part.

Paul's presentation especially highlighted the feedback around things that matter to various communities and how the engagement approach has helped/not helped to increase the participation of seldom heard communities and the lessons we have learnt. For instance, Paul shared that the council would especially have liked to spend more time engaging with faith and disability groups, and young people. The report is available in full, here: [Equalities Panel 03102023- Cambridge Together - Residents and Community Engagement.pdf](#).

23/19/EP Equality in Employment report 2022/23

Vickie Jameson, Recruitment Manager, and Lynsey Fulcher, Head of People, shared highlights from the council's Equality in Employment report, which provided a profile of the City Council Workforce as of 31st March 2023. The report provides a snapshot of the year covering recruitment, learning & development, starters, leavers, promotions, employment, pay bands and flexible working. This is analysed relating to age, disability, ethnicity, religion/belief, sex, and sexual orientation. Some highlights shared were:

- The highest representation of staff is in the 55 to 64 age group (this has changed from 45 to 54 since 2010). City Pay Band 1 has the widest representation of ages (under 18 to 65 and over).
- A total of 7.37% of the workforce declared a disability, down from 8.15% as at 31 March 2022 (this is a decrease of 5 individuals).
- 9.09% of the workforce are from an ethnic minority background, up from 8.32%.
- 47% of the workforce are female and 52% male. A total of 56% of promotions were for women and 44% for men.
- The Gender Pay Gap is the difference between the average (mean and median) earnings of men and women across a workforce. The gender pay gap in the council is 0.95% mean or 6.81% median. This means that for every £1 men earn, women earn 92 pence. The more transparent the council is about pay, and the action it is taking to reduce pay gaps, the more people are aware and can help to contribute to reduce the gap. It is not just about increasing pay for women: actions to reduce our pay gap need to encompass more than just pay and include indirect policies like greater flexibility in the council's roles.
- 116 staff have not declared their religion, an increase from the previous year. 46.7% of staff have no religion. 44.6% of staff identify as Christian, a slight increase from the previous year.
- 6.76% of staff declare themselves as LGBTQ+, an increase from last year. 93.2% of the workforce declare themselves as heterosexual, a

slight decrease from last year. 118 individuals preferred not to disclose their sexual orientation, a decrease from last year.

Vickie and Lynsey also shared actions the council will undertake for the rest of 2023/24 and beyond to help improve workforce diversity and promote inclusion. The council will:

- Increase the target of ethnic minority staff representation in our workforce to 10% in line with the most recent census data (23.3% in Cambridge).
- Look for further opportunities to increase disability representation in the workforce.
- Continue to monitor internal promotion activity including reviewing career pathways across the organisation.
- Continue to monitor its Gender Pay Gap and extend this to Ethnicity Pay Gap monitoring.
- Explore the possibility of a flexible bank holiday policy.
- Ensure that the People & Culture Strategy addresses key equalities, diversity, and inclusivity matters.

Panel members provided the following feedback on the presentation:

- One member said it was great to see improvement in the council's diversity and suggested that one way to improve ethnic diversity might be to provide more apprenticeship opportunities to ethnic minority people.
- Another member shared that they were concerned with the ethnic diversity of staff at senior levels and asked for the council to monitor this going forward. They suggested that managers hiring new staff might be held accountable and asked to justify where they have shortlists of all White people. The Panel member asked if the council has anonymised applications.
- A member shared that they appreciate the council looking into flexible Bank Holidays and monitoring workplace flexibility requests relating to gender. They offered to put the council in touch with staff networks at Anglia Ruskin University so that the council can learn about their progress and successes in supporting the networks.

One non-Panel member shared that it would be helpful for the council to report on proportions of staff with other religions than Christianity when presenting the data. Another non-Panel member shared that the Commission for Race Equality's UK research found that where Asian people put names on job applications, they were less likely to get interviewed, and that where Black

people use English names, they were more likely to get interviews but less likely to get the job.

Vickie Jameson shared that the council anonymises job applications.

23/20/EP Any Other Business

Cambridge City Council provided a formal thank you to Graham Lewis, former public member of the Equalities Panel who stepped down last year for his significant contribution to the Panel. It was stated that Graham has been hugely important to the Panel having been a member since the Panel was introduced before 2010. Graham brought lots of knowledge to items at the Panel having always been involved in roles promoting equality, diversity, and inclusion in his 20+ years in the Voluntary and Community Sector.

The council also formally thanked Susan Wan for her role as a public member on the Panel since 2016 who also stepped down last year too. The council expressed that it was especially appreciative of Susan's insights into the council's work towards developing a more diverse workforce representative of the Cambridge population. Susan's insight came from her role in the Faculty of Economics at the University of Cambridge.

The Equalities Panel expressed that Graham and Susan will be hugely missed on the Panel. The council has been in touch with them both as part of its review into the Panel to provide them with a greater opportunity to share their experiences of being public members over the years.

23/21/EP Date of Next Meeting

9 January 2024.

The meeting ended at 6.00 pm

CHAIR

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Agenda Item 5: Community Wealth Building Strategy

The Council is currently developing a Community Wealth Building (CWB) strategy. The aim of the CWB strategy is to address poverty and inequality in Cambridge and help create a more sustainable and inclusive economy. The CWB strategy will be presented to Environment and Community Scrutiny Committee for approval by the Executive Councillor for Community Wealth Building and Community Safety on 21 March 2024.

Since 2014 the Council has had three Anti-Poverty Strategies, which have provided the framework for the Council's work to address poverty in Cambridge. The CWB Strategy represents an evolution of the Council's approach to these issues and it will replace the Anti-Poverty Strategy from April 2024 onwards.

As part of this item at the Equalities Panel, officers will give a presentation on the Community Wealth Building Strategy, which will provide:

- context on the nature of poverty and inequality in Cambridge
- the key themes in the draft CWB strategy
- some case study examples to illustrate the CWB approach.

A draft Equality Impact Assessment (EqIA) for the CWB strategy is included in the papers for this meeting. The EqIA will also be included with the papers for Environment and Community Scrutiny Committee so that it can inform the decision of the Executive Councillor regarding the CWB strategy.

Members of the Equalities Panel are asked to:

- Comment on the overall CWB approach that will be outlined in the presentation.
- Advise on the potential impacts of the CWB approach on people with protected characteristics and whether these are captured sufficiently in the draft EqIA.

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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.

1. Title of strategy, policy, plan, project, contract or major change to your service
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Community Wealth Building (CWB) strategy and approach

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
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<i>Link to be added when papers are published for the Environment and Community Scrutiny Committee meeting are published on 6 March 2024.</i>

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

<p>The Council has produced a Community Wealth Building strategy and approach. The purpose of the strategy is to help build an inclusive and sustainable economy and tackle poverty and inequality in Cambridge. The strategy and approach include four key themes:</p>

- | |
|--|
| <ol style="list-style-type: none">1. Using the Council's resources, assets and powers to build community wealth2. Building an inclusive and sustainable economy3. Building community power4. Developing whole-system approaches |
|--|

<p>The Community Wealth Building Strategy sets out a high-level approach to building an inclusive and sustainable economy and tackling poverty and inequality. The strategy provides a number of case studies to illustrate the CWB approach, but it does not identify specific activities. These will be developed by Council groups and teams annually through Service Delivery Plans (SDPs) and in collaboration with communities, partner organisations and businesses.</p>

4. Responsible service

The strategy was produced by the Chief Executive's Office, with input from a range of Council groups and teams.

5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick all that apply)	<input checked="" type="checkbox"/> Residents <input type="checkbox"/> Visitors <input checked="" type="checkbox"/> Staff
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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): Residents in poverty or on low incomes

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 type="checkbox"/> Minor change
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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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The Community Wealth Building strategy sets out a corporate approach, so all Council teams and groups will play a role in building community wealth. Teams and groups have been asked to consider how they can contribute to community wealth and will identify activities as part of their Strategic Delivery plans for 2024/25.

A key element of the Community Wealth Building approach will be working collaboratively with communities and partners to develop whole-system approaches. We have engaged with a number of key stakeholders in the development of the strategy and approach, including:

- Abbey People
- Allia
- Cambridge & District Citizens Advice
- Cambridge Ahead
- Cambridge City Foodbank
- Cambridge Council for Voluntary Service (CCVS)
- Cambridge Ethnic Community Forum
- Cambridge Network
- Cambridge Sustainable Food
- Cambridge United Community Foundation
- Cambridge University Health Partners and Biomedical Campus
- Cambridge Women's Aid
- Cambridgeshire and Peterborough Combined Authority (CPCA)
- Cambridgeshire and Peterborough Integrated Care System (ICS)
- Cambridgeshire Community Foundation

- Cambridgeshire County Council
- Fullscope
- Innovate Cambridge
- It Takes A City
- University of Cambridge

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 Community Wealth Building strategy and approach will go to the Council's Environment and Community Scrutiny Committee on 21 March 2024 for approval by the Executive Councillor for Community Wealth Building and Community Safety.

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 Anti-Poverty Strategy has been informed by:

- A review of relevant data and metrics from the [State of the City](#) report, which draws on publicly available, nationally comparable data, to provide a data-led overview of what Cambridge is like economically, socially, and environmentally.
- Meetings with national organisations that are developing Community Wealth Building (Centre for Local Economic Strategies, New Local) and the Bennett Institute for Public Policy at the University of Cambridge, which has developed the Six Capitals approach.
- A review of Community Wealth Building approaches adopted by other cities across the UK.
- 2 interactive stakeholder workshops in November and December 2023 at the Guildhall and the Meadows Community Centre, which were attended by 19 key stakeholders from the business, public sector and voluntary sectors (see section 7 above for a full list).
- Follow up meetings with strategic partners, including Biomedical Campus, Cambridge Ahead, Cambridgeshire County Council, CPCA, ICS, and Innovate Cambridge.
- Presentations to the Council's Corporate Management Team (CMT) and to the Cambridgeshire and Peterborough Community Reference Group, which includes a range of public and voluntary sector partners.

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

As part of the development of the Community Wealth Building Strategy, we reviewed available evidence from the State of the City report and other sources. This suggests that some age groups of people in Cambridge may be more likely to experience poverty and inequality. For example:

- Older people are more likely to be living in households receiving benefits than the population as a whole. Almost 15% of pensioners in Cambridge were living in a household claiming Housing Benefit and/or Council Tax support in 2022, compared to 9% of all Cambridge residents¹
- Almost one in five (19%) of all children in the city in 2022 were living in households that are claiming Housing Benefit and/or Council Tax Support²
- An estimated 1 in 10 children across Cambridge and the City Fringe resided in relative poverty during 2021/22, which is the lowest relative child poverty rate of 58 cities in England and Wales. However, this figure rises to 2 in 10 children in Kings Hedges, which is equivalent to the rate in benchmark cities.³
- There is an educational attainment gap in Cambridge, which impacts on longer term life chances for young people from low-income households. During the 2021/22 academic year, 76% of pupils aged 16 attending Cambridge schools achieved grades 4 or above in English and Maths at GCSE. For Cambridge pupils receiving free school meals (FSM), this proportion dropped to 45%⁴.
- As a result of these education and skills issues Cambridge has a low level of social mobility. In 2016 Cambridge ranked 275th out of 324 local authorities across England and Wales in the Social Mobility Index. Outcomes are particularly poor for young people, with Cambridge having the fifth lowest score of any local

¹ Cambridge City Council, 2022, Housing Benefit and Council Tax support data presented in the [Mapping Poverty](#) report

² Cambridge City Council, 2022, Housing Benefit and Council Tax support data presented in the [Mapping Poverty](#) report

³ Cambridge City Council, 2023, [State of the City report](#), p42. Source: DWP Children in low income families

⁴ Cambridge City Council, 2023, [State of the City report](#), p57. Source: DfE Explore education statistics

authority for youth social mobility⁵.

The CWB strategy states that the Council will continue to support residents in financial need through many of the ongoing activities highlighted in previous Anti-Poverty Strategies. This could include continuing activities to support older people and children and young people, such as:

- Supporting benefits claimants to receive their full entitlement. In 2022/23 the Council helped households to receive a total of £27.4m in Housing Benefit, £158,737 in Discretionary Housing Payments and provided £8.2m in Council Tax Support to 6,800 households.
- Providing funding to voluntary and community groups through the Council's annual Community Grants programme for activity focussed on reducing social or economic inequality. In 2024/25, this included funding activity by VCS groups for activities to support older people, such as Age UK, Cambridgeshire Older Peoples Enterprise and University of Cambridge Museums.
- The 2024/25 Community Grants programme will also fund a number a range of activities for disadvantaged children and young people provided by Cambridge Science Centre, Centre 33, Fitness Rush CIC, Junction CDC, Kettles Yard, Kings Hedges Family Support Centre, Meadows Children and Family Wing, Romsey Mill Trust and Training and Apprenticeships in Construction.
- Providing support through the Cambridgeshire Home Improvement Agency to enable older and low-income residents across all tenures to access support to repair, maintain or adapt their homes.
- Providing older people with support in our sheltered housing schemes, through our visiting support service, or with a community alarm
- Providing free activities for families with primary-school aged children in Cambridge's parks during July and August.
- Working with local partners to provide a regular programme of free lunches in Council community centres and other community venues during the school holidays, when costs tend to increase for families.
- Supporting swimming lessons for pupils from low-income households.
- Running Healthy Weights sessions for children aged under 11 and their families to engage in different sports together.

By taking a Community Wealth Building approach the Council will also collaborate

⁵ Social Mobility Commission, 2016, Social Mobility Index
<https://www.gov.uk/government/publications/social-mobility-index#:~:text=Documents-.The%20Social%20Mobility%20Index,-PDF%2C%2010>

with our communities, businesses and partners to build a more sustainable and inclusive economy and address some of the causes of poverty. This includes working with employers and partners in the local education and skills system to address inequalities in education and skills outcomes.

The strategy includes case study examples of this approach:

- The Region of Learning project provides disadvantaged young people with a range of support to help access better employment, including: one-to-one career guidance sessions; CV, application and interview skills for jobs and apprenticeships; work experience placements; and mentoring and coaching on positive workplace behaviour and wellbeing at work. Region of Learning also provides a digital passport and digital badges to help young people to evidence skills gained outside of formal qualifications.
- The Greater Cambridge Impact fund will be an independent social impact investment fund that will help address inequality. Investment in the fund will be used to commission voluntary and community groups to take forward innovative approaches to tackling inequalities, including education, skills and employment for young people, health inequalities and homelessness and rough-sleeping.

(b) Disability

As part of the development of the Community Wealth Building Strategy, we reviewed available evidence from the State of the City report and other sources. This shows that having a disability or long-term health condition can limit an individual's ability to work, reduce their income, and increase their dependence on benefits:

- In 2022/23, disabled households (with at least one disabled adult or child) needed £1,122 per month to have the same standard of living as non-disabled households. On average, the extra cost of disability is equivalent to 63% of household income after housing costs. Extra costs can include mobility aids, adaptations to cars and homes, medicines, therapies, and higher energy usage⁶.
- In 2022 residents in Cambridge (City and Fringe area) with a core or work-limiting disability were 18% less likely to be in employment than the rest of the population⁷. National evidence and feedback from local stakeholders suggests that disabled people can experience barriers to employment, including discrimination, inaccessibility of buildings, and lack of reasonable adjustments.

⁶ Scope, 2023, Disability Price Tag 2023: the extra costs of disability <https://www.scope.org.uk/campaigns/extra-costs/disability-price-tag-2023/>

⁷ Cambridge City Council, 2023, [State of the City report](#), p55-57

The CWB strategy states that the Council will continue to support residents in financial need through many of the ongoing activities highlighted in previous Anti-Poverty Strategies. This could include continuing activities to support older people and children and young people, such as:

- Providing support through the Cambridgeshire Home Improvement Agency to enable disabled and low-income residents across all tenures to access support to repair, maintain or adapt their homes.
- Providing funding to voluntary and community groups through the Council's annual Community Grants programme for activities to support disabled people. In 2024/25, this included activities delivered by Cambridge Community Arts, Cambridge Gateway Club, Cambridge Online, Cambridgeshire and Peterborough Foundation for the Arts and Mental Health, Camsight, Level Water, Lifecraft, Romsey Mill Trust and Rowan Humberstone.
- Supporting an annual programme of events which celebrate diversity and promote community cohesion, in partnership with local equality and diversity organisations. This includes events to mark Disability History Month.
- Running Healthy Weights sessions for children aged under 11 and their families to engage in different sports together, including courses specifically for families where a parent or child has a disability or long-term health condition.

By taking a Community Wealth Building approach the Council will also collaborate with our communities, businesses and partners to build a more sustainable and inclusive economy and address some of the causes of poverty. For example, the Region of Learning programme is particularly targeting young people who have a learning difficulty or disability, are eligible for pupil premium funding, or are at risk of not being in education, employment or training (NEET).

(c) Gender reassignment

Previously members of the Council's Equalities Panel have suggested that transgender people are more likely to experience bullying, harassment, hate crime and discrimination. This could lead to reduced confidence or mental health issues, which could make it more difficult for some transgender people to secure higher paid employment.

The strategy states that the Council will continue to support residents in financial need through many of its core services. This could include providing funding to voluntary and community groups through the Council's annual Community Grants programme for activity focussed on reducing social or economic inequality. In

2024/25, this included funding activity by the Kite Trust to support LGBTQ+ young people to have better outcomes in life.

(d) Marriage and civil partnership

No differential impact on people due to their marriage or civil partnership status has been identified as a result of the evidence reviewed or the approach outlined in the Community Wealth Building Strategy.

(e) Pregnancy and maternity

Previously members of the Council's Equalities Panel highlighted that maternity and associated costs, including loss of income during maternity leave and increased transport costs, could result in poverty for some residents. No differential impact on those who are pregnant or on maternity leave has been identified as a result of the approach outlined in the Community Wealth Building Strategy.

(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.

Cambridge continues to be one of the most ethnically diverse places in the country outside of London. Census data shows that in 2021 25.4% of the population were from non-White ethnic groups compared with 17.5% in 2011.

In 2022 minority ethnic people in Cambridge (City and Fringe area) were 5% less likely to be in employment than the rest of the population⁸. As part of previous consultation on the Anti-Poverty Strategy, stakeholders explained that some ethnic minority people in Cambridge are not able to secure employment due to a variety of factors, including discrimination and confidence at interviews, literacy and qualification levels, and requirements for recently arrived BAME people to prove their qualifications are valid in this country at their own cost.

The strategy states that the Council will continue to support residents in financial need through many of the ongoing activities highlighted in previous Anti-Poverty Strategies. This could include continuing activities to support ethnic minority people: such as:

⁸ Cambridge City Council, 2023, State of the City: Cambridge City Portrait 2023, p55-57
<https://www.cambridge.gov.uk/state-of-the-city/>

- Providing a racial harassment service, which offers advice, help and support to anyone living in or visiting Cambridge suffering racial harassment.
- Providing funding to voluntary and community groups through the Council's annual Community Grants programme. In 2024/25, this included funding Cambridge Ethnic Community Forum to build the capacity of ethnic minority community groups, provide a race equality service and provide support and advocacy for people experiencing discrimination, harassment and victimisation.
- In 2024/25, smaller community grants were also awarded to Boishakhi Cultural Association, Cambridge African Network, Cambridge Artworks, Cambridgeshire Vietnamese Refugee Community, and the Indian Cultural Society for a range of activities to support disadvantaged ethnic minority residents.
- Supporting an annual programme of events which celebrate diversity and promote community cohesion, in partnership with local equality and diversity organisations. This includes a programme of events to mark Black History Month each year and South Asian History Month.

By taking a Community Wealth Building approach the Council will also collaborate with our communities, businesses and partners to build a more sustainable and inclusive economy and address some of the causes of poverty. For example, by June 2023 22% of young people recruited for the Region of Learning programme were from ethnic minorities.

(g) Religion or belief

No differential impact on people due to their religion or belief has been identified as result of the objectives and actions in the Anti-Poverty Strategy.

(h) Sex

As part of the development of the Community Wealth Building Strategy, we reviewed available evidence from the State of the City report and other sources. This suggests that women in Cambridge may be more likely to experience poverty and inequality:

- In 2022 women in Cambridge (City and Fringe area) were 14% less likely to be in employment than the rest of the population⁹.
- In 2022, women in Cambridge were paid 14% less per week for full-time employment than men. This gap has widened in Cambridge over recent years,

⁹ Cambridge City Council, 2023, [State of the City report](#), p56

up from just 3% in 2014¹⁰. National research links this gender pay gap to childbirth, as women are more likely to work part-time or stop working after the birth of a child than men.

- Lone parent families are particularly likely to be claiming benefits, with lone parents making up 21.3% of all households claiming Housing Benefit and/or Council Tax Support in 2022¹¹.

The Community Wealth Building strategy states that the Council will continue to support residents in financial need through many of the ongoing activities highlighted in previous Anti-Poverty Strategies. This could include continuing activities to support disadvantaged women, such as:

- Providing funding to voluntary and community groups through the Council's annual Community Grants programme for a range of activities to support women in poverty and on low incomes, including Cambridge Women's Resources Centre, Homestart Cambridgeshire, the Meadows Children and Family Wing and Cambridge Housing Society's Corona Housing project for vulnerable women.
- Supporting an annual programme of events which celebrate diversity and promote community cohesion, in partnership with local equality and diversity organisations. This includes a programme of events to mark International Women's Day and Women's Heritage Month.
- Continuing to implement actions to address domestic abuse as part of the Council's existing Domestic Abuse Housing Alliance (DAHA) accreditation.

(i) Sexual orientation

For the first time, the 2021 Census allowed adult (aged 16+) respondents to report their sexual orientation; 93% of adult residents across Cambridge (City & Fringe) reported being straight or heterosexual with 7% reporting their orientation as gay, lesbian, bisexual or other. This was twice the national average, and the third highest of 58 cities in England and Wales

LGBTQ+ people are more likely to experience bullying, harassment, hate crime and discrimination, which can impact on mental health and confidence and affect employment and life outcomes. National research by Stonewall¹² shows that:

¹⁰ Cambridge City Council, 2023, [State of the City report](#), p56 via ONS Employee earnings in the UK

¹¹ Cambridge City Council, 2022, Housing Benefit and Council Tax support data presented in the [Mapping Poverty](#) report

¹² Stonewall, LGBTQ+ facts and figures <https://www.stonewall.org.uk/lgbtq-facts-and-figures>

- In 2021 two-thirds (64%) of LGBT people had experienced anti-LGBT violence or abuse.
- In 2018 almost one in five LGBT people (18%) who were looking for work were discriminated against because of their identity while trying to get a job.
- In 2018 almost one in five LGBT people (18 per cent) had experienced homelessness at some point in their lives.

The Community Wealth Building strategy states that the Council will continue to support residents in financial need through many of the ongoing activities highlighted in previous Anti-Poverty Strategies. This could include continuing activities to support disadvantaged LGBTQ+ people, such as:

- Providing funding to voluntary and community groups through the Council's annual Community Grants programme. In 2024/25, this included funding Cambridge United Foundation, the Kite Trust and the Pink Festival Group for a range of activities to disadvantaged LGBTQ+ people.
- Supporting an annual programme of events which celebrate diversity and promote community cohesion, in partnership with local equality and diversity organisations. This includes an annual programme of events to mark LGBT History Month.

(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

Members of the Council's Equalities Panel have previously suggested that 'intersectionality' could have an impact on poverty. Members of the panel suggested that there are issues which affect people in poverty who have a number of protected characteristics. For example, it may be difficult for some ethnic minority women to access employment or health opportunities due to a combination of discrimination or language, cultural and religious barriers.

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.)

Not applicable – no negative impacts identified

12. Do you have any additional comments?

No

13. Sign off

Name and job title of lead officer for this equality impact assessment: David Kidston, Strategy and Partnerships Manager

Names and job titles of other assessment team members and people consulted: Helen Crowther, Equality and Anti-Poverty Officer

Date of EqIA sign off: 25 January 2024

Date of next review of the equalities impact assessment: [Click here to enter text.](#)

Date to be published on Cambridge City Council website: 6 March 2024