

# Cambridge City Council Equality Impact Assessment



Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from David Kidston, Strategy and Partnerships Manager on 01223 457043 or email [david.kidston@cambridge.gov.uk](mailto:david.kidston@cambridge.gov.uk), or from any member of the Joint Equalities Group.

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

Sale of 7 Severn Place CB1 1HL

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

Isolated property in non-estate location in the town centre, in need of major repairs. Private developers interested in developing the entire area. Developers approached Cambridge City Council offering to buy 7 Severn Place, Property value has been estimated in the region of £400,000. This money could be used to provide provision of new housing elsewhere within the city.

**3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)**

- Residents Existing tenant has successfully been decanted to another city centre property managed by Cambridge Housing Society. Former tenant very happy in her new home.
- Visitors
- Staff

**4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)**

- New
- Revised
- Existing

**5. Responsible directorate and service**

Directorate: Customer and Community Services

Service: City Homes

**6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?**

No

Yes (please give details):

Development Team

Business Team

Legal Services

Property Services

**7. Potential impact**

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

Negative impact: Reduction in Council housing stock by one property.

Positive impact: Monies raised from the sale of 7 Severn Place can be used to build more new Council housing within the City.

**(a) Age** (any group of people of a particular age, including younger and older people)

N/A

**(b) Disability** (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

N/A

**(c) Gender**

N/A

**(d) Pregnancy and maternity**

N/A

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

N/A

**(f) Marriage and Civil Partnership**

N/A

**(g) Race or ethnicity**

N/A

**(h) Religion or belief**

N/A

**(i) Sexual orientation**

N/A

**(j) Other factor that may lead to inequality (please state):**

N/A

**8. If you have any additional comments please add them here**

No negative impacts on any particular groups.

**9. Conclusions and Next Steps**

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to David Kidston, Strategy and Partnerships Manager, who will arrange for it to be published on the City Council's website. Email [david.kidston@cambridge.gov.uk](mailto:david.kidston@cambridge.gov.uk).

**10. Sign off**

Name and job title of assessment lead officer:

Robert Hollingsworth, Head of City Homes

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

Sandra farmer, Area Housing Manager

Date of completion: September 2012

Date of next review of the assessment: N/A

## Action Plan

**Equality Impact Assessment title:**

**Date of completion:**

<b>Equality Group</b>	<b>Age</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Disability</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Gender</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Pregnancy and maternity</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or	

negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Transgender</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Marriage and Civil Partnership</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Race or ethnicity</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Religion or belief</b>
Details of possible disadvantage or negative impact	

Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Sexual orientation</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Other factors that may lead to inequality</b>	
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	