

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, or from any member of the Joint Equalities Group.

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

Greater Cambridge City Deal Expression of Interest

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

The Expression of Interest lodges with Government the local partners' proposals for ways to increase economic growth in the Greater Cambridge area by pooling decision making powers and funds and seeking additional powers/flexibility from central Government.

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

- Residents
- Visitors
- Staff

[If the City Deal comes to fruition.]

A specific client group or groups (please state):

Businesses (particularly the high-tech clusters) and the Universities / research establishments

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: Chief Executive's

Service: Corporate Strategy, working with colleagues across all Directorates

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):

Cambridgeshire County Council, South Cambs District Council, University of Cambridge, Greater Cambridge Greater Peterborough Local Enterprise Partnership

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.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

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

The proposals in the draft Expression of Interest do not, on the face of it, have age-specific impacts. There is a recognition that high quality state education services in the city region have helped to attract and retain high quality people to the business and academic sectors, and that it will be important to maintain such high quality services. If this continues to be recognised and supported, this would have a positive impact on young people. Similarly the recognition of the desire to boost skill levels in the local population could have positive impacts on young people and potentially low-skilled or vulnerable people.

The general premise, that we need to deliver more homes and better transport would benefit people of all ages, although it is often said, anecdotally, that young people face particular challenges around housing affordability at present.

(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)

The proposals in the draft Expression of Interest do not intend specific impacts for people with disabilities. If more housing and better transport connectivity are ultimately delivered, this should have positive impacts for people with disabilities, if the various building regulations and DDA are followed appropriately, as a greater proportion of the housing stock and transport network would then meet these modern, higher standards of accessibility.

(c) Gender

The proposals in the draft Expression of Interest do not intend specific differential gender impacts. Greater supply and affordability of housing and better transport connections should benefit both men and women, depending on their engagement in the specific sectors (high tech and research) that these proposals are intended to support.

(d) Pregnancy and maternity

There are no obvious differential impacts on pregnancy and maternity from the proposals contained in the draft Expression of Interest.

(e) Transgender (including gender re-assignment)

There are no obvious differential impacts on transgender or gender reassignment issues from the proposals contained in the draft Expression of Interest.

(f) Marriage and Civil Partnership

There are no obvious differential impacts on marriage and civil partnership issues from the proposals contained in the draft Expression of Interest.

(g) Race or ethnicity

The Expression of Interest contains proposals for flexibility around immigration rules relating to research and work in high tech sectors – this may have positive impacts on people from overseas which may have race or ethnicity dimensions, as if implemented it would open up a broader range of economic opportunities to people from a broader range of backgrounds.

There may be unintended impacts on the economic prospects of different groups depending on their relative degree of engagement in different sectors of the economy, and on patterns of residence.

(h) Religion or belief

There are no obvious differential impacts on issues of religion or belief from the proposals contained in the draft Expression of Interest.

(i) Sexual orientation

There are no obvious differential impacts on issues of sexual orientation from the proposals contained in the draft Expression of Interest.

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

The proposals in the draft Expression of Interest are intended to promote economic growth in the Greater Cambridge city region. If implemented, and if this had the intended impact, this would be positive for the prosperity of everyone in the region. It is possible that it could have differential impacts between those who are engaged in the specific sectors that are believed to drive economic growth in the sub-region, and those who are not.

To mitigate this might require plans to ensure that infrastructure investment intended to boost economic growth has a positive impact for all, e.g. through policies on housing affordability, greater access to work opportunities for all and investment in skills and learning for all, including those with greatest need.

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

The decision to submit an Expression of Interest does not have direct equalities impacts in itself. However, the delivery of a full City Deal could have, as outlined above, particularly in section 7(j).

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.

10. Sign off

Name and job title of assessment lead officer:

Andrew Limb, Head of Corporate Strategy

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

Date of completion:

4th December 2012

Date of next review of the assessment:

Action Plan

Equality Impact Assessment title:
Date of completion:

Greater Cambridge City Deal EoI
 4th December 2012

Equality Group	Age
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	

Equality Group	Disability
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	

Equality Group	Gender
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	

Equality Group	Pregnancy and maternity
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	

Equality Group	Transgender
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	

Equality Group	Marriage and Civil Partnership
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	

Equality Group	Race or ethnicity
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	

Equality Group	Religion or belief
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	

Equality Group	Sexual orientation
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	

Other factors that may lead to inequality	
Details of possible disadvantage or negative impact	Inequality could arise from further growth and success of specialised sectors in the Greater Cambridge city region economy if the benefits of that success accrue differentially.
Action to be taken to address the disadvantage or negative impact	Planning policies to ensure appropriate balance of housing tenures and affordability. Transport strategy to ensure greater connectivity and enhanced access between employment centres and residential centres is wide-ranging and does not increase exclusion or isolation.
Officer responsible for progressing the action	This will require input from a range of officers in a range of organisations in the long run implementation phase. In the initial phase of negotiating a full City Deal the officer responsible will be Andrew Limb, Head of Corporate Strategy.;
Date action to be completed by	Negotiations for a City Deal, if supported by central Government, to be completed by November 2013. Implementation to be completed over a much longer and as-yet unspecified timeframe.