

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 Suzanne Goff, Strategy Officer on 01223 457174 or email suzanne.goff@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:

Review of Sustainable City Grants

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

Since 2012/13, the City Council has had a single budget of £50,000 for grants to local voluntary and community groups to support projects which address the Council's environmental priorities. It was agreed at the council's Environment Scrutiny Committee on 14 January 2014 that officers would carry out a review of the Sustainable City Grants and report back in July 2014 with recommendations about future budgets and arrangements.

As part of the review, officers carried out public consultation on the proposed changes over a 12 week period from January to April 2014. Local voluntary and community groups and Cambridge residents were invited to complete a survey on the Council's website. During the consultation period officers also offered to meet with local voluntary and community groups to discuss the review in more detail. In response to this offer, a meeting was held with representatives from Cambridge Carbon Footprint in April 2014.

Following the conclusion of the review, officers are recommending that:

- The budget for the Sustainable City Grants is reduced to £30,000 from 2015/16 onwards and to cash limit the grants from this point forwards.
- To move from a grant funding approach to a commissioning approach for the Sustainable City Grants from 2015-16 onwards.

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

A specific client group or groups (please state):

The grants are open to community and voluntary groups in Cambridge, who will be affected by any changes made to the grants following the review.

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 Department

Service: Corporate Strategy

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):

Corporate Strategy currently holds the budget for the Sustainable City Grants, but the grants are currently administered by Community Development as part of the Council's wider annual grants allocation process.

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 – in particular, please consider any safeguarding issues for children and vulnerable adults)

Some of the projects funded by the Sustainable City Grants in the past three years have had a positive impact on younger and older people. For example grants have been awarded to:

- a young people's digital production project to raise awareness of environmental issues in the city.
- a cycling skills and bicycle maintenance project for isolated young carers.
- learning events for children, young people and families in Easter holidays to understand wildlife and their local environment.

One of the Council's key environmental objectives is to 'tackle the causes and consequences of climate change', including managing climate change risks. Research suggests that impacts of climate change are likely to be felt hardest by vulnerable people, including older people. The Sustainable City Grants have supported projects which aim to build local resilience to the impacts of climate change, for example through promoting sustainable food production, allotment and community gardening projects, and one-to-one eco-coaching projects that help residents to think through their energy, travel and waste habits and usage.

Although it is proposed to reduce the overall budget for the Sustainable City Grants and to commission activity which meets the Council's environmental objectives, it is not anticipated that this would prevent projects that benefit older and younger people from receiving funding.

(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 priorities for the Sustainable City Grants are primarily environmental, so as a result, none of the projects funded through the Sustainable City Grants in the past three years have been targeted specifically at people with disabilities. However, it is possible that the beneficiaries of some of the projects may have had disabilities. It is proposed that in future the Council will commission activity which more closely meets the objectives of the Council's environmental policies and objectives, so it is anticipated that this will remain the case in future.

(c) Gender

The priorities for the Sustainable City Grants are primarily environmental, so as a result, none of the projects funded through the Sustainable City Grants in the past three years have been targeted specifically at men or women. It is proposed that in future the Council will commission activity which more closely meets the objectives of the Council's environmental policies and objectives, so it is anticipated that this will remain the case in future.

(d) Pregnancy and maternity

The priorities for the Sustainable City Grants are primarily environmental, so as a result, none of the projects funded through the Sustainable City Grants in the past three years have been targeted specifically at people who are pregnant or on maternity leave. However, it is possible that the beneficiaries of some of the projects may have been pregnant or on maternity leave. It is proposed that in future the Council will commission activity which more closely meets the objectives of the Council's environmental policies and objectives, so it is anticipated that this will remain the case in future.

(e) Transgender (including gender re-assignment)

The priorities for the Sustainable City Grants are primarily environmental, so as a result, none of the projects funded through the Sustainable City Grants in the past three years have been targeted specifically at transgender people. However, it is possible that the beneficiaries of some of the projects may have included transgender people. It is proposed that in future the Council will commission activity which more closely meets the objectives of the Council's environmental policies and objectives, so it is anticipated that this will remain the case in future.

(f) Marriage and Civil Partnership

The priorities for the Sustainable City Grants are primarily environmental, so as a result, the projects funded through the Sustainable City Grants in the past three years are not likely to have had a differential impact on people due to their marital or civil partnership status. It is proposed that in future the Council will commission activity which more closely meets the objectives of the Council's environmental policies and objectives, so it is anticipated that this will remain the case in future.

(g) Race or Ethnicity

The priorities for the Sustainable City Grants are primarily environmental, so as a result, none of the projects funded through the Sustainable City Grants in the past three years have been targeted at particular ethnic groups. It is proposed that in future the Council will commission activity which more closely meets the objectives of the Council's environmental policies and objectives, so it is anticipated that this will remain the case in future.

(h) Religion or Belief

The priorities for the Sustainable City Grants are primarily environmental, so as a result, none of the projects funded through the Sustainable City Grants in the past three years have been targeted at particular religious groups. It is proposed that in future the Council will commission activity which more closely meets the objectives of the Council's environmental policies and objectives, so it is anticipated that this will remain the case in future.

(i) Sexual Orientation

The priorities for the Sustainable City Grants are primarily environmental, so as a result, none of the projects funded through the Sustainable City Grants in the past three years have been targeted specifically at lesbian, gay or bisexual people. However, it is possible that the beneficiaries of some of the projects may have included lesbian, gay or bisexual people. It is proposed that in future the Council will commission activity which more closely meets the objectives of the Council's environmental policies and objectives, so it is anticipated that this will remain the case in future.

(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 (please state):

Although the priorities for the Sustainable City Grants are primarily environmental, some of the projects funded by the Sustainable City Grants in the past three years have had a positive impact on low income groups. For example, the grants have supported:

- volunteering activities, including recycling activity and conservation of wildlife sites and local nature reserves. Volunteering experience can help reduce social isolation and help develop the skills and employability of volunteers.
- A number of projects which have raised awareness of how individuals can reduce their carbon footprint through reducing energy consumption, minimising food waste sustainable travel. This advice can also help people on low incomes to reduce their costs.

The proposed commissioning approach will enable the Council to support projects which meet both its environmental objectives and its wider policy objectives, including reducing poverty. For example, this could include support projects which help reduce energy and water costs and food waste. It could also include supporting projects which seek to engage people who are less likely to be engaged in environmental activities and action to reduce climate change, including low income groups. It is likely that this emphasis on wider policy objectives will lead to more projects being funded through the Sustainable City Grants which help support low income groups.

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

None

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 Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website.
Email suzanne.goff@cambridge.gov.uk

10. Sign off

Name and job title of assessment lead officer: David Kidston, Strategy and Partnerships Manager

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

Date of completion: 1 July 2014

Date of next review of the assessment: