

# 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](mailto: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:

Anti-Poverty Strategy

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

The City Council will develop an Anti-Poverty Strategy with the aim of improving the standard of living and daily lives of those residents in Cambridge who are currently experiencing poverty, but also to alleviate issues that can lead households to experience financial pressures. The aim of the Strategy is to bring greater focus and coordination to the Council's existing efforts to address poverty, while identifying areas where the Council can have even greater impact.

This EqIA assesses the likely impacts of the Strategy on people with protected characteristics and those on low incomes. However, the Strategy is in the very early stages of development and the reports sets out the broad approach to developing the Strategy. The EqIA will be revised and updated when the initial draft Strategy is completed in October 2014, and again once the Strategy is finalised in 2015.

## 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):

**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):

The Anti-poverty Strategy will be a corporate Strategy, so it is likely that many of the City Council's services will contribute to the delivery of the Strategy, either through delivering particular actions or through refocussing existing services. However, the key services which are currently represented on the Project Board are City Homes, Community Development, Corporate Strategy, Refuse and Environment and Strategic Housing.

While the Council can have a direct impact on poverty through its own services and specific initiatives, much more can be achieved through working in partnership with other organisations. We will engage with a wide range of partners as part of the development of the Strategy to develop a shared understanding of the issues and identify opportunities for joint-working.

## 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)

As part of the development of the Anti-Poverty Strategy, the Council will review available evidence on the nature of poverty. However, as set out in the report, current evidence suggests that some age groups of people in the City may be more likely to experience poverty. For example:

- in 2013, 17% of children in Cambridge were living in a household that was claiming housing benefit.
- pensioners make up a third of all households claiming Housing Benefit in Cambridge. Nearly one pensioner household in five (18%) in the City is claiming Housing Benefit, while more than one in three (38%) of single pensioner households (74%) in the City are claiming Housing Benefit.

Two of the proposed objectives for the Strategy would help address the impact of poverty on children and older people:

- Helping low income families with the cost of raising a child.
- Ensuring that vulnerable older people get the services that they need and reducing the social isolation they can experience.

**(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)

It is likely that the actions that are developed to help achieve the objectives of the Strategy will help address the impact of poverty on young people and older people. For example:

- the proposed Youth Apprenticeship Programme is likely to increase the number of youth apprenticeships available in City Council services, which would have a positive impact on the skills and employability of those young people that benefit from the apprenticeships created.
- If the employment of an officer to promote the living wage within Cambridge results in more businesses and other organisations within the city, including the Universities, paying a Living Wage to their staff, this will have a positive impact on those residents who are currently not paid the Living Wage. There may be a disproportionate representation of some of the protected characteristics amongst those who are currently paid less than the Living Wage in the city. For example, recent national research by the Resolution Foundation (Low Pay Britain, 2012) found that people aged 16-20 (76%), 21-30 (27%) and 60+ (23%) are most likely to receive less than the living wage. However, further research would be needed to demonstrate the impact on particular groups within Cambridge, as trends may differ from those observed nationally.

**(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)

Further work is needed as part of the development of the strategy to identify the extent to which people with disabilities are likely to experience poverty in the City. The consultation carried out as part of the review of the council's Community, Arts and Recreation Development Grants 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, they 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.

As the Anti-Poverty Strategy develops, it is likely that actions or projects will be identified which have an impact on people with disabilities. Any such impacts will be highlighted in a revised EqIA to accompany the initial draft strategy.

**(c) Gender**

Further work is needed as part of the development of the strategy to identify whether the incidence or experience of poverty differs according to gender in the City.

For example, recent national research by the Resolution Foundation (Low Pay Britain, 2012) found that a higher proportion of women (25%) receive less than the living wage than men (15%). However, further research would be needed to demonstrate the impact on particular groups within Cambridge, as trends may differ from those observed nationally. If the proposed employment of an officer to promote the living wage within the City results in more businesses and other organisations within the City, including the Universities, paying a Living

**(c) Gender**

Wage to their staff, this will have a positive impact on those residents who are currently not paid the Living Wage.

**(d) Pregnancy and maternity**

No differential impact on those who are pregnant or on maternity leave have been currently identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently proposed to be funded.

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

No differential impact on transgender people have been currently identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently proposed to be funded.

**(f) Marriage and Civil Partnership**

No differential impact on people due to their marriage or civil partnership status have been currently identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently proposed to be funded.

**(g) Race or Ethnicity**

The research and consultation carried out as part of the review of the council's Community, Arts and Recreation Development Grants suggests that people from some ethnic groups in the city are more likely to be on low incomes or find it hard to access work due to language or skills barriers. However, further work is needed as part of the development of the strategy to identify whether incidence or experience of poverty differs across ethnic group in the City. As part of this work, we intend to use a forthcoming product from the Office for National Statistics (ONS), which will map demographic data from the 2011 Census by Output Area.

No differential impact on particular ethnic groups have been currently identified through this assessment, either from the proposed objectives for the strategy or the activities currently proposed for funding through the Sharing Prosperity Fund. However, it may be that as the strategy develops, actions or projects are identified which have an impact on particular ethnic groups. Any such impacts will be highlighted in a revised EqIA to accompany the initial draft strategy.

**(h) Religion or Belief**

No differential impact on people due to their religion or belief have been currently identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently proposed to be funded.

### **(i) Sexual Orientation**

No differential impact on people due to their sexual orientation have been currently identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently proposed to be funded.

### **(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):**

The overall aim of the Anti-Poverty Strategy is to improve the standard of living and daily lives of those residents in Cambridge who are currently experiencing the impacts of poverty. The strategy will bring greater focus and coordination to the Council's existing efforts to address poverty, while identifying areas where the Council can have even greater impact. A range of actions will be identified as part of the development of the initial draft Strategy between now and October 2104, but a number of activities have already been identified which will have a positive impact on people on low incomes:

- If the proposal for the Council to pay the Living Wage is adopted, this will have a positive impact on staff, agency workers and Relevant Employees. Insofar as the Living Wage is calculated to provide for a basic cost of living and to enable employees to provide for themselves and their families, it will contribute in a tangible way to ameliorating the financial disadvantage and difficulties of those in the lowest paid jobs.
- If the employment of a Living Wage External Campaign Officer results in more businesses and other organisations within the City, including the Universities, paying a Living Wage to their staff, this will have a positive impact on those residents who are currently not paid the Living Wage.
- Providing additional support to credit unions in the city will help residents on low incomes to access banking services and affordable credit and avoid loan sharks.
- The proposed Water and Energy Costs Anti-Poverty Scheme would provide officer capacity to assist residents to review their water usage and assess whether they would achieve savings through having a water meter installed. It would also encourage take-up of water and energy efficiency measures. If additional support and promotion in lower income areas resulted in greater awareness and take-up of water meters, and energy and water efficiency measures, this could potentially have a positive impact on some residents living on low incomes if it led to a reduction in their water bills.
- The proposal to increase the budget for promotion of energy efficiency and insulation schemes (such as the Energy Company Obligation) could have a positive impact on those living on low incomes if the proposed targeting of low income areas of the City results in greater take-up in these areas.
- Extra Cambridge promotion of the Cambridgeshire Collective Energy Switching Scheme could have a positive impact on those on low incomes and those suffering from fuel poverty if it leads to greater awareness and take-up of the County-wide collective energy-switching scheme amongst Cambridge residents
- The proposed Youth Apprenticeship Programme aims to create more youth apprenticeships than are currently available in City Council services, which would have a positive impact on the skills and employability of those young people that benefit from the apprenticeships created. If these young people are from low income households, this

could have a positive impact on poverty.

- Providing an expanded programme of 'Community Clear Out Days' in the North and South of the City could have a positive impact on those residents living on low incomes and others who may find it difficult to access existing locations. It would increase access to free disposal of bulky waste rather than paying for these services.

#### 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](mailto: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: 30 June 2014

Date of next review of the assessment: October 2014, to coincide with the presentation of the initial draft Strategy to the Council's Strategy and Resources Committee.