



To: The Leader and Executive Councillor for Strategy and Transformation: Councillor Lewis Herbert  
Report by: David Kidston, Strategy and Partnerships Manager  
Relevant scrutiny committee: Strategy & Resources 13/7/2015  
Scrutiny Committee  
Wards affected: All

## **SINGLE EQUALITY SCHEME 2015-2018**

### **Key Decision**

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#### **1. Executive summary**

- 1.1 The City Council has developed a new Single Equality Scheme that sets out how the organisation will challenge discrimination and promote equal opportunity in all aspects of its work over the next three years. It includes five strategic objectives that demonstrate how the organisation will meet the aims of the Equality Duty and the requirement to prepare and publish one or more equalities objectives.
- 1.2 The draft of the new scheme was approved for public consultation at Strategy and Resources Committee on 19 January 2015. Public consultation on the scheme took place for 13 weeks from 2 March to 29 May 2015. This report presents the key findings from the consultation and a finalised version of the Single Equality Scheme for approval.

#### **2. Recommendations**

- 2.1 The Executive Councillor is recommended to approve the finalised Single Equality Scheme 2015-2018 at Appendix C.

#### **3. Background**

- 3.1 In April 2011 the general Public Sector Equality Duty (PSED) was implemented, which requires local authorities when they are exercising public functions to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between those who share a protected characteristic and those who do not.
- Foster good relations between those who share a relevant protected characteristic and those who do not.

3.2 The Equality Act 2010 also requires local authorities to:

- Publish information annually to demonstrate how they meet the equality duty.
- Prepare and publish one or more objectives to meet any of the aims of the equality duty at least every four years.

3.3 To meet the requirements of the PSED and the other specific duties established in the Equality Act, the City Council chose to produce two Single Equality Schemes, the first covering the 2009-2012 period, and the second covering the 2012-2015 period.

3.4 We have also published annual reports setting out our equalities activities and progress in delivering the objectives included in the Single Equality Scheme. Every year we also publish our Equality in Employment Workforce Report, which provides detailed information about the make-up of our workforce.

3.5 Cambridge City Council has chosen to develop a new Single Equality Scheme for the period 2015-2016. Although producing and publishing specific Equality Schemes no longer form part of our public duties under law, the City Council believes that having a Single Equality Scheme will help it to ensure that it complies with the specific and general duties established in the Equality Act (as outlined at 3.2 and 3.3), assist in promoting community cohesion and improve its knowledge of equality and diversity issues.

3.6 The new three-year scheme builds on the previous one and all the achievements the Council has made in recent years on the equalities and diversity agenda. It covers all the protected characteristics of Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, and Sexual Orientation.

3.7 The finalised scheme and the strategic plan incorporated within it do not attempt to capture everything the City Council does to advance

equalities and diversity, but it sets out the organisation's priority areas for action in the next three years. The scheme was developed through an understanding of the City Council's achievements to date, an analysis of data available from relevant research and consultation exercises, and an assessment of where the authority needs to focus further effort.

3.8 The finalised Single Equality Scheme identifies 5 objectives for the City Council's work on equalities issues from April 2015 to March 2018. The proposed objectives for the new scheme are:

1. To further increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively
2. To continue to work to improve access to and take-up of Council services from all residents and communities
3. To **work towards a situation where** all residents have equal access public activities and spaces in Cambridge and are able to participate fully in the community
4. To tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the city continue to get on well together.
5. To ensure that the City Council's employment and **procurement** policies and practices are non-discriminatory and to work towards a more representative workforce within the City Council.

## 4. Consultation

4.1 In accordance with the principles of the Cambridgeshire Compact, public consultation on the draft Single Equality Scheme took place for 13 weeks from 2 March to 29 May 2015. As part of the consultation officers:

- Published the draft strategy and a questionnaire survey on the City Council website. The survey was publicised via the Council's Twitter account (in March and May) and sent directly to relevant partner organisations. A total of 22 responses were received to the survey.
- Held 10 bilateral meetings with the following voluntary and community groups that represent particular equalities groups:

Age UK, Cambridge Ethnic Community Forum, Cambridge Women's Aid, Cambridge Women's Resources Centre, Cam Sight, Centre 33, Disability Cambridgeshire, Jimmy's, Lifecraft, and Sexyouality.

- Sought advice from the Equalities Panel at a Special Meeting of the Panel on 2 February 2015.
- Sought the views of City Council staff via the Joint Equalities Group on 2 March 2015.

4.2 The findings from the consultation survey are summarised in Appendix A. Although 22 is a very limited number of responses, most of those who responded were supportive of the objectives and actions included in the SES. 82% of responders agreed that the five objectives for the scheme would challenge discrimination and improve equality of opportunity. In relation to the proposed actions, at least 75% of responders agreed that the actions would help achieve each of the five objectives.

4.3 The key issues raised by residents and stakeholders who participated in the above consultation activities are summarised in Appendix B. The City Council has provided a reply to each of these issues, to explain if each suggestion can be incorporated in the strategy, or if the City Council already has a means or an alternative way of doing what is being suggested. Where a suggestion cannot be taken forward, the City Council has explained why not.

4.4 The finalised version of the SES attached at Appendix C has been updated to reflect those suggestions that can be incorporated. For ease of identification, amendments made to the text of the scheme have all been underlined in the version that appears in Appendix C. Where new actions have been added to the Strategic Action Plan at the end of the scheme, the relevant cells in the table have been highlighted in grey.

4.5 The key changes that have been made to the Strategy since it was last presented to Strategy and Resources Committee are:

- The wording of Objective 3 (see 3.8 above) has been amended to include the words 'work towards a situation where'. This is intended to ensure that the Single Equality Scheme does not raise unrealistic expectations about what the Council can

achieve in relation to equal access and participation in public activities and spaces.

- Additional text has been added on p24 to explain the scope of the Council's influence on equalities issues and articulate how the Council will work in partnership with other organisations to achieve some of the objectives.
- The wording of Objective 5 (see 3.8 above) has been amended to include a reference to ensuring that our procurement policies are non-discriminatory. Two additional actions have also been added at 5.3 in the Strategic Action Plan, on updating the dedicated procurement guide for staff on equalities issues, and auditing whether equalities requirements of contracts are monitored.
- Additional actions have been included in response to issues identified through the consultation and developments since the draft strategy (3.1 on Cambridgeshire Celebrates Age activities; 3.2 on World Mental Health Day activities; 3.2 on promoting befriending schemes for older people; and 4.2 on celebrating LGB&T communities in Cambridge and tackling discrimination and harassment they experience).

## **5. Implications**

### **(a) Financial Implications**

As equalities has been mainstreamed across all Council services, the activities and actions identified in the strategic action plan will primarily be delivered through existing service budgets and will not require additional resources. However, the Strategy and Partnerships Team has a small budget to support equalities projects and publications, and a further budget to finance interpreting services to support fair and equal access to and delivery of services. Other services support corporate and service based equalities initiatives through provision of staff resources and occasionally funds for specific projects. We also work extensively with partner organisations to maximise the impact of our resources.

### **(b) Staffing Implications** (if not covered in Consultations Section)

As equalities has been mainstreamed across all Council services, the activities and actions identified in the strategic action plan will primarily be delivered as part of the core responsibilities of staff within the relevant services. The Joint Equalities Group is made up of staff

representatives from across all City Council services who are able to input time to supporting the mainstreaming of equalities. These are not specific posts within services, but are roles that have been adopted by staff where departments have been able to absorb additional duties.

**(c) Equality and Poverty Implications**

No Equality Impact Assessment (EqIA) has been carried out for the Single Equality Scheme. The Single Equality Scheme 2015 -18 will form the framework for the City Council's work to challenge discrimination and promote equal opportunity in all aspects of its work, and includes a range of actions that are designed to promote equality of opportunity. It also includes a range of evidence on the make-up of communities in Cambridge and the issues they face, so it will provide a useful resource for the completion of EqIAs for other projects and policies.

The Council has developed a dedicated Anti-Poverty Strategy to improve 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 on low incomes to experience financial pressures. The Single Equality Scheme focuses primarily on the nine protected characteristics identified in the Equality Act 2010, but references actions included in the finalised Anti-Poverty Strategy where relevant.

**(d) Environmental Implications**

The actions identified in the Strategic Action Plan are not anticipated to have any environmental impact, so a 'Nil' rating has been assigned

**(e) Procurement**

The City Council has taken steps to ensure that equalities considerations are embedded in its procurement processes. For example, we have published a Quick Procurement Guide which looks at how to deal effectively with equality issues in procurement projects. By doing this, staff can work to ensure that the suppliers and contractors that work for us do not operate in a way which conflicts with our legal responsibilities and do provide services/supplies that meet the diverse needs of the people that use our services.

**(f) Consultation and communication**

See 4.1 for details of the proposed approach to public consultation on the draft Single Equality Scheme.

### **(g) Community Safety**

The strategic action plan incorporated in the finalised Single Equality Scheme 2015-2018 includes a number of actions that will have a number of positive impacts on community safety and cohesion in Cambridge and the experience of particular equalities groups in the city. For example:

- Working with Cambridgeshire County Council's Crime Research Team to use available data on hate crime to improve our understanding of the local issues
- Providing regular outreach surgeries at Cambridge Mosque and the Addenbrookes Hub on services to address racial harassment and anti-social behaviour
- Delivering a 'Prevent' event which will bring community representatives together to look at the issue of radicalisation
- Working to achieve White Ribbon status for the City Council and reduce domestic violence and abuse towards women and men

## **6. Appendices**

Appendix C –Single Equality Scheme 2015-2018

## **7. Inspection of papers**

To inspect the background papers or if you have a query on the report please contact:

|                        |                                |
|------------------------|--------------------------------|
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## Appendix A - Single Equality Scheme consultation survey responses

The tables below summarise the responses received to the 6 questions included in the online survey as part of the Single Equality Scheme consultation.

**Q1. We have identified six objectives that we believe will enable us to challenge discrimination and improve equality of opportunity. Do you agree or disagree with our choice of objectives?**

|                           | No. of responses | Percentage |
|---------------------------|------------------|------------|
| Agree strongly            | 8                | 36.4       |
| Agree                     | 10               | 45.5       |
| Neither agree or disagree | 3                | 13.6       |
| Disagree                  | 1                | 4.6        |
| Disagree strongly         | 0                | 0.0        |

**Q2. Do you agree or disagree that the actions listed under Objective 1 in the action plan will further increase our understanding of the needs of Cambridge's communities?**

|                           | No. of responses | Percentage |
|---------------------------|------------------|------------|
| Agree strongly            | 7                | 33.3       |
| Agree                     | 11               | 52.4       |
| Neither agree or disagree | 2                | 9.5        |
| Disagree                  | 1                | 4.8        |
| Disagree strongly         | 0                | 0.0        |

**Q3. Do you agree or disagree that the actions listed under Objective 2 in the action plan will improve access to our services?**

|                           | No. of responses | Percentage |
|---------------------------|------------------|------------|
| Agree strongly            | 10               | 45.5       |
| Agree                     | 6                | 27.3       |
| Neither agree or disagree | 4                | 18.2       |
| Disagree                  | 2                | 9.1        |
| Disagree strongly         | 0                | 0          |



**Q4. Do you agree or disagree that the actions listed under Objective 3 in the action plan will help ensure residents have equal access to public activities and spaces and are able to participate fully in the community?**

|                           | No. of responses | Percentage |
|---------------------------|------------------|------------|
| Agree strongly            | 9                | 42.9       |
| Agree                     | 9                | 42.9       |
| Neither agree or disagree | 3                | 14.3       |
| Disagree                  | 0                | 0.0        |
| Disagree strongly         | 0                | 0.0        |

**Q5. Do you agree or disagree that the actions we have listed below will help tackle discrimination, harassment and victimisation and ensure that people from different backgrounds get on well together?**

|                           | No. of responses | Percentage |
|---------------------------|------------------|------------|
| Agree strongly            | 9                | 42.9       |
| Agree                     | 9                | 42.9       |
| Neither agree or disagree | 2                | 9.5        |
| Disagree                  | 1                | 4.8        |
| Disagree strongly         | 0                | 0.0        |

**Q6. Do you agree or disagree that the actions listed below will ensure that our employment policies and practices are non-discriminatory and help achieve a more representative City Council workforce?**

|                           | No. of responses | Percentage |
|---------------------------|------------------|------------|
| Agree strongly            | 6                | 30.0       |
| Agree                     | 9                | 45.0       |
| Neither agree or disagree | 3                | 15.0       |
| Disagree                  | 2                | 10.0       |
| Disagree strongly         | 0                | 0.0        |

## Appendix B - Issues raised through the Single Equality Scheme consultation

The table below provides a summary of the comments made by responders to the online survey, advice given by Members of the Equalities Panel and feedback from stakeholders in one-to-one meetings

| Issues raised by the consultees  | Cambridge City Council response  |
|--|--|
| <p>Gender – Some consultees highlighted a number of issues facing women in Cambridge which need addressing through the Single Equality Scheme:</p> <ul style="list-style-type: none"> <li>• There is a need to promote positive images of strong, empowered women. In particular, tackling domestic violence requires changes in attitudes including raising the status of women in society, normalising non-abusive behaviour and providing informal support networks.</li> <li>• Women not feeling safe in the evening and at night, particularly on public transport.</li> <li>• Some women may not be able to access services or opportunities due to controlling relationships.</li> <li>• In some circumstances there is a need to engage with women differently. For example, offender management services have recognised that all-women support groups can be more supportive and less intimidating.</li> <li>• Some of the accessibility issues can apply to parents with pushchairs, older people and others with mobility issues.</li> </ul> | <ul style="list-style-type: none"> <li>• The City Council played an active role in supporting the Women of the World Festival in Cambridge on 8 March, which is a festival of talks, debates, and arts events that celebrate the talents of women and girls from all walks of life and all parts of the world. For example, the Council supported a travelling exhibition of photographs of influential women in Cambridge and posters with motivational quotes posted in locations around the city.</li> <li>• The City Council has provided grant-funding for a number of voluntary organisations which provide support and a safe space for vulnerable women.</li> <li>• Those actions under Objective 3 in the SES action plan which aim at improving accessibility have been amended to include older people and others with mobility issues, as well as disabled people</li> </ul> |
| <p>Young people – Some consultees commented that reducing levels of youth service provision are impacting on young people. They observed that the City Council has historically provided a high level of youth provision and still does, but the County Council has less resources to do ‘in-reach’ activities in schools and is restructuring its Youth Services, and provision for Information Advice and Guidance has significantly reduced.</p>  | <p>The City Council continues to work with children and young people across the city through its Children and Young People’s Participation Service, running a range of open access, organised activities in local neighbourhoods. The service was recently reviewed and now focuses most of its work in disadvantaged communities, and has an increased emphasis on raising income by providing services for other local organisations, such as schools. This work is highlighted in the SES Action Plan under Objective 3.</p>  |
| <p>Older people - A number of consultees agreed that social isolation and</p>  | <p>The Council’s Anti-Poverty Strategy (APS) contains a specific objective on</p>  |

| Issues raised by the consultees  | Cambridge City Council response   |
|--|---|
| <p>'social poverty' are a key issue for some older people. It was suggested that providing transport to help older people attend groups and events, supporting volunteering and befriending schemes, and promoting digital inclusion for older people would help reduce isolation.</p>   | <p>reducing the social isolation experienced by many older people in Cambridge. The APS Action Plan and SES action plan both identify a number of events and activities that will reduce isolation for older people, including:</p> <ul style="list-style-type: none"> <li>• Continuing to run and support groups for older people</li> <li>• promoting existing volunteering and befriending schemes provided by voluntary and community organisations such as AgeUK</li> <li>• Work with partners and voluntary groups to develop and deliver a programme of events as part of the annual "Cambridgeshire Celebrates Age" festival</li> <li>• Providing a tenure neutral city-wide support service for older people</li> <li>• Providing targeted sports development work, including work to reduce falls amongst older people</li> </ul> <p>The City Council does not have direct influence over bus operators and transport providers, but it does provide the Taxicard scheme, which provides people with disabilities, including older people, with discounts on taxi fares. The City Council is also promoting digital inclusion for older people through the roll out of wireless broadband in all council-owned sheltered housing schemes.</p> |
| <p>LGB&amp;T – Some consultees felt that the SES needs to set out more clearly what action the Council is taking to address the key findings from the LGB&amp;T needs assessment. In particular, it was suggested that work was needed to:</p> <ul style="list-style-type: none"> <li>• support LGB&amp;T residents experiencing mental illness, self-harm, and alcohol use.</li> <li>• Educate communities that may be less tolerant of LGB&amp;T people, such as some BAME communities</li> </ul> <p>It was also suggested that the SES needs to:</p> <ul style="list-style-type: none"> <li>• Include data on transgender people in the section on gender.</li> </ul> | <p>The Council is working closely with Encompass, Sexyouality and other voluntary groups to take action to address the findings from the LGB&amp;T needs assessment. The following activities have been added to the finalised SES under Objective 4 in the Action Plan:</p> <ul style="list-style-type: none"> <li>• Including Pink activities in the Big Weekend to raise awareness of LGB&amp;T issues and supporting a Pink festival in May 2016</li> <li>• Inviting Encompass to participate in the programme of activities for World Mental Health Day being co-ordinated by the Council</li> <li>• Working with Encompass and the Ethnic Community Forum to arrange events to bring together BAME and LGB&amp;T communities as part of Black History Month and LGBT History Month</li> <li>• Using links with business organisations such as the Business</li> </ul>   |

| Issues raised by the consultees   | Cambridge City Council response   |
|---|---|
| <ul style="list-style-type: none"> <li>• Include data on LGB&amp;T staff in the section on the Council's workforce, in addition to the data on BAME and disabled staff already included in the scheme</li> </ul>  | <p>Improvement District (BID) to promote a rainbow kitemark scheme being launched by Encompass for shops that are welcoming to LGB&amp;T people</p> <p>Data on the estimated number of transgender people has been added in the section on gender on page 7 of the SES. Data on the number of LGB&amp;T staff in the Council workforce has been added on page 20, along with data on gender, age and religion or belief. More detailed information is available in the annual Equality in Employment reports, which can be found on the Council's website here: <a href="https://www.cambridge.gov.uk/equality-and-diversity-performance">https://www.cambridge.gov.uk/equality-and-diversity-performance</a></p>   |
| <p>Mental health – Some consultees said that action is needed to tackle discrimination and stigmatisation of people with mental illnesses. The Council could support people with mental health issues by:</p> <ul style="list-style-type: none"> <li>• Ensuring that Council employment policies support people with mental illnesses in work</li> <li>• Offering part-time, supported permitted earnings contracts to staff with mental health issues to enable them to contribute more fully and get out of poverty.</li> <li>• Providing a minimum quota for employment of people with mental health issues and other disabilities.</li> <li>• Providing a break-down in equalities monitoring for different disabilities, including mental health.</li> <li>• Providing free swimming for people with mental health issues who are on a low income.</li> <li>• Tackling social isolation, which is key for people with mental health issues as well as older people.</li> </ul> | <ul style="list-style-type: none"> <li>• The City Council is working with partner organisations across the City to provide a range of awareness raising activities on mental health issues as part of World Mental Health Day in October 2015. These activities will be targeted both at City Council staff and at local communities. This has been added as action to the finalised SES under Objective 3 in the action plan.</li> <li>• The Council also provides regular training for staff and Councillors on how to support colleagues and members of the public with mental health issues.</li> <li>• The City Council currently provides discounted access to leisure centres for people on Means Tested Benefits, including those with mental health issues, and provides a free programme of sports sessions for people using mental health services, including gym sessions, football, swimming, t'ai chi, multi-sports activities, and tennis and badminton sessions.</li> <li>• The Council has a workforce target for staff declaring a disability of 6.5%. This includes people with mental health issues, but there are no plans currently to include a specific target for staff with mental health issues. The Council also currently monitors the number of disabled staff in the workforce, along with recruitment rates, and training attendance, but there are currently no plans to break this down into specific disabilities such as mental health issues.</li> </ul> |
| <p>Integration – Some consultees felt that the SES should mention</p>   | <p>In line with Government guidance, the Council does not routinely translate</p>   |

| Issues raised by the consultees   | Cambridge City Council response   |
|---|---|
| <p>communities which do not currently integrate with the wider community in Cambridge. They felt that providing interpreters and translating documents into different languages does not provide any incentive to learn English. Instead, they suggested that the Council should focus on providing free English language courses to help communities integrate. However, other residents felt that the Council should translate documents into other languages.</p>  | <p>documents into other languages. However, in some instances we need to provide interpreters to ensure that people who do not speak English are able to access the services that they urgently need, or in some circumstances to ensure that we are able to explain the action that the Council is taking against particular residents. The Council does not provide English language courses directly, but there are a wide range of courses available through FE colleges and voluntary organisations in Cambridge.</p>  |
| <p>Accessibility – Some consultees strongly agreed that it was important to improve accessibility for disabled people and supported the actions outlined in the SES. In addition, consultees felt it was important to:</p> <ul style="list-style-type: none"> <li>• Ensure that street furniture and waste bins do not create obstacles.</li> <li>• Improve bus services in Cambridge to increase access to public and private activities, services and spaces.</li> <li>• Consult disabled people on changes to infrastructure.</li> <li>• Disabled people are more likely to be on low incomes, and therefore more likely to experience poverty of opportunities. For example they are less likely to be able to afford to attend ticketed arts, cultural and sports events in Cambridge</li> </ul> | <ul style="list-style-type: none"> <li>• The Council is currently carrying out a review of accessibility in the city centre which will include an assessment of the impact of street furniture and waste bins.</li> <li>• As outlined above, the City Council does not have direct influence over bus operators and transport providers, but it does provide the Taxicard scheme, which provides people with disabilities with discounts on taxi fares.</li> <li>• The Council recognises that there is the potential for disabled people to be excluded from arts, cultural and sports activities due to income or accessibility issues. In 2013 the Council supported a supported a disability sports and arts festival, which included a diverse range of workshops, demonstrations, performances and film screenings. The Council continues to provide free swimming sessions, gym sessions and exercise classes for people with disabilities, mobility problems and long-term conditions.</li> </ul> |
| <p>Digital inclusion - Some consultees agreed strongly that the Council should support residents to access the internet and develop their digital skills, and they supported the actions set out in the SES. Access to the internet was seen as a potential barrier to equal citizenship, and could restrict access to services and benefits such as Universal Credit. However, some consultees felt it was important to continue to provide alternatives to digital services for those who do not have the skills or cannot afford the internet. One consultee also felt it was important for the Council to work with public libraries to promote digital inclusion.</p>  | <p>Through our developing Digital Strategy, we will make more services available via digital methods. This will help ensure that customers can use our services in ways and times that suit them. By providing greater online access to information, documents, forms and processes, we will also free up staff time and save money. This will contribute to managing the financial pressures the Council faces and help us to focus our resources on those who need our services most and where they can make the most difference.</p> <p>To overcome the barriers to accessing digital services, we will explore opportunities to increase internet access points in community buildings (e.g. community centres) to ensure that vulnerable people can access the</p>   |

| Issues raised by the consultees   | Cambridge City Council response   |
|---|---|
|   | <p>information or services they need. Where necessary, we will train staff or 'Digital Champions' to support our most vulnerable residents to build their digital capacity, capability and connectivity. We have recently launched a Digital Inclusion grant fund, which will provide funding to voluntary and community groups for projects which will develop the digital skills of vulnerable residents.</p>   |
| <p>Consultation and engagement with residents – Consultees made a number of comments regarding consultation and engagement with residents by the Council. These included:</p> <ul style="list-style-type: none"> <li>• There is a need to engage more with the community and provide opportunities for interested residents to engage in debate with Councillors and Council officers.</li> <li>• There is a need to increase the diversity of people who engage with the Council. For example, this could be achieved by running workshops in schools and colleges, explaining how the Council is run and how people can influence Councillors.</li> </ul> | <p>The Council actively seeks to engage residents in the decisions it makes. Scrutiny Committee meetings and Area Committee meetings are all open to the public and include the opportunity for members of the public to ask questions. The Council regularly consults publicly on decisions, policies and projects which impact on local residents (see the City Council's website for a list of current and past consultations: <a href="https://www.cambridge.gov.uk/how-we-consult">https://www.cambridge.gov.uk/how-we-consult</a>). The Council's Code of Practice on Consultation and Community Engagement (available from the same page of the website) sets out the key principles which guide our approach to consultation. Following targeted consultation with LGB&amp;T residents in 2014, we are currently consulting women, men on low incomes, people with disabilities, and BAME residents and faith communities in Cambridge on the particular issues that they face. As part of our efforts to engage residents in the Council's work, the Leader of the Council has recently held talks at local schools to explain what the Council does, how young people can get involved and to answer their questions.</p> |
| <p>Engagement with businesses – Some consultees felt that the council needs to engage more with businesses on equalities issues. In particular, they suggested that the SES needs to make greater reference to how the Council can promote equalities through procurement and working with contractors. The Equalities Panel recommended that procurement policies should be added to Objective 5 of the SES.</p>   | <p>The Council has a Quick Procurement Guide on 'Equalities, Social Value and the Living Wage' which sets out the Council's approach to equalities in procurement and provides guidance for staff who are procuring goods and services. The guide was updated in October 2014. The guide requires contract managers to assess early in the process whether equalities considerations are relevant, and if they are, to identify how they can be addressed through the procurement process and the contract. It also requires contract managers to ensure that any equalities requirements are being met by contractors, through good contract management and data collection. Two new actions have been added to the Single Equality Scheme at 5.3 in the Strategic Action Plan:</p>  |

| Issues raised by the consultees  | Cambridge City Council response   |
|--|---|
|  | <ul style="list-style-type: none"> <li>• Review the Council’s Procurement Guide for officers on ‘Equalities, Social Value and the Living Wage’ and update it to reflect any relevant changes in equalities or procurement legislation and guidance</li> <li>• As part of a wider audit of the Council’s contract management processes, audit a sample of contracts to determine whether equalities considerations are being monitored effectively</li> </ul>  |
| <p>Employment issues –A variety of views were expressed on how the Council should increase the representativeness of its workforce, including:</p> <ul style="list-style-type: none"> <li>• Rather than setting targets, BAME and disabled applicants should be provided with training and support.</li> <li>• Reviewing the approach to internal recruitment and the impact that this could have on diversity.</li> </ul>   | <p>The Council recognises that it is important that its workforce is as representative of the community it serves as possible. We monitor and report on diversity in our workforce through annual Equality in Employment reports to the Council’s Equalities Panel, and we set targets for the proportion of its workforce that are BAME and disabled in order to help drive this change. We have carried out a survey of BAME applicants and will analyse the results to identify whether there are any barriers that BAME applicants particularly experience. All City Council employees, including BAME and disabled staff, have equal access to an extensive programme of training opportunities.</p> |
| <p>Apprenticeships - Some consultees expressed strong support for the Council’s focus on apprenticeships as a way of ensuring that local people can access employment and contribute to the success of the city. However, some consultees commented that it is important to ensure that apprenticeships are accessible to people on low incomes, as there is currently a high level of competitions for apprenticeships in trades. Vulnerable young people also need support once they are in apprenticeships.</p> | <p>We welcome the support for action on apprenticeships. While the City Council apprenticeships will be open to all and we will accept the best candidates, we will explore how we can actively promote the opportunities to people in disadvantaged areas of Cambridge through Cambridge Regional College and City Council housing officers.</p>   |
| <p>Monitoring outcomes – It is important that the outcomes of the SES are monitored. This could be achieved through regular surveys and encouraging members of the public to report instances when the Council falls short.</p>  | <p>We will provide updates on the delivery of actions included in the SES action plan as part of our Annual Review of Equalities, which is presented to the Council’s Strategy and Resources Committee in March each year and published on the Council’s website here:<br/> <a href="https://www.cambridge.gov.uk/equality-and-diversity-performance">https://www.cambridge.gov.uk/equality-and-diversity-performance</a><br/> We encourage members of the public to report any complaints regarding council services, including complaints on equalities issues, through the</p>   |

| Issues raised by the consultees  | Cambridge City Council response  |
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|  | <p>Council's complaints process, which is set out here:<br/> <a href="https://www.cambridge.gov.uk/compliments-complaints-and-suggestions">https://www.cambridge.gov.uk/compliments-complaints-and-suggestions</a></p>   |
| <p>Other issues – A range of other comments were made by individual respondees, including:</p> <ol style="list-style-type: none"> <li>1. How much is the Council spending on the equalities activities outlined in the SES?</li> <li>2. There is too much equalities jargon in the SES which makes it difficult for members of the public to understand</li> <li>3. The SES focuses more on some groups (e.g. LGB&amp;T and gender) and less on others (e.g. older people and BAME), and is not representative of the population of Cambridge as a result</li> <li>4. There is a need to be clearer about what influence the Council can have directly on equalities issues in Cambridge, and issues where the Council can work in partnership with or lobby other organisations in the City. In particular, the wording of Objective 3 needs amending to ensure that it does not raise unrealistic expectations about what the Council can achieve</li> </ol> | <ol style="list-style-type: none"> <li>1. We have sought to mainstream equalities considerations into everything that the Council does, so many of the activities included in the SES action plan are part of the core business of particular Council services and members of staff, and we have not therefore identified the costs of these individual activities when developing this scheme. However, where additional projects have been identified, it is possible to identify the costs of these actions. For example: £15,000 has been made available for digital skills activities, including the Digital Inclusion Fund, in 2015/16; £25,000 has been made available for the mental health outreach pilot; and £10,000 has been made available for free swimming lessons for children from low income families in 2015/16.</li> <li>2. A glossary of terms has been added to the SES to address this issue, and the scheme has been reviewed to identify and replace any jargon with more widely understood terms.</li> <li>3. The SES includes both actions which will affect all equalities groups, and more specific actions to address identified needs for particular equalities groups, including people with disabilities, older people, younger people, women, LGB&amp;T people and BAME residents. However, there is a particular focus on LGB&amp;T issues in the evidence section, because we received the results of the LGB&amp;T needs assessment in 2014. Further needs assessments for women, men on low incomes, people with disabilities, and BAME and faith communities will be completed in the autumn of 2015. We anticipate that these surveys will identify new issues, which will be addressed through the annual reviews of the SES.</li> <li>4. Objective 3 in the finalised SES has been amended to include 'work towards' and additional text has been added to explain how the Council will work in partnership to achieve its equalities objectives.</li> </ol> |