

# 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:

Cherry Hinton Hall Ground Improvements Phase 2

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

This EqIA covers the further phase of improvements to Cherry Hinton Hall and grounds – the background to this work can be found [here](#) and results from the consultation work which highlights some of the equalities issues can be found [here](#) and [here](#). The improvements to the grounds of Cherry Hinton Hall envisaged by a previously approved Master plan, contains the following key objectives which have been prioritised with the funding available:

- Introduce and re-landscape the former propagation site in the centre of the park previously inaccessible to the public.
- Re-introduce/recreate Victorian features of the park including;
- Removal of vegetation to front and rear of the Hall to allow uninterrupted views of the Hall building;
- The path network to allow easy and improved accessibility for all users;
- Improvement to parks furniture within the grounds to ensure user needs are adequately met;
- To enhance ecological properties within the park by creation of wild flower meadows, tree planting other vegetation planting.
- To dredge the lake and enlarge the current island and increase biodiversity by marginal planting

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

X Residents

X Visitors

A specific client group or groups (please state):  
Key stakeholders have been engaged through this project include; Cherry Hinton Hall Friends Group, Cambridge Live (Folk Festival), Cambridge International School and The City Council Children's Team.

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

X Existing

**5. Responsible directorate and service**

Directorate: Environment

Service: Streets and Open Spaces

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

No

## 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)

Improvement to path routes and upgrading of path surfacing will have a positive impact on the elderly who may currently find parts of the park difficult to access via formal path routing and also durability of current surfaces. Positive Impact

**(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)

Improvement to access and path routes will have a positive impact on wheelchair users as routes are increased allowing wider access and some surfacing made more user friendly for wheelchairs. Positive Impact

**(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 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):**

None

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

As the improvements work develop in this second phase, any equality issues that arise will be reviewed and noted in this EqIA.

## 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: Anthony French – Senior Asset Development Officer

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

Alistair Wilson – Development Manager

Date of completion: 10/12/15

Date of next review of the assessment: regular assessment with final review date of March 2018 when the project is due to be completed.

## 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	