

## 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:

Changes to the provision of Midsummer Fair 2016

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

Midsummer Fair is a 10 day event covering significant parts and paths over Midsummer Common. Since an incident on 4<sup>th</sup> November 2016 (when a member of the public was seriously injured in the build up to Bonfire Night) the Council and Cambridge Live have taken advice from the Health & Safety Executive (HSE) to review arrangements for the management of events on open spaces, including Midsummer Fair.

Midsummer Fair is the most complex of all the events which take place on Midsummer Common, with prolonged 10 day event duration, a significant number of articulated vehicles and many adults and children temporarily living on the site. There is a multiplicity of contractual arrangements with up to 80 separate fair traders (the Fair is not run under the umbrella of a single organisation or individual). The event covers a number of paths over the common for its entire duration, all of which are used frequently by local cyclists and pedestrians.

The Council is under no direct legal obligation to hold Midsummer Fair. The amusement element forms no part of the historic Midsummer Fair.

The timescale for achieving this work is extremely tight and does not allow any room for slippage. The SAG would want to see fully formed plans by 7<sup>th</sup> April at the latest. The actions taken to remove the mixing of pedestrians and vehicles have the potential to create new risks around crushing, mass evacuations, and fire, all of which need to be considered, and which require input from the full range of emergency services. The City Council, Cambridge Live, the County Council and the local Safety Advisory Group (SAG) need to have full confidence in the event management plans and their ability to implement these

Four possible options were identified in discussions with Cambridge Live.

- Option 1 - Run the Fair as it currently stands.
- Option 2 - Run the Fair but with a smaller Fun Fair element.
- Option 3 - Run the Traders Market with no Fun Fair.
- Option 4 - Cancel the whole event.

The HSE requirements mean the footprint of the event, its scale and its management must be completely reconfigured to ensure vehicle and pedestrian separation. A significant number of footpath closures are inevitable and a range of temporary and permanent closures would need to be agreed

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

with the County Council for the 10 day period which includes set-up, the event, and get-out.

The Council and Cambridge Live considered the options, consulted with the local Safety Advisory Group and agreed that it was not possible to reconfigure the event with a funfair in the time available in such a way that would give confidence that the event would fully comply with the Health and Safety Executive recommendations.

The Council understands this will be disappointing. The decision is being made now to provide fun fair operators with time to make alternative plans. It was not appropriate to consult on this decision as the decision was taken on health and safety grounds and the outcome of any consultation would not have had a material effect in relation to the decision.

The traditional traders market is more straightforward and having received advice from the City's Safety Advisory Group, the Council believes this can be managed safely albeit with some changes and acknowledging there may be some extra cost to the Council. Therefore, the option of running the market element of the event only is still under consideration. There will be continuing dialogue with Safety Advisory Group, and consultation with the traders and the traveler community to see whether they wish to proceed with the event in the absence of a funfair.

Briefing with traders and fair operators will be carried out by Cambridge Live, timed to with the public release of this decision, using letter, email, phone and communication through third parties.

**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):

Market Traders, Fair Traders, The Showman's Guild, the traveller community

**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: Communities, Arts and Recreation

Service: Culture and Community

**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):

Cambridge Live, County Council, Health and Safety Executive.

## 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.

### Background Information

- Cambridge Live was launched on 1st April 2015 and took over delivery of the City Events programme. The organisation works in partnership with the City Council and many local organisations who contribute to the wide ranging events across the City and beyond. Cambridge Live also contributes to the cultural life of the city through the Corn Exchange and Guildhalls programme and delivery of the Cambridge Folk Festival. [Further details about Cambridge Live.](#)

### The History of Midsummer Fair

- It's thought the Fair's origins lie in a gathering of young people which took place once a year, to participate in 'music, singing, wrestling matches and other games.' In 1211, King John granted the charter for Midsummer Fair to Barnwell Priory which lay between Newmarket Road and the River Cam.
- However, by the early 1500s, the Mayor and Corporation of Cambridge had gained control of the Fair. This was one of the most important medieval trading fairs in Europe, with goods such as wood, iron and steel arriving via the River Cam. The hiring of labourers and servants, and the buying and selling of horses continued here until the early 20th century.
- The horse and cattle sales attracted many travellers who still come to the Fair in large numbers. Entertainment has largely taken over from trading. However, the Mayor still continues the time-honoured tradition of parading and proclaiming Midsummer Fair open by scattering pennies to the crowd. [More on its history](#)
- Last year, the fair took place from Wednesday the 24th of June until Monday 29th June 2015 the evaluation highlighted the following:
  - 150 pitches were taken in total by showmen and traders.
  - Wednesday and Saturday particularly busy with a total estimated attendance of around 30,000 over the whole event.
  - Heritage Lottery funded a [film documentary](#) produced by Cambridgeshire Film Consortium and Coleridge College after school film club about how the very first films shown in Cambridge from 1896 were at Tudor's Circus and the Cambridge Midsummer Fairs
  - Accessible session for Castle School & children from other local special schools.

**(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)

- The event is open to people of all ages.
- Specific provision has been made for younger people through an educational marquee & activities (especially aimed at traveller children).
- Potential impact as the Fair and its rides play an important part of the attraction of the event and is particularly appealing to some young people and children.
- Events, such as the Fair, can be an important part of Traveller life and offer opportunities to connect with other travellers in a relatively safe environment.
- **For further information about Children, Young People and Older People in Travelling Communities:** In 2006, Ormiston Children and Families Trust carried out participatory research into the lives, views and experiences of young Gypsies and Travellers in the UK. The study involved 148 children, aged from five to 13 years, from English Romany Gypsy, Irish Traveller and Showmen's communities. The report 'Children's voices: changing futures revealed children's views on a number of key areas. It was made into a book and some of the findings were used in [this briefing](#) for health staff in Cambridgeshire.

**(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)

[Cambridgeshire Healthwatch](#) sent us a recent report on the health needs of local Gypsies, Romany and Travellers. "Our Health Matters" is a summary of what local Gypsies, Romany and Travellers have told us about their health needs. They make up the largest ethnic minority communities in Cambridgeshire; however, they are more likely to have poor health than other local people.

Key findings were

- Life expectancy for Gypsies and Travellers is at least 10 to 12 years less than the general population.
- 42% of English Gypsies are affected by one or more long term health conditions, as opposed to 18% of the general population.
- One in five Gypsy Traveller mothers will experience the loss of a child, compared to one in a hundred of the general population.
- Gypsy or Irish Travellers are amongst the highest providers of unpaid care.
- Gypsies and Travellers are over twice as likely to be depressed, than the general population

[Cambridgeshire Joint Strategic Needs Assessment for Travellers](#) (2010) lists the following health outcomes:

- Gypsies and Travellers have significantly poorer health status and more self-reported symptoms of ill-health than the rest of the population with reported health problems being between two and five times more prevalent.
- Poor mental health is a particular concern and has been flagged by the THT as an issue.
- There are issues with lack of understanding and therefore not complying with treatment and access to healthcare services.
- Male Gypsies and Travellers are reluctant to discuss personal issues with the women in their family network and will not access health services until the problem is severe.
- Early intervention and prevention measures such as screening and immunisation have low uptake among the Gypsy and Traveller population.
- Lifestyle risk factors such as rates of smoking and obesity are higher in the Gypsy and Traveller community than the rest of the general population.

Given the Councils support of better mental health for all, the status of the Fair might be considered important as a source of social and emotional support. Meeting up with family and friends and meeting peers could positively contribute to people health if the event goes ahead.

For further reading on [Traveller health issues](#)

### **(c) Gender**

Some traditional families may view Traveller events as opportunities for their sons and daughters to meet potential husbands and wives - as finding a partner and getting married can be a very important aspect of Traveller culture. There may be a negative impact if the Fair is not well attended on this occasion. Some negative impact might be created but this will be reviewed as the preferred option is developed and agreed.

#### **(d) Pregnancy and maternity**

See the section on Disability for further detail – the reports have information on maternal and postnatal care. Traveller women are more likely to have difficulty accessing suitable and healthcare which is sensitive to their particular needs.

Will the Fair offer health services/ information stands/ benefits advice in a similar way to how the Council provides advice and information at other community events?

No disproportionate impact anticipated but this will be reviewed as the preferred path of action is developed and agreed.

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

No anticipated impact but check Encompass perhaps – do they do any work with Travellers?

#### **(f) Marriage and Civil Partnership**

The Council is aware of importance of Midsummer Fair in travelling calendar and its potential role as a safe space to meet and develop friendships/ relationship/ marriages.

We are looking to find ways to support continue to support communities, families and individuals by considering a range of options and working with Traveller communities to find the best approach whilst meeting the Health and Safety guidelines to minimise any negative impacts.

#### **(g) Race or Ethnicity**

##### **Groups with recognised ethnic status under the current Equalities legislation.**

The following are groups who are currently recognised as a distinct ethnic group in UK law.

English Gypsies/ Romanichals, Travellers of Irish Heritage and European Roma,

##### **Other groups of Gypsies and Travellers who are currently not recognised as ethnic groups**

The following are groups who are currently not recognised as distinct ethnic groups in UK law. Some are arguably ethnic groups, and may receive legal recognition as such in due course. Others are groups who are categorised by occupation or lifestyle choice, without having a common ethnic background. In either case, they may share similar needs (particularly with regards to accommodation need) to those ethnically recognised groups:

- Scottish Gypsies/ Travellers
- Welsh Gypsies
- Show people
- New Travellers
- River Travellers or 'Bargees'

##### [Source](#)

Yes, this proposal will have an impact on Travelling Communities and more work will need to be done to understand the effect of the change – they could be negative or positive. An EqIA is a living document and so can be updated as the impacts are revealed.

### **(h) Religion or Belief**

Many Romany Gypsies and Irish Travellers are Christians and members of Christian religious groups. Religion is for many people an important aspect of cultural identity alongside the family, language, hygiene, earning a living in flexible ways, and nomadism.

This was reflected in a [myth-busting booklet](#) with a group of Gypsies and Travellers working with Bristol City Council: 'Religion is of great importance to many Gypsies and Travellers, in terms of their daily lives and through rituals and gatherings'

In terms of impact, there is likely to be a low level of impact with any of the options suggested unless the event takes place on a day of religious significance.

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

No anticipated impacts

### **(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):**

This is a new category and we are working with staff to help them consider the poverty impacts of decisions – linked to the Anti-Poverty Strategy – [more information](#).

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

- The numbers of Gypsies and Travellers in the population is difficult to ascertain. There may be significant underreporting as organisations often do not include Gypsies and Travellers in their ethnic monitoring and people are concerned about prejudice and negative treatment if their identity is revealed.
- In Cambridgeshire it is estimated that approximately 70% are Romany Gypsies, 20% are Irish Travellers and 10% are others including Scottish and Welsh Travellers and an increasing number of Eastern European Gypsies. There appears to be a demographic variation between North and South Cambridgeshire with a higher number of Irish Travellers in South Cambridgeshire
- A Traveller Needs Assessment carried out in the Cambridge Sub-region in 2005 estimated the Gypsy and Traveller population in Cambridgeshire to be 5702
- A very [detailed and comprehensive report](#) by the Equality and Human Rights Commission describes in greater detail the challenges faced by Traveller Communities.



## 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.
- As stated previously poor levels of literacy in the Gypsy and Traveller population may make it difficult to access services and information and complete forms to receive benefits, etc. Communications should be available and provided in an appropriate format for the Gypsy and Traveller population and consideration should be given to communicating with this group by health care and other local services
- A popular medium for providing specific information to the Gypsy and Traveller community is to use CD/DVD/Video.
- Social media is a growing route for communication with the Gypsy and Traveller community
- The Council will need to develop a comprehensive Communication Plan as literacy and numeracy issues within communities might be a barrier to contacting the traders, contacting attendees and make sure, if the event runs, that it is accessible for everybody.
- Giving advance notice to the Traders and to the Traveller communities – this is very important as this will help minimise the impact of changing the original plan and give the traders opportunities to make alternative plans.
- Length of the event – give adequate notice to people to make for travel arrangements or organise alternatives.
- Contact several national and well-known organisations to get the message out – Gypsy Council – County Traveller Team – also look on Facebook and Twitter. Housing Team for contact with licenced sites and people living in houses. Talk to colleagues in neighbouring authorities: South Cambs/ Fenland and East Cambs, Cambridgeshire County Council (David Bailey)
- Contact the public sector bodies involved with other large Traveller events, in particular – Appleby – as it is the week before the dates of the Midsummer Fair. Ask for their advice about any equality impacts that they consider – have they needed to cancel their event. Bourn Market. Can we work with them to alert communities about attendance at Cambridge depending on the decision about whether to go ahead or not. (Appleby Horse Fair is from the 2nd – 8th June 2016)

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: Debbie Kaye, Head of Communities, Arts and Recreation

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

Jane Wilson, Culture and Community Manager  
Suzanne Goff, Strategy Officer

Date of completion: 18 March 2016

Date of next review of the assessment:

## Action Plan

**Equality Impact Assessment title:**

**Date of completion:**

| <b>Equality Group</b>   | <b>Age</b>  |
|---|---|
| Details of possible disadvantage or negative impact               | Possible negative impact on young people attending the event  |
| Action to be taken to address the disadvantage or negative impact | Ensure decision not to run Fun Fair is communicated quickly and effectively.<br>If the event takes place with the market element only consider options for young people's activity. |
| Officer responsible for progressing the action                    | Cambridge Live, reporting to Authorised Officer via contractual arrangements  |
| Date action to be completed by                                    | 20 April 2016   |

| <b>Equality Group</b>   | <b>Disability</b>   |
|---|---|
| Details of possible disadvantage or negative impact               | The Gypsy and Traveller Community have poorer health outcomes than the general population. The removal of a major social event from the annual calendar could have a negative impact.                                 |
| Action to be taken to address the disadvantage or negative impact | Ensure decision not to run Fun Fair is communicated quickly and effectively.<br><br>Consultation with the Gypsy and Traveller Community to see whether they wish to go ahead with the event without a funfair element |
| Officer responsible for progressing the action                    | Cambridge Live, reporting to Authorised Officer via contractual arrangements  |
| Date action to be completed by                                    | 20 April 2016   |

| <b>Equality Group</b>   | <b>Gender</b>   |
|---|---|
| Details of possible disadvantage or negative impact               | Event is used by some families to introduce young people to potential marriage partners   |
| Action to be taken to address the disadvantage or negative impact | Ensure decision not to run Fun Fair is communicated quickly and effectively.<br><br>Consultation with the Gypsy and Traveller Community to see whether they wish to go ahead with the event without a funfair element |
| Officer responsible for progressing the action                    | Cambridge Live, reporting to Authorised Officer via contractual arrangements  |
| Date action to be completed by                                    | 20 April 2016   |

| <b>Equality Group</b>   | <b>Pregnancy and Maternity</b>  |
|---|---|
| Details of possible disadvantage or negative impact               | The Gypsy and Traveller Community have poorer health outcomes than the general population. The removal of a major social event from the annual calendar could have a negative impact.                                 |
| Action to be taken to address the disadvantage or negative impact | Ensure decision not to run Fun Fair is communicated quickly and effectively.<br><br>Consultation with the Gypsy and Traveller Community to see whether they wish to go ahead with the event without a funfair element |
| Officer responsible for progressing the action                    | Cambridge Live, reporting to Authorised Officer via contractual arrangements  |
| Date action to be completed by                                    | 20 April 2016   |

| <b>Equality Group</b>   | <b>Transgender</b>    |
|---|-----------------------|
| Details of possible disadvantage or negative impact               | No anticipated impact |
| Action to be taken to address the disadvantage or negative impact |                       |
| Officer responsible for progressing the action                    |                       |
| Date action to be completed by                                    | 20 April 2016         |

| <b>Equality Group</b>   | <b>Marriage and Civil Partnership</b>   |
|---|---|
| Details of possible disadvantage or negative impact               | Event is used by some families to introduce young people to potential marriage partners   |
| Action to be taken to address the disadvantage or negative impact | Ensure decision not to run Fun Fair is communicated quickly and effectively.<br><br>Consultation with the Gypsy and Traveller Community to see whether they wish to go ahead with the event without a funfair element |
| Officer responsible for progressing the action                    | Cambridge Live, reporting to Authorised Officer via contractual arrangements  |
| Date action to be completed by                                    | 20 April 2016   |

| <b>Equality Group</b>   | <b>Race or Ethnicity</b>  |
|---|---|
| Details of possible disadvantage or negative impact               | Not running the funfair will have an impact on the travelling community, including groups with recognised status under current equalities legislation and those which are not   |
| Action to be taken to address the disadvantage or negative impact | Ensure decision not to run Fun Fair is communicated quickly and effectively.<br><br>Consultation with the Gypsy and Traveller Community to see whether they wish to go ahead with the event without a funfair element |
| Officer responsible for progressing the action                    | Cambridge Live, reporting to Authorised Officer via contractual arrangements  |
| Date action to be completed by                                    | 20 April 2016   |

| <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                                    |                           |

| 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                                    |                    |

| <b>Other factors that may lead to inequality – <u>in particular</u> – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):</b> |   |
|---|---|
| Details of possible disadvantage or negative impact   | Poor levels of literacy in the Gypsy and Traveller Community could have a negative impact   |
| Action to be taken to address the disadvantage or negative impact   | The communication and consultation plan needs to take into consideration the need for alternative and multiple routes for communication |
| Officer responsible for progressing the action  | Cambridge Live, reporting to Authorised Officer via contractual arrangements  |
| Date action to be completed by  | 20 April 2016   |