

Cambridge City Council Equality Impact Assessment

Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 457174 or email suzanne.goff@cambridge.gov.uk or from any member of the Joint Equalities Group.

<p>1. Title of strategy, policy, plan, project, contract or major change to your service:</p> <p>Cambridge City Council Review of Community Provision and development of a draft Community Centre Strategy.</p>
<p>2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?</p> <p>An EQIA was completed during Phase 1 (the Auditing phase) of the Strategic Review of Community Provision.</p> <p>This EQIA provides an update which incorporates of Phase 2 of the review (the analysis, planning and draft recommendations/strategy stage).</p> <p>Outcomes for the review were agreed at Community Services Scrutiny Committee on 14th January 2016 (click here to link to the report):</p> <p>http://democracy.cambridge.gov.uk/documents/g2792/Public%20reports%20pack%2014th-Jan-2016%2014.30%20Community%20Services%20Scrutiny%20Committee.pdf?T=10</p> <p>Development of a community centres strategy was agreed on 20th June 2016 (click here to link to the report):</p> <p>http://democracy.cambridge.gov.uk/documents/g3076/Public%20reports%20pack%2030th-Jun-2016%2014.30%20Community%20Services%20Scrutiny%20Committee.pdf?T=10</p> <p>The purpose of the review is to develop a Vision that will ensure:-</p> <ul style="list-style-type: none"> • Council supported community centres are located in the right areas of the city to address the greatest needs <ul style="list-style-type: none"> ○ They are sustainable and provide accessible, joined up services to residents ○ They effectively contribute to the delivery of the Council's corporate priorities in a cost efficient way ○ The Council has successful partnership arrangements in place with the voluntary sector and other agencies, that meet the needs of local communities • Council community development resource and activities are flexible to meet changing needs of the city

The datasets we have used in the review include:

1. Community facility audit data;
2. Output data for low income households and benefit claimants;
3. Population density;
4. GIS 15 minute walk time catchments

These datasets have helped to build a comprehensive evidence base to complete analysis work that will provide the council with answers to the following questions:

1. What is the range of community facility provision currently in place across the city?
2. Are the Council's existing and planned community centres located in the right places to deliver the Council's community development activity and anti-poverty priorities?
3. If there are Council community centres which are not best located to deliver this work what should the future of these centres be?
4. Are there any gaps in current provision to be able to deliver the Council's anti-poverty priorities?
5. How could the Council look to address these gaps?
6. Following the analysis work, what is the future for centres identified as less strategically important and 'Transitional'?

This EQIA has been completed to inform a report to Community Services Scrutiny Committee on 19th January 2017

<http://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=176&MIId=3078&Ver=4>

The audit work undertaken included:-

1. Initially collated data from across the Councils internal databases which identified 149 venues which were all contacted;
2. Undertook a further call for evidence and invited groups and the public to share information about facilities at area committee meetings;
3. Attended equality forum to gain an understanding of equalities groups needs for community space;
4. Asked community and voluntary organisations to submit an initial expression of interest if they were interested in taking on the management and operation of a council managed community facility;

Following the call for evidence, 176 possible community facilities were identified. We then undertook a verification process to confirm accessibility at an affordable rate for community to hire. Following verification, 107 venues were confirmed as community facilities.

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):

Low income residents and other residents who user community centres, other statutory agencies and voluntary organisation.

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: Community Services
Service: Community Services

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):

Voluntary organisations, Housing Development Agency (CIP), County Council, Corporate Strategy, GIS team, Planning team, Centre staff

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:

- a. 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).
- b. Complaints information.
- c. Performance information.
- d. Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- e. Inspection results.
- f. Comparisons with other organisations.
- g. 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).
- h. The relevant premises involved.
- i. Your communications.

Quarterly key performance data is collected on three of the protected characteristics (age, ethnicity and disability) as part of routine monitoring at each of the council operated centres. Community centres which are managed by voluntary sector organisations under a Service Level Agreement arrangement are also required to submit performance monitoring data as a condition of grant funding. User survey data is also collected.

A detailed stakeholder analysis has been completed for each of the council's community

centres to enable the impact of individual recommendations to be assessed. There is further work also planned to assess the capacity of other community facilities which serve the same catchment of residents, and to sign post groups into this capacity where appropriate. Detailed consultation for each recommendation will enable the council to fully assess the impact of the recommendations from the review on current community centre users; local residents; the voluntary sector and partner agencies.

If recommendations are agreed, a detailed consultation plan will be developed following 19th January 2017 Committee, and this will develop final recommendations, each of which will have different equalities impact.

National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

Prior to commencing the review, officers visited Oxford City Council who had completed a similar recent review of community centres provision. As part of this they had defined a 15 minute accessibility standard for residents. The city shares a number of similarities with Cambridge so in defining the methodology for the review we adopted the same 15 minute accessibility standard to complete the geographic and demographic assessment analysis work.

(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)

Age profile performance data collected for each of the city council managed community centres highlights the following in terms of the age profile of community centre users:-

1. Brownsfield – generally tends to deal with younger people
2. Meadows and Buchan Street – greater proportion of older people and family user groups

The review analysis has identified gaps in access to community centres in four wards within the city (East Chesterton, Abbey, Cherry Hinton and Queen Edith's). The recommendations propose changes which will address these gaps in access to provision, and this will have a positive impact on improving access for all age within a 15 minute walk time (0.75 miles of their home).

We will examine on a case by case basis the impact of the recommendations and decisions relating to individual centres.

(b) Disability (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

The data collected about disabilities as part of the key performance data is broad and encompassing. We are also aware that there are some disabilities which some people won't be happy to disclose e.g. mental health, so the data collected is generic.

There are known accessibility issues at two existing council centres:

1. 37 Lawrence Way – a community house
2. 82 Akeman Street – a converted shop

The recommendations in the review will have a positive impact on addressing the accessibility issues for disabled users at both of these facilities.

We will examine on a case by case basis the impact of the recommendations and decisions relating to individual centres

(c) Gender

We currently collect individual data on gender and classify community centre users based on interest.

The review analysis has identified gaps in access to community centres in four wards within the city. The recommendations propose changes which will address the gaps and this will have a positive impact on improving access for both genders that currently do not have access to a centre within a 15 minute walk time (0.75 miles of their home).

We will examine on a case by case basis the impact of the recommendations and decisions relating to individual centres.

(d) Pregnancy and maternity

The centres currently provide activities for children, young people, families and hobbies. There is a particular focus for children and young people's activity at Brown's Field community centre, as this provides the base for the ChYpPs service (Children and young people's participation service), which runs activities all year round for children and families. The recommendations do not propose changes to Brown's Field but a review of community development activity may revise the focus of this activity across the city.

The review analysis has identified gaps in access to community centres in four wards within the city. The recommendations propose changes which will address the gaps and this will have a positive impact on improving access for families and children who currently do not have access to a centre within a 15 minute walk time (0.75 miles of their home).

We will examine on a case by case basis the impact of the recommendations and decisions relating to individual centres.

(e) Transgender (including gender re-assignment)

The Council does not currently collect individual data on transgender, but we do run high profile awareness events in partnership with voluntary organisations e.g. transgender awareness training, which helps to raise the profile as a safe space.

We will examine on a case by case basis the impact of the recommendations and decisions relating to individual centres.

(f) Marriage and Civil Partnership

No data and no impact as far as we can tell, but this will be kept under review.

(g) Race or Ethnicity

The breakdown of the % proportion of all visits based on ethnicity is limited, high level and is not based on individual usage basis, but rather on activity.

The activities on offer at all Council community centres are inclusive, but 82 Akeman Street has a greater proportion of BME users which reflects its location in the city.

The review analysis has identified gaps in access to community centres in four wards within the city. The recommendations propose changes which will address the gaps and this will have a positive impact on improving access BME groups who currently do not have access to a centre within a 15 minute walk time (0.75 miles of their home).

We will examine on a case by case basis the impact of the recommendations and decisions relating to individual centres.

(h) Religion or Belief

Brownsfield, Buchan Street and the Meadows all have regular bookings for faith organisations.

We will examine on a case by case basis the impact of the recommendations and decisions relating to individual centres.

(i) Sexual Orientation

No individual data is collected. Centres promote the 'Safer Spaces' campaign <http://encompassnetwork.org.uk/saferspaces>

As part of developing the evidence base for the review, LGBT groups had consulted specifically and had shared the findings from their own needs assessment work. This assessment identified a need for a dedicated space for the LGBT community in the city.

The Meadows has been used as a venue by the LGBT community. Throughout the review we have held a number of meetings with the LGBT community to consider need for a dedicated community venue and office space in the City.

Following their needs assessment completed summer 2016, they have now moved away from the view that they need a dedicated community space, because this often diverts resources from frontline service delivery and require specific asset management skills.

We will look at opportunities to address the LGBT community's needs through partnership working at both council venues and with other facility providers in the city.

(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):

Low income households and benefit claimants provided geographic evidence of need across the city for the review. Generally, the areas of greatest need in the city are in the north and east.

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

This EQIA is a living document and this assessment will be updated on an on-going basis.

No disproportionate impacts have been identified at this stage so the Action Plan section hasn't been completed.

Forward plan:-

If the draft recommendations and community centre strategy are approved at Committee in January 2017, a detailed consultation plan will be developed and will be individually tailored to the recommendations for each centre. The findings from the consultation will be used to update the draft recommendations and these will be taken back to committee on 29th June 2017. The EQIA will be updated for the next committee, and any impacts considered within the Action Plan.

9. Conclusions and Next Steps

- a. If you have not identified any negative impacts, please sign off this form.
- b. 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.
- c. If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website.

Email suzanne.goff@cambridge.gov.uk

10. Sign off

Name and job title of assessment lead officer: Allison Conder

Names and job titles of other assessment team members and people consulted:
Jackie Hanson, Suzanne Goff, Debbie Kaye

Date of completion: 22nd Dec 2016

Date of next review of the assessment: Next update June 2017