



Cambridge City Council Equality Impact Assessment (EqIA)

Please fill this out on the computer as a Word document or complete the form on SurveyMonkey – find the link on the Intranet.

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk or phone 01223 457046. Once you have drafted the EqIA please send this to equalities@cambridge.gov.uk for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, (graham.saint@cambridge.gov.uk or 01223 457044).

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1. Title of strategy, policy, plan, project, contract or major change to your service:
Redevelopment of Mill Road Depot Agreement to transfer the land at Mill Road Depot to Cambridge Investment Partnership (CIP) for the delivery of new homes, YMCA accommodation and associated community facilities.
2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
The agreed objectives are: <ul style="list-style-type: none">• Investment in the development of land to create successful new places that meet both the financial objectives (primarily a revenue return) and social objectives of the Cambridge City Council (particularly housing that is affordable and is needed locally), provided always that the individual sites may be developed to meet either financial or social objectives;• Improve the use of Council assets and those of other Public Sector Bodies in the Cambridge, or Cambridge wide, area;• Maximise financial return through enhanced asset value,(with reference to the first bullet above)• Provide a return to the Investment Partners commensurate to their investment and the level of risk in respect to such investment.
4. Responsible Service
Housing Development Agency working with CIP

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

- ☒ Residents of Cambridge City
- ☒ Visitors to Cambridge City
- ☒ Staff

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

Residents in the immediate street surrounding the site will be affected by the development.

Staff who currently work on the depot site will be impacted by the closure of this Council facility and relocation to alternative work locations.

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

- ☒ New
- ☐ Major change
- ☐ Minor change

7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)

- ☐ No
- ☒ Yes (Please provide details):

- Cambridge Investment Partnership (CIP)
- CCC Property Services
- 3Cs Legal Services
- CCC Community Services

8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?

The overarching principles of developing through CIP were approved at Strategy and Resources Committee on 9th October 2017.

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9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?

10. Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

(a) Age - Any group of people of a particular age (e.g. 32 year-olds) , or within a particular age range (e.g. 16-24 year-olds) – in particular, please consider any safeguarding issues for children and vulnerable adults

The proposal includes the delivery of a new YMCA facility that works with young adults (age 16-25) to support them with accommodation and services and prepare them for independent living.

(b) Disability - A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities

The proposed scheme will meet the specific requirements of the Council to deliver accessible housing across the site and to a range of home types/sizes.

(c) Sex – A man or a woman.

We do not feel there are any specific gender equality issues as a consequence of this proposal.

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(d) Transgender – A person who does not identify with the gender they were assigned to at birth (includes gender reassignment that is the process of transitioning from one gender to another)

We do not feel there are any specific to transgender equality issues as a consequence of this proposal.

(e) Pregnancy and maternity

We do not feel there are any specific pregnancy and maternity equality issues as a consequence of this proposal.

(f) Marriage and civil partnership

We do not feel there are any specific marriage and civil partnership equality issues as a consequence of this proposal.

(g) Race - The protected characteristic 'race' refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

We do not feel there are any specific race equality issues as a consequence of this proposal.

(h) Religion or belief

We do not feel there are any specific religion or belief equality issues as a consequence of this proposal.

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(i) Sexual orientation

We do not feel there are any specific sexual orientation equality issues as a consequence of this proposal.

(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

None identified.

11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqlA accordingly.)

A further EqlA will be prepared for the acquisition of the affordable housing on this development that it is proposed will be purchased by the HRA.

12. Do you have any additional comments?

13. Sign off

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Name and job title of lead officer for this equality impact assessment:

Nicola Hillier, Assistant Managing Director, Housing Development Agency

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

Date of EqIA sign off: November 2017

Date of next review of the equalities impact assessment:

Sent to Helen Crowther, Equality and Anti-Poverty Officer?

☐ Yes

☐ No

Date to be published on Cambridge City Council website (if known):