

Cambridge City Council Equality Impact Assessment (EqIA)



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).

1. Title of strategy, policy, plan, project, contract or major change to your service:
Environmental Improvement Programme
2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
https://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=117&MIId=3342&Ver=4
3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
The Environmental Improvement Programme (EIP) delivers small scale, direct, lasting and noticeable improvements to the appearance of the public realm environment across all areas of Cambridge. Decision making is devolved to Area Committees to allocate the budget available to project applications each year, with the schemes selected developed and delivered through engagement with local communities.
4. Responsible Service
Environmental Services

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):

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

- New - some new proposals have been identified for 2017/18
- Major change
- Minor change –the North Area Committee will decide which incomplete projects will continue to be funded

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 City Council S&OS, Planning, Urban Design and Conservation teams
 - Cambridgeshire County Council (as Highway Authority)
 - City and County Councillors
 - User and Stakeholder group representatives

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

North Area Committee 14/12/2017

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?

Applications for new EIP projects were invited between July and September 2017; with a significant number of new suggestions submitted within North area. Each has been assessed by officers for eligibility and practicality, and in relation to their equality impacts.

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

Some projects involve improvements related to play areas and so will be of benefit to children. For instance, the Chestnut Grove play area signage project would be hoped to lead to increased use of recently upgraded play facilities. Also, with regards to the Hazelwood Close Play Area, the council has play equipment in store awaiting re-use. The main play area at Hazelwood Close is suited to, and would benefit from, it's installation.

Additionally, the Rackham Close boundary wall / fencing and Rackham Close lighting projects are helping to increase safety in an area adjacent to a primary school.

(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. (In this section please also include impacts of policies on carers.)

All new and improved infrastructure schemes are designed to accommodate those people with different disabilities. In many cases these have been specifically focused on making life easier for those less mobile getting around. Examples include improved dropped kerbs and tactile surfaces on footways (e.g. related to the Humberstone Road landscaping project, which is a new proposal) and the provision of new street benches at various locations to be completed this Winter; with a comprehensive programme of work taken forward across North area in early 2017.

(c) Sex – A man or a woman.

Neutral - no specific impact anticipated

(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)

Neutral - no specific impact anticipated

(e) Pregnancy and maternity

Neutral - no specific impact anticipated

(f) Marriage and civil partnership

Neutral - no specific impact anticipated

(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.

Neutral - no specific impact anticipated

(h) Religion or belief

Neutral - no specific impact anticipated

(i) Sexual orientation

Neutral - no specific impact anticipated

(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

Neutral - no specific impact anticipated

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.)

Applications for new EIP projects were invited between July and September 2017; with a significant number of new suggestions submitted within North area. Each has been assessed by officers for eligibility and practicality, and in relation to their equality impacts. At this stage of the plans, most equality impacts will be more easily identified when planning the practicalities of these proposals (and where relevant, EqlAs specific to a project will be produced).

12. Do you have any additional comments?

Environmental improvements are prioritised across all areas proportionate to population and in accordance with locally identified need. They can be enjoyed by all and do not discriminate between any particular user groups. All schemes are designed to accommodate those with disabilities. The overall impact of investment in such facilities is therefore considered to be positive.

Some specific positive impacts related to individual projects that would improve safety for equality groups include:

- The environmental improvements in Rackham Close
- The vehicle access restrictions in Water Street / Water Lane
- The Leylandi tree removal in Arbury Road
- The Fallowfield loop closure
- The North area and Trafalgar Street pedestrian dropped crossings
- The Chesterton Road and Gilbert Road bus stop improvements (if funded)
- The Leys Road / Highworth Avenue barrier enhancement would (if funded)
- The Lawrence Way path improvements (if funded)

13. Sign off

Name and job title of lead officer for this equality impact assessment: John Richards, Senior Engineer, Project Manager, Environmental Services

Date of EqIA sign off: 1 December 2017

Date of next review of the equalities impact assessment: To be confirmed.

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

Yes

No

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