

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).

1. Title of strategy, policy, plan, project, contract or major change to your service:
Proposed Introduction of hire charge for Shopmobility equipment
2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
Details will be published in papers for the Environment Scrutiny Committee on 16 th January and will be found here: https://democracy.cambridge.gov.uk/ieListDocuments.aspx?CIId=177&MIId=3282&Ver=4
3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
Introduction of an annual membership fee and hire charge for equipment. This is to cover the shortfall in funding to Shopmobility following the withdrawal of subsidence from Cambridgeshire County Council (£49,000). This will enable the council to continue to provide the full Shopmobility and management of services to customers.
4. Responsible Service
Commercial 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 and visitors to Cambridge who use the Shopmobility service
6. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)
Minor policy 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

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

Environment Scrutiny committee January 2018 and is an item in the General Fund Budget 2018/19 bids.

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?

The National Federation for Shop-Mobility (NFSM) has been consulted and has shown support to this approach as a way of sustaining services. Their view is that residents would rather pay for the service than lose it. The majority of Shopmobility users are in receipt of Disability Living Allowance or Personal Independence Payment, which are non-means tested benefits to help with some of the extra costs caused by long term ill-health or disability.

Research into Shopmobility service charges across the UK was carried out. This was used, along with calculations based upon usage figures and running costs to work out how much would need to be charged to cover the shortfall in funding to ensure that the service can continue to run.

Should the proposed charging be approved at Environment Scrutiny Committee in January 2018, it is likely that a public consultation will be carried out to gather the thoughts of customers, businesses and members of the public.

Information on Attendance Allowance, Disability Living Allowance, Disability Living Allowance for children and Personal Independence Payment was also from www.gov.uk website

<http://www.papworthtrust.org.uk/sites/default/files/Disability%20Facts%20and%20Figures%202016.pdf>

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

Positive Impact: Elderly and vulnerable adults will still be able to use the full range of Shopmobility services, despite the cessation of subsidy from the county council.

Negative Impact: Elderly and vulnerable adults with limited financial income may not be able to use the service as frequently due to the introduction of charges. Older people can claim Attendance Allowance to help with personal care if they are physically or mentally disabled and aged 65 or over. However, this is not intended to cover mobility needs so the charges are more likely to have a negative impact on them than other age groups. Additionally, the prevalence of disability rises with age: in 2012/13, 7% of children were disabled (0.9 million), compared to 16% of adults of working age (6.1 million), and 43% of adults over state pension age (5.1 million).

People aged 16 to 64 with long-term illnesses and disabilities will arguably be affected less as they can claim Personal Independence Payment (PIP) or may be on Disability Living Allowance (DLA). (PIP is replacing DLA but some people will not yet have migrated onto PIP.) PIP (and DLA) is a non-means tested benefit to help disabled people with the extra costs of a living with long-term health condition or disability, and is for people aged 16 to 64. Both benefits are designed to support individual's independence for both care and mobility. In the case of scooter hire and shopping escorts this could be for payment of services.

Parents or carers of children aged under 16, can be in receipt of Disability Living Allowance (DLA) for children in order to help with the extra costs of looking after a child who is under 16 and who has difficulties walking or needs more looking after than a child of the same age who doesn't have a disability.

(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

Positive Impact: Disabled people will still be able to use the full range of Shopmobility services, despite the cessation of subsidy from the county council.

Negative Impact: Disabled people with limited financial income may not be able to use the service as frequently due to the introduction of charges. However, many of the Shop-mobility users are likely to be in receipt of either Disability Living Allowance (DLA) or Personal Independence Payments (PIP) – see information above in 'age' category.

(c) Sex – A man or a woman.

There are more disabled women than men in the UK. In 2012/13, there were 6.4 million disabled women (21%) and 5.5 million disabled men (18%). This has remained broadly stable over time. Therefore, women will be impacted by the changes more than men. People will be charged for the service so may use it less (that will have an especially detrimental impact on people on low incomes). However, the council could not afford to run the service if we did not charge for it, and with charges the service would run at the same capacity as is currently the case.

(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)

No potential impact has been identified

(e) Pregnancy and maternity

No potential impact has been identified

(f) Marriage and civil partnership

No potential impact has been identified

(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.

The prevalence and profile of disability varies by ethnicity. For instance, people from white ethnic groups are almost twice as likely as those from non-white ethnic groups to have a limiting long-standing illness or disability (20% compared with 11%). Nevertheless, impacts disability or long-term illness has on one's ability to participate in social life (including leisure activities like shopping) are different for different ethnic backgrounds: Adults with an impairment from black or black British ethnic backgrounds report the highest number of life areas (for example, leisure) in which participation is restricted, while adults from white ethnic backgrounds report the lowest.

The impact of the changes for ethnic groups are mixed, as people will be charged for the service so may use it less (that will have an especially detrimental impact on people on low incomes). With charges the service would run at the same capacity as is currently the case.

(h) Religion or belief

No potential impact has been identified

(i) Sexual orientation

No potential impact has been identified

(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

Negative Impact: People with limited financial income may not be able to use the service as frequently due to the introduction of charges. However, many of the Shop-mobility users are likely to be in receipt of either Disability Living Allowance (DLA) or Personal Independence Payments (PIP). People aged 16 to 64 with long-term illnesses and disabilities will arguably be affected less as they can claim Personal Independence Payment (PIP) or may be on Disability Living Allowance (DLA). (PIP is replacing DLA but some people will not yet have migrated onto PIP.) PIP (and DLA) is a non-means tested benefit to help disabled people with the extra costs of a living with long-term health condition or disability, and is for people aged 16 to 64. Both benefits are designed to support individual's independence for both care and mobility. In the case of scooter hire and shopping escorts this could be for payment of services.

Parents or carers of children aged under 16, can be in receipt of Disability Living Allowance (DLA) for children in order to help with the extra costs of looking after a child who is under 16 and who has difficulties walking or needs more looking after than a child of the same age who doesn't have a disability.

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.)

An introduction of charges will enable the city council to continue to offer the full range of Shopmobility services. These charges were calculated after research into Shopmobility service charges across the UK, along with the funds required to cover the shortfall based upon current usage figures.

The service would need to continue to be subsidised by the general fund to cover the contribution from Cambridgeshire County Council should charging for services not be introduced.

The National Federation for Shop-Mobility (NFMS) support this approach as a way of sustaining services, their view is that residents would rather pay for the service than lose it.

The full range of Shopmobility services that Cambridge City Council offers includes escorted shopping trips, Dial-a-Ride bus stop pickups and use of mobility scooters and wheelchairs. There are also two sites within the city centre which customers can choose from. It is rare for Shopmobility suppliers to provide such a range of services, especially across two sites due to the running costs. This directly affects the cost of running the service and therefore the charges that must be applied in order to cover the cost, so that the Council can continue to support disabled shoppers to the degree that it does, across the whole of the city centre. Due to the introduction of charges, there is a projected reduction in usage, which means that the proposed charges would need to cover this.

Regular users of the service can pay for membership, which will enable them to benefit from discounted hire charges.

Shopmobility service usage will be monitored going forward, to see how the charges affect the numbers of those using the service. We will also continue to monitor feedback from customers to ensure that we are providing the best service we can.

12. Do you have any additional comments?

13. Sign off

Name and job title of lead officer for this equality impact assessment: Jake Smith,
Commercial Projects Officer

Names and job titles of other assessment team members and people consulted: Sean
Cleary, Commercial Operations Manager, Parking Services, Julie Jackson, Commercial
Projects Officer, Parking Services Helen Crowther, Equality and Anti-Poverty Officer

Date of EqlA sign off:

Date of next review of the equalities impact assessment: January 2019

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

Yes

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