

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=476&MIId=3566&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.
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 - New proposals are being identified for 2019/20
- Major change
- Minor change – Funding available recommended to be split between local, and strategic, projects

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?

Environment and Community Scrutiny Committee 21/03/2019

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 have been invited across all areas of Cambridge in recent years with some 195 projects adopted since 2011-12. Councillors, representative groups and other organisations, and individual members of the public are able to apply. The proposal for 2019-20 is to retain this approach but provide opportunity for service officers to put forward proposals where they might offer a more co-ordinated, holistic approach city-wide.

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 of the projects that have been undertaken to date have been especially beneficial to children in the following ways:

- Measured to reduce speeding around schools, including by introducing vehicle activated school warning signs
- Improving lighting and footpaths on routes to and from schools
- Making improvements to recreation grounds

Other projects have been especially beneficial for people with mobility and visual impairments (see box B below), and older people are more likely to have these impairments so to have been benefitted.

(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.)

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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, and restrictions to prevent parking on verges, footways and adjacent to junctions, in several locations across the city. Improvements to lighting have been especially beneficial to people with visual impairments.

(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

Some schemes have had a positive impact related to pregnancy and maternity such as improvements to recreation grounds and improvements to footpaths that can increase access for parents with pushchairs.

(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 are invited regularly. Each is 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 offered across all areas of Cambridge proportionate to population and in accordance with locally identified need. In addition to locally prioritised projects a strategic, city-wide allocation is proposed for 2019-21. Improvements can be enjoyed by all and do not discriminate between any particular user groups. All schemes are designed to accommodate people with different types of disability, and especially people with mobility and visual impairments. The overall impact of investment in such facilities is therefore considered to be positive.

13. Sign off

Name and job title of lead officer for this equality impact assessment: John Richards, Public Realm Engineering Team Leader, Environmental Services

Date of EqlA sign off: March 2019

Date of next review of the equalities impact assessment: March 2020.

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.