

# 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.

## 1. Title of strategy, policy, plan, project, contract or major change to your service

Liberal Democrat budget proposals 2020/21

## 2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)

[Click here to enter text.](#)

## 3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

The Liberal Democrats budget amendment makes a number of alternative budget proposals to those set out by the ruling group in the Budget Setting Report. This EqIA has been carried out by Council officers to provide Councillors with an assessment of the potential equality impacts of the Liberal Democrat budget proposals at the point when they are being asked to make a decision, as required by the Public Sector Equality Duty under the Equality Act 2010.

Some proposals in the Liberal Democrat budget amendment will have very small or neutral impacts on equality and therefore have not been included in this EqIA. For other proposals there is not enough information at this stage on the proposal to be able to assess equality impacts.

The proposals that could have more significant impacts related to equality include:

- B0006 Air quality – Engine Idling Education Campaign
- B0007 - Air quality - Mobile monitoring station
- B0013 - Enhanced leaf clearance
- B0020 Youth Liaison Officer – remit to include knife crime
- B0021 Support for lone parents in/at risk of poverty
- CAP0010 - Scotland Road play equipment

- CAP0017 - "Happy to chat' benches
- CAP0003 – Housing company capital [Linked with I10005, R10004]

#### 4. Responsible service

The Finance service manages the budget process, but a range of Council services would be responsible for the individual proposals included in this EqIA, if they were implemented.

#### 5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?

(Please tick all that apply)

- Residents
- Visitors
- 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):

[Click here to enter text.](#)

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

- 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)

- Yes
- No

If 'Yes' please provide details below:

This is an assessment of proposed amendments to the Budget Setting Report and therefore covers many Council services. The budget also affects some of the Councils partnership working.

#### 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 Liberal Democrat budget proposals will go to Council on 13 February 2020

**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?**

Cambridgeshire County Council, 2017, Community Safety Strategic Assessment: Violence – Weapons and Vulnerability <https://www.cambridge.gov.uk/media/7553/community-safety-strategic-assessment-violence-weapons-and-vulnerability-2017-07.pdf>

Cambridge University Hospital Trust, 2018, Gender Pay Gap Report - <https://www.cuh.nhs.uk/about-us/our-responsibilities/equality-and-diversity/cuh-gender-pay-gap-reports>

**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**

**B0013 Enhanced leaf clearance** – This proposal would provide an additional staff member for leaf clearance and reduce the use of leaf blowers. If this leads to increased leaf collection, this would reduce fall hazards on public footpaths. This could have a positive impact for older people, who are more vulnerable to falls.

**B0020 Youth Liaison Officer – remit to include knife crime** – If this proposal helps to reduce knife crime in Cambridge through helping to coordinate activity across agencies, this could have a positive impact on young people in Cambridge, who may be more likely to be the victims of knife crime. The 2016 Health-Related Behaviour Survey, developed by the Schools Health Education Unit, found that 5% of children in South Cambridgeshire and Cambridge City had been threatened with a weapon in the past month for at least a year.

**CAP0010 - Scotland Road play equipment** – This proposal could have a positive impact for children and young people it leads to the provision of improved play equipment at Scotland Road Recreation Ground.

**CAP0017 "Happy to chat" benches** – The proposal to provide “happy to chat” benches could help address loneliness and isolation by providing an opportunity for lonely people to meet others and engage in conversation. Whilst all age groups can experience loneliness, this could have a positive impact on older people, who are more likely to be lonely and socially isolated due to contributing factors such as ill-health and bereavement. However, it will be important to ensure that people using “happy to chat” benches are not targeted by people who are seeking to exploit vulnerable people.

**(b) Disability**

**B0006 Air quality – Engine Idling Education Campaign and B0007 Air quality - Mobile monitoring station** The proposed public education campaign to reduce vehicle idling and the associated provision of additional air quality monitoring equipment could help improve air quality. This would have a positive impact for those with existing health conditions, especially those with cardiovascular problems, as they are more likely to be negatively impacted by poor air quality.

**B0013 Enhanced leaf clearance** – This proposal would provide an additional staff member for leaf clearance and reduce the use of leaf blowers. If this leads to increased leaf collection, this would reduce fall hazards on public footpaths. This could have a positive impact for some disabled people, who may be more vulnerable to falls.

**(c) Gender reassignment**

No specific impacts were identified for this protected characteristic

**(d) Marriage and civil partnership**

No specific impacts were identified for this protected characteristic

**(e) Pregnancy and maternity**

**B0006 Air quality – Engine Idling Education Campaign and B0007 Air quality - Mobile monitoring station** The proposed public education campaign to reduce vehicle idling and the associated provision of additional air quality monitoring equipment could help improve air quality. This could have a positive impact for women who are pregnant, as there is evidence that exposure to air pollution can lead to potential effects on foetal growth, premature birth and low birth weight.

**(f) Race – Note that the protected characteristic ‘race’ refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.**

No specific impacts were identified for this protected characteristic

**(g) Religion or belief**

No specific impacts were identified for this protected characteristic

**(h) Sex**

**B0021 Support for lone parents in/at risk of poverty** – The proposal to amend the anti-poverty responsive budget to focus on single parents could have a positive impact on women, if any emergency or unanticipated needs are identified for single parents during the course of 2020/21. National research shows that women are more likely to be single parents than men, and that most recent Mapping Poverty report in 2017 shows that the majority of families who are claiming benefits in Cambridge are single-parent families.

**(i) Sexual orientation**

No specific impacts were identified for this protected characteristic

**(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**

**B0006 Air quality – Engine Idling Education Campaign and B0007 Air quality - Mobile monitoring station** The proposed public education campaign to reduce vehicle idling and the associated provision of additional air quality monitoring equipment could help improve air quality. This could have a positive impact on people with low incomes, as there is evidence that people with a low income are more likely to be affected by air pollution, because they are more likely to have existing medical conditions and live in areas with poorer air quality (for example nearer to busy roads).

**B0021 Support for lone parents in/at risk of poverty** – The proposed amendment to the anti-poverty responsive budget could have a positive impact on single-parents, if any emergency or unanticipated needs are identified for single parents during the course of 2020/21. The most recent Mapping Poverty report shows that the majority of families who are claiming benefits in Cambridge are single-parent families. However, the amendment would limit the Council's ability to respond to any emergency or unanticipated needs that may be identified during 2020/21 for other groups of people in poverty.

**CAP0003 – Housing company capital [Linked with I10005, R10004]** – The proposal for five of the properties purchased by the housing company to be for homeless people would help support people with low incomes and address homelessness issues in the city.

The proposal for 40 of the properties purchased by the housing company to be available at a 'living rent' would benefit key/public sector workers such as teachers and nurses with household incomes of between £15,000-£40,000. This could have a particular impact on people with some protected characteristics. For example, available data on the gender pay gap suggests this measure would particularly benefit female hospital staff in Cambridge. Overall, 74% of Cambridge University Hospital Trust employees are women, with this pattern being reflected in lower and lower-middle pay ranges within the workforce. 73% of employees within the lower quartile of earnings at Cambridge University Hospital Trust are women, and 76% of staff within the lower middle quartile of earnings are women.

**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 EqIA accordingly.)**

No actions have been identified

**12. Do you have any additional comments?**

None

**13. Sign off**

Name and job title of lead officer for this equality impact assessment: David Kidston, Strategy and Partnerships Manager

Names and job titles of other assessment team members and people consulted: Helen Crowther, Equality and Anti-Poverty Officer

Date of EqIA sign off: 24 January 2020

Date of next review of the equalities impact assessment: N/A

Date to be published on Cambridge City Council website: [Click here to enter text.](#)