

## 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](mailto:equalities@cambridge.gov.uk) or phone 01223 457046.

Once you have drafted the EqIA please send this to [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, ([graham.saint@cambridge.gov.uk](mailto:graham.saint@cambridge.gov.uk) or 01223 457044).

<b>1. Title of strategy, policy, plan, project, contract or major change to your service</b>
Liberal Democrat budget proposals 2021/22

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

<b>3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?</b>
<p>The Liberal Democrat's 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.</p> <p>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.</p>

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

- Postpone Customer Service Review Saving
- Recycling Education Campaign
- Curbing Engine Idling
- Delete - S4743 "Public Toilet Review and policy implementation"
- Children's Tree Scheme
- Scotland Road Play Equipment
- Public Water Fountains (buy)
- Run Water Fountains

#### 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):

#### 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 25 February 2021

**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?**

General Fund Budget 2021/22 proposals EqIA

Sources used in this EqIA include

- ONS (2019), Exploring the UK's Digital Divide  
<https://www.ons.gov.uk/releases/exploringtheuksdigitaldivide>
- Cambridge Canopy Project activity booklet  
<https://www.cambridge.gov.uk/media/8771/cambridge-canopy-project-activity-booklet.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 - Please also consider any safeguarding issues for children and adults at risk**

**Postpone Customer Service Review Saving**

The Customer Service Review Saving relates to a restructure of Customer Services including introduction of new digital self-service channels, enhanced assisted self-service provision, a new (cashless) face to face model. The Liberal Democrat proposal is to postpone this by three months to enable councillors to assess and approve what is proposed, including to satisfy themselves that non digitally capable and other vulnerable residents will in no sense be disadvantaged when trying to contact the council, and that all residents will achieve swift attention to complex issues. An Equality Impact Assessment has been produced on the Customer Service Review (see General Fund Budget 2021/22 proposals EqIA). With regards to non-digitally capable/ digitally excluded people, this EqIA has identified that older people are especially likely to be excluded due to lack of digital skills, and the issue increases with age. The General Fund Budget Bid EqIA shares that assisted digital arrangements would ensure that customers are able to access services effectively if they struggle to get online.

### **Recycling Education Campaign**

The proposed bid involves 3 branches of focussed campaign work with the aim of improving recycling behaviour and one of the branches of work is collaboration with schools. This is around work to develop recycling activities and messages that can either be delivered in classrooms or assemblies. This not only improves recycling and understanding in the school itself, but messaging gets relayed back to family members (and there may be pop-up events aimed at parents).

### **Children's tree scheme**

This proposal is to follow on from a trial with the charity Trees for Cities at The Spinney Primary School. It is to extend the project to all the city's primary schools, enabling a gift of a young tree to each year 4 primary pupil, for planting at home, a designated part of the public realm or school premises, integrated with education about the importance of trees to the environment and techniques for planting and maintenance. Considerable enthusiasm about this programme has been expressed by schools since it was first proposed. The proposal envisages continued cooperation with Trees for Cities and the schools to manage educational costs.

### **Scotland Road Play Equipment**

The proposal is for a scheme to provide new play equipment at the Scotland Road Recreation Ground. It is also proposed that the council will prepare a rolling programme of other children's play areas in need of refurbishment in locations across the city which lack s106 funding and define requirements for a multi-year funding plan aiming to progressively equalise provision for consideration in next year's budget cycle.

## **(b) Disability**

### **Curbing Engine Idling**

The proposed public education campaign to reduce vehicle idling 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.

### **Postpone Customer Service Review Saving**

The Liberal Democrat proposal is to postpone this by three months to enable councillors to assess and approve what is proposed, including to satisfy themselves that non digitally capable and other vulnerable residents will in no sense be disadvantaged when trying to contact the council. An Equality Impact Assessment has been produced on the Customer Service Review (see General Fund Budget 2021/22 proposals EqIA). This identified potential adverse impacts for disabled people who are more likely to be digitally excluded and a main reason for this can be lack of access to equipment adapted to meet their needs that can impact also on their development of sufficient skills to use the internet. However, the EqIA identified that people with mobility impairments who are not digitally excluded might benefit from digital options, as they are not required to travel to have their query resolved. To prevent detrimental impacts on disabled people the review proposes an enhanced

'assisted digital' service, triage arrangements and vulnerability/complex needs framework to ensure that customers requiring tailored assistance can be identified.

### **Children's tree scheme**

The proposed project has the potential to increase the city's tree stock by 4,000 over 4 years, which may help improve air quality. This could have a positive impact for people with some health conditions, especially those with cardiovascular problems. Moreover, researchers have found that trees and green environments support relaxation and reduce stress.

### **Delete - S4743 "Public Toilet Review and policy implementation"**

The Public Toilet Review and policy implementation proposal is to close 6 out of 20 of the council's public toilet facilities. This might impact on people with disabilities with physical impairments or who have long-term illnesses meaning they need to use the toilet more often, as people may need to travel further to access a public toilet. However, the proposal is to close toilets where available alternative facilities exist and/or the need for continued facility provision no longer exists (due to very low usage). Therefore, the impact of deleting this proposal might have a small positive impact on disabled people.

### **Public Water Fountains (buy); and Run Water Fountains**

These proposals are to buy and run 10 new public water fountains across the city in urban centres. One of the objectives is to provide an alternative to high sugar drinks people can purchase by providing access to free, clean water. It may also help people stay better hydrated by providing this free refill, which has positive impacts on people's health.

## **(c) Gender reassignment**

### **Delete - S4743 "Public Toilet Review and policy implementation"**

The Public Toilet Review and policy implementation proposal is to close 6 out of 20 of the council's public toilet facilities. Three of the facilities the council is proposing to close have gender neutral facilities – Park Street (which were closing anyway due to the redevelopment of Park Street carpark), Cherry Hinton Recreation ground and Arbury Court. This does not disproportionately impact on people feeling more comfortable to use gender neutral toilets (which includes many transgender people) as around half of the council's facilities in total have gender neutral options. Moreover, the proposal is to close toilets where available alternative facilities exist and/or the need for continued facility provision no longer exists (due to very low usage). Therefore, the impact of deleting this proposal might have a small positive impact on people with the protected characteristic of gender reassignment.

**(d) Marriage and civil partnership**

No impacts have been identified specific to this equality group

**(e) Pregnancy and maternity**

**Curbing Engine Idling**

The proposed public education campaign to reduce vehicle idling 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. Moreover, in addition to the general public a potential audience is schools.

**Delete - S4743 “Public Toilet Review and policy implementation”**

The Public Toilet Review and policy implementation proposal is to close 6 out of 20 of the council’s public toilet facilities. The closure may have a detrimental impact on parents with very young children who might need to access toilet facilities to change babies and toddlers. However, if the toilets are rarely used and/ or if some do not have baby change facilities then the impact of closing them might be minimal.

**(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.**

**Postpone Customer Service Review Saving**

The Liberal Democrat proposal is to postpone this by three months to enable councillors to assess and approve what is proposed, including to satisfy themselves that non digitally capable and other vulnerable residents will in no sense be disadvantaged when trying to contact the council. An Equality Impact Assessment has been produced on the Customer Service Review (see General Fund Budget 2021/22 proposals EqIA). This identified that in relation to race, where English is not people’s first language they may be negatively impacted from a move to increasingly digitised services and removal of a face to face drop-in service. The General Fund Budget EqIA holds that enhanced triage arrangements, assisted digital and vulnerability/complex needs framework developed would ensure that customers requiring assistance can be identified so the council can continue to use its interpretation/ translation service effectively to support customers with language barriers.

**(g) Religion or belief**

No impacts have been identified specific to this equality group

**(h) Sex**

No impacts have been identified specific to this equality group

**(i) Sexual orientation**

No impacts have been identified specific to this equality group

**(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**

**Postpone Customer Service Review Saving**

The Liberal Democrat proposal is to postpone this by three months to enable councillors to assess and approve what is proposed, including to satisfy themselves that non digitally capable and other vulnerable residents will in no sense be disadvantaged when trying to contact the council. An Equality Impact Assessment has been produced on the Customer Service Review (see General Fund Budget 2021/22 proposals EqIA). It found that people on a low income may be negatively impacted following a removal of drop-ins for services and cash payments and increasingly digitised services. This could be due to lack of access to a computer or device and funds for internet access. However, the General Fund Budget EqIA shares that the enhanced assisted digital arrangements including access to computers means staff can provide tailored assistance to this group.

**Public Water Fountains (buy); and Run Water Fountains**

These proposals are to buy and run 10 new public water fountains across the city in urban centres. This will increase the supply of free clean water in the city, which may benefit people on low incomes or in poverty when they visit areas like the city's parks and green space, by providing an alternative to buying drinks from shops.

**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: Helen Crowther.  
Equality and Anti-Poverty Officer

Names and job titles of other assessment team members and people consulted: David  
Kidston, Strategy and Partnerships Manager

Date of EqIA sign off: 1st February 2021

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

Date to be published on Cambridge City Council website: 17th February 2021