

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
Decisions to support community services reviews.

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
Committee papers published here: https://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=476&MIId=3969&Ver=4

3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
The first objective is to formalise an operational decision made by the Strategic Director on 26 th February 2019, to cease delivery of any more out-of-city Play Pods and is for the council to now cease Associate Membership of the Bristol Scrap Store Play Pods scheme and to discontinue the ChYpPs Play Pod service altogether from 31 st March 2022.
The second objective is to assess the feasibility for broadening the Scrap Store scheme into a new service that will be like 'The Library of Things' scheme, and made more available locally within communities, rather than from current scrap store location at The Box on Barnwell Rd. It is

anticipated that on conclusion of the feasibility work, the revised service will then commence at the start of next financial year 2022-23.

4. Responsible service

Community Services

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):

Residents and children who are pupils at City schools.

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:

Property Services (Dave Prinsep) – the Box on Barnwell Rd is a council owned asset

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

This report is going to the Environment and Communities Scrutiny Committee on 7th October 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?

A review of Play Pods and Scrap Store was completed in 2019 and found that although Play Pods were set up in 2014 partly to raise funds to support other ChYpPs work, staffing costs in fact outweigh any income benefit, and the service has a net annual cost to the Council of £26k. The review also found that, since 2015, only four Play Pods had been delivered to city schools, but eighteen had been delivered to schools outside of the city.

Like the Play Pod scheme, one of the intentions of Scrap Store was to raise income to support other areas of ChYpPs work. However, the 2019 review found that, like Play Pods, once staffing costs had been attributed to the Scrap Store, the service has a net annual cost to the council of £46.5k. Even if footfall to The Box were to double, the Scrap Store scheme would still not be able to generate sufficient income to cover staffing costs. The service uses The Box Unit, a council commercial unit at Barnwell Business Park for £5k pa rent. However, the council could let The Box commercially to generate £18k council income per year. The scheme is also not targeted to specifically to support the council's anti-poverty work and corporate priority.

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

Play Pods scheme has provided creative play opportunity to children at four city schools. There is scope for another associate member to provide a Play Pod service to city schools from 1st April 2022.

The Scrap Store is currently delivered from one fixed location and the feasibility study will look at options including broadening this scheme to a loan/hire scheme within high need communities like 'The Library of Things' scheme, that is made available more locally within communities.

(b) Disability

Play Pods scheme has provided creative play opportunities with reasonable adjustments to disabled pupils at four city schools. There is scope for other associate members to continue to provide a Play Pod service to city schools from 1st April 2022

The Scrap Store is currently delivered from an accessible fixed location at The Box on Barnwell Rd, and the feasibility study will look at broadening this scheme to a loan/hire scheme located more locally within high need communities like 'The Library of Things' scheme, from fully accessible locations.

(c) Gender reassignment

No impact has been identified specific to this equality group

(d) Marriage and civil partnership

No impact has been identified specific to this equality group

(e) Pregnancy and maternity

No impact has been identified specific to this equality group

(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 impact has been identified specific to this equality group

(g) Religion or belief

No impact has been identified specific to this equality group

(h) Sex

No impact has been identified specific to this equality group

(i) Sexual orientation

No impact has 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**
- **Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: https://media.ed.ac.uk/media/1_159kt25q).**

Low-income Groups - The scrap store feasibility work will be completed during 2021-22 to assess whether the Scrap Store could be evolved into a new scheme, like 'The Library of Things', which is founded on the principle that "borrowing is better than buying" (from both a climate change perspective and an anti-poverty perspective).

The work will assess; the demand for a targeted service to low-income communities that offers free arts and crafts materials and a loan scheme for items such as DIY tools, and gardening equipment; the costs and financial sustainability; implementation options; and how this could all be made more locally available to residents.

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.)

An EQIA will next be completed during the feasibility stage for the new scrap store scheme which will be completed by the end of this FY.

12. Do you have any additional comments?

[Click here to enter text.](#)

13. Sign off

Name and job title of lead officer for this equality impact assessment: Allison Conder

Names and job titles of other assessment team members and people consulted: Ariadne Henry (CDO Inclusion and Engagement), Helen Crowther (Equality and Anti-Poverty Officer)

Date of EqIA sign off: [Click here to enter text.](#)

Date of next review of the equalities impact assessment: will next be completed during the feasibility stage for the new scrap store scheme which will be completed by the end of this FY.

Date to be published on Cambridge City Council website: 7th October 2021

All EqIAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer. Ctrl + click on the button below to send this (you will need to attach the form to the email):

Send form