

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
Cherry Hinton Hub

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
https://www.cherryhintonhub.org/

3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
The objective is to address a gap in access to community facilities for high need residents in Cherry Hinton that was identified in the Community Centres Strategy . The project will extend the existing council owned Cherry Hinton Library building to create an additional 122m ² of accommodation space that will provide three new flexible community meeting spaces; new storage; a refurbished library and library staff room; a new kitchen and community run café and outside café garden and seating area

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):

The Cherry Hinton Hub scheme is in the commercial centre of Cherry Hinton, on the corner of the High Street and Colville Road, and is ideally positioned to be accessible to Cherry Hinton residents and community groups. The hub facilities will also be available for hire by neighbouring community groups and by commercial organisations who need to hire a meeting space.

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 library building is a council owned asset
Estates and Facilities (Will Beavitt) - there are 5 council maisonettes above the library and there is an Estate Improvement Scheme to improve residential safety and access to these properties

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

A budget bid for £282k capital reserves was approved at Council in Feb 2019 (ref. 100256)

This is EQIA is to accompany a report to S&R Committee on 11th October for additional reserves funding

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 strategic review of community facilities was completed in 2016-17 and the evidence base from this was used to map accessibility to community facilities and outreach services. The strategy identified a gap in facility access for high need residents in Cherry Hinton.

Cherry Hinton Hub was granted planning approval in September 2020. There was wide community pre-application consultation and feedback on the scheme from residents and community groups and adjustments were made to the concept design from this feedback.

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

Positive – Cherry Hinton Ward has a concentration of young people and families aged 30-44yrs and this scheme will provide a refurbished library area and a dedicated children’s reading area. Safeguarding has been considered in the design of access to the garden area which will be fenced and secure. The library is currently only staffed 2.5 days per week, but the county is assessing whether to provide open hours access and/or whether to use volunteers to open for longer and give greater access for children and families and adults to online

(b) Disability

The hub and new garden area will all be fully accessible (Part M compliant) and will have hearing loops in all meeting rooms and the library. The Cherry Hinton Community Benefit Society membership includes disabled representatives from the community who have input to the consultation and design process.

(c) Gender reassignment

The toilets will both be gender neutral and self-contained, both with individual wash basins and hand dryers, and one will also be accessible with a baby change.

The Cherry Hinton Community Benefit Society will be encouraged to promote the hub as a Safe Space and receive training from the Encompass Network to ensure is as welcoming, accessible and inclusive as possible for people under the protected characteristic of gender reassignment (and transgender/gender variant people more widely).

(d) Marriage and civil partnership

No impact has been identified specific to this equality group

(e) Pregnancy and maternity

Positive – there will be a gender neutral, fully accessible toilet with baby change facility (not currently available in the existing library)

There will also be scope for parenting classes, and mother and toddler clubs to use the hub in future

(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

The Council has committed to ensure all its buildings are breastfeeding friendly. By law women can breastfeed in public spaces but to be breastfeeding friendly means there will be signage to make women feel welcome to do so and staff working on the premises will be informed as to legal rights of women.

(i) Sexual orientation

The Cherry Hinton Community Benefit Society will be encouraged to promote the hub as a Safe Space and receive training from the Encompass Network, to ensure it is as safe, welcoming, and inclusive as possible for LGBTQ+ people.

(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 - Positive. The hub will be used to support the ongoing COVID pandemic support work and community fridge, to ensure people who are struggling financially have access to fresh food and to mitigate holiday hunger. The Library will also provide free access to IT and online learning resources

The hub will also provide a base for the local branch of the Royal British Legion to provide services and support to ex-military personnel. The RBL are providing £165k of upfront funding to brand the hub and to have access to the facilities for their activities

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 at the technical and detailed design stage

12. Do you have any additional comments?

Over 30% of residents in the Ward live in single occupancy households, and bringing together the RBL, library, community café and meeting spaces into one building will provide a safe environment for the community to access services and support e.g. reducing social isolation and accessing counselling support services.

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: At the detailed and technical design stage after developing the Employers Requirements

Date to be published on Cambridge City Council website: 11th 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