

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
Review of Out of Hours Noise Service

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=3970&Ver=4

3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
To review the Out of Hours Noise Service offering by the Council and seek to adopt proactive planned Out of Hours Noise Service approach, supported by use of adopted evidence gathering technologies and equipment. This will enable the Council to realise efficiency

savings, while maintaining a good quality service and fulfilling its statutory duty regarding investigation of statutory nuisance.

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 all that apply)

- Residents
- Visitors
- Staff

Residents who occupy homes within the City.

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

N/A

[Click here to enter text.](#)

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

Key agenda item at Environment & Community Scrutiny Committee on 27th January 2022.

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?

Relevant data as referred to within the Committee Report has been extracted from the Environmental Services database systems utilised by the Environmental Health Department formerly Northgate M3, currently Idox Tascomi.

The Council do not capture information on the protected characteristics of customers making noise complaints, (see action plan).

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

No impacts specific to age have been identified in relation to this operational change.

(b) Disability

Ensuring quiet enjoyment of someone's home can help prevent disability or long-term health issues.

Anybody making a noise complaint to the Council can be provided with support as necessary in terms of this and our subsequent investigation. Examples as to support that can be provided e.g. an appointment to meet with case officer who can support face to face / over the telephone in terms of the steps of our noise investigation procedure. BSL interpretation/Braille translation Provision of documents in accessible / easy read formats etc. Use of diary sheets for those unable to access / use 'The Noise App'.

(c) Gender reassignment

No impacts specific to gender reassignment have been identified in relation to this operational change.

(d) Marriage and civil partnership

No impacts specific to marriage and civil partnership have been identified in relation to this operational change.

(e) Pregnancy and maternity

No impacts specific to pregnancy and maternity have been identified in relation to this operational change.

(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 impacts specific to race have been identified in relation to this operational change.

(g) Religion or belief

No impacts specific to religion or belief have been identified in relation to this operational change.

(h) Sex

No impacts specific to men or women have been identified in relation to this operational change.

(i) Sexual orientation

No impacts specific to an individual's sexual orientation have been identified in relation to this operational change.

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 or those experiencing the impacts of poverty:

There should be no impact regarding the procedural and investigative changes being recommended to be adopted long term in relation to complaints of noise.

Anybody from a low-income group or experiencing poverty unable to access 'The Noise App' can be provided with diary sheets.

Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage:

There should be no impact regarding the procedural and investigative changes being recommended to be adopted long term in relation to complaints of noise.

Anybody making a noise complaint to the Council can be provided with support as necessary in terms of this and our subsequent investigation. Examples as to support that can be provided e.g. an appointment to meet with case officer who can support face to face / over the telephone in terms of the steps of our noise investigation procedure. BSL interpretation/Braille translation Provision of documents in accessible / easy read formats etc. Use of diary sheets for those unable to access / use 'The Noise App'.

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.)

As part of ongoing review ensure that officers involved in investigation of noise complaints within the City record details of their involvement / intervention. If any barriers are identified that relate to being from a protected characteristic, reviewing what did or didn't work in relation to this change. Following this, if there was a recurring issue for a protected characteristic group and it was felt that this change exacerbated it, immediately undertake a review.

In-line with developing Customer Portal arrangements, Env Health can consider ways of capturing information relating to the protected characteristics of customers making noise complaints to enable impacts to be more readily identified.

12. Do you have any additional comments?

Moving the 1 FTE vacant post from out of hours to daytime may make it more likely to be accessible to applicants in general.

13. Sign off

Name and job title of lead officer for this equality impact assessment: Claire Adelizzi, Team Manager - Residential

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

Date of EqlA sign off: 12.01.2022

Date of next review of the equalities impact assessment: January 2023

Date to be published on Cambridge City Council website: 12.01.2022

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](#)