

Liberal Democrat Group Budget Amendment – Appendix 4 Equality Impact Assessment

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
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Liberal Democrat budget proposals 2022/23

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

- Contribution to County Council Children's Pandemic Education Catch-up Fund
- Post-Covid Community Inclusion Initiative for older and vulnerable people

4. Responsible service

The Finance service manages the budget process and the two bids in this EqlA sit within the Council's communities portfolio

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:

The budget bids in this EqlA relate to the Council's partnership working with the third sector and Cambridgeshire County Council.

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 24th February 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?

Sources of data used to inform this EqlA include:

- <https://cambridgeshireinsight.org.uk/>
- <https://www.campaigntoendloneliness.org/>
- <https://www.gov.uk/government/publications/the-report-of-the-commission-on-race-and-ethnic-disparities/education-and-training>
- Strand, S, (2021), 'Effects of Ethnicity and Socio-economic Status on Attainment', University of Oxford. Available at: <https://www.gov.uk/government/publications/the-report-of-the-commission-on-race-and-ethnic-disparities-supporting-research/ethnic-socio-economic-and-sex-inequalities-in-educational-achievement-at-age-16-by-professor-steve-strand> 
- <https://www.jrf.org.uk/data>
- [Disability and education, UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

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

Contribution to County Council Children's Pandemic Education Catch-up Fund

According to the latest data before the pandemic, in 2019 only 43% of pupils receiving Free School Meals achieved the Key Stage 4 benchmark (Grades 9 to 4 in GCSE English and Maths), compared to three quarters (75.3%) of children not eligible for free school meals in the city. As a result of the Covid-19 pandemic, the government closed schools for most pupils for several months. Concerns have been raised that during this time the educational attainment gap would increase. The proposal would have a positive impact on children's educational attainment by contributing funding to the County Council's fund for access to out-of-school activities for children qualifying for free school meals or from families receiving Universal Credit.

Post-Covid Community Inclusion Initiative for older and vulnerable people

Before Covid 19, older people were more likely to experience loneliness and older people are more

likely to live alone. Older people are at greater risk if they get coronavirus, so many have avoided contact with other people and continue to do so, which can exacerbate loneliness.

This proposal could have a positive impact on older people in preventing isolation and loneliness by increasing the Community Grant to the Care Network for their project, which will support older and vulnerable people re-integrating into the wider community. At the same time, as older people are at greater risk if they get coronavirus, the programme of support would need to be carefully planned to protect their safety from the virus and take into account data on transmission rates/vaccination.

(b) Disability

Post-Covid Community Inclusion Initiative for older and vulnerable people

Loneliness is considered to be a public health issue as it is associated with a range of health risks – for instance, loneliness and social isolation put individuals at greater risk of cognitive decline and dementia. Before Covid19, older people were more likely to experience loneliness and older people are more likely to live alone. Older people are at greater risk if they get coronavirus so many have especially avoided contact with other people and continue to do so, which can exacerbate loneliness. Many people with pre-existing health conditions were required to ‘shield’ during the pandemic, which may also have led them to experience loneliness and isolation.

As noted above, this proposal could have a positive impact on older and vulnerable people in preventing isolation and loneliness and reduce associated health risks. The project will increase the Community Grant to the Care Network for their project, which will help older and vulnerable people re-integrating into the wider community. At the same time, as older and vulnerable people are at greater risk where they get coronavirus, the programme of support would need to be carefully planned to protect their safety from the virus and take into account data on transmission rates/vaccination.

Contribution to County Council Children’s Pandemic Education Catch-up Fund

Households with disabled individuals (adults or children) are more likely to experience poverty and therefore qualify for free school meals or be claiming Universal Credit, meaning this proposal could have a positive impact on them. Moreover, there is a disparity in educational attainment between disabled and non-disabled people.

(c) Gender reassignment

No impacts have been identified specific to this protected characteristic group.

(d) Marriage and civil partnership

No impacts have been identified specific to this protected characteristic group.

(e) Pregnancy and maternity

No impacts have been identified specific to this protected characteristic 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.

Contribution to County Council Children’s Pandemic Education Catch-up Fund

This proposal would have a positive impact for children in low-income households or experiencing poverty as it is aimed at improving educational outcomes of children on qualifying for free school meals or from families receiving Universal Credit.

Some minority ethnic groups are more likely to experience poverty than others, but all ethnic minority groups are more likely than White British people to experience poverty. 2021 research indicates that educational attainment of different ethnic groups is closely related to socio-economic status. People from low-income backgrounds or who experience poverty perform less well. Once this is controlled for, all major ethnic groups perform better than White British pupils except for Black Caribbean pupils (with the Pakistani ethnic group at about the same level).

(g) Religion or belief

No impacts have been identified specific to this protected characteristic group.

(h) Sex

No impacts have been identified specific to this protected characteristic group.

(i) Sexual orientation

No impacts have been identified specific to this protected characteristic 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_I59kt25q).**

Contribution to County Council Children’s Pandemic Education Catch-up Fund

This proposal would have a positive impact for children in low-income households or experiencing poverty as it is aimed at improving educational outcomes of children on qualifying for free school meals or from families receiving Universal Credit.

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.)

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 EqlA sign off: 28th January 2022

Date of next review of the equalities impact assessment: [Click here to enter text.](#)

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