

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).

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| 1. Title of strategy, policy, plan, project, contract or major change to your service |
| Storeys Field Centre contact extension, new contract end and transfer of service date |

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

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| 3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service? |
| Extension of Storeys Field Community Centre Services Contract and TUPE of staff to a new operator from 1 st April 2023 |

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| 4. Responsible service |
| Community Services |

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| 5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick all that apply) | <input checked="" type="checkbox"/> Residents <input type="checkbox"/> Visitors <input checked="" type="checkbox"/> 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):

There will be no impact on residents or visitors from this change of service, but 2 full time and 6 part time city council staff posts will transfer under a TUPE arrangement to a new operator appointed by Storey's Field Centre Trust, when the contract ends 31 March 2023 and the staff. TUPE protections will apply and support will be provided by management, HR and through the Employee Assistant Programme.

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| 6. What type of strategy, policy, plan, project, contract or major change to your service is this? | <input type="checkbox"/> New <input type="checkbox"/> Major change <input checked="" type="checkbox"/> Minor change |
|---|---|

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| 7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick) | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
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If 'Yes' please provide details below:

Human Resources

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 EQIA accompanies a report about the service change that will go to Council on 24th March 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?

None, no service change is proposed, just an extension to a services contract and then transfer of the service to a new operator from 31.03.23 who will be appointed by Storeys Field Trust.

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

There will be no impact as Storey's Field Trust will be seeking to appoint a new service contract to the same services specification as the current contract with the council. Any changes to the services specification have to be approved by both the City Council and University.

(b) Disability

There will be no impact as Storey's Field Trust will be seeking to appoint a new service contract to the same services specification as the current contract with the council. Any changes to the services specification have to be approved by both the City Council and University.

(c) Gender reassignment

There will be no impact as Storey's Field Trust will be seeking to appoint a new service contract to the same services specification as the current contract with the council. Any changes to the services specification have to be approved by both the City Council and University.

(d) Marriage and civil partnership

There will be no impact as Storey's Field Trust will be seeking to appoint a new service contract to the same services specification as the current contract with the council. Any changes to the services specification have to be approved by both the City Council and University.

(e) Pregnancy and maternity

There will be no impact as Storey's Field Trust will be seeking to appoint a new service contract to the same services specification as the current contract with the council. Any changes to the services specification have to be approved by both the City Council and University.

(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.

There will be no impact as Storey’s Field Trust will be seeking to appoint a new service contract to the same services specification as the current contract with the council. Any changes to the services specification have to be approved by both the City Council and University.

(g) Religion or belief

There will be no impact as Storey’s Field Trust will be seeking to appoint a new service contract to the same services specification as the current contract with the council. Any changes to the services specification have to be approved by both the City Council and University.

(h) Sex

There will be no impact as Storey’s Field Trust will be seeking to appoint a new service contract to the same services specification as the current contract with the council. Any changes to the services specification have to be approved by both the City Council and University.

(i) Sexual orientation

There will be no impact as Storey’s Field Trust will be seeking to appoint a new service contract to the same services specification as the current contract with the council. Any changes to the services specification have to be approved by both the City Council and University.

(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).**

There will be no impact as Storey’s Field Trust will be seeking to appoint a new service contract to the same services specification as the current contract with the council. Any changes to the services specification have to be approved by both the City Council and University.

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: Allison Conder
Strategic Project Manager

Names and job titles of other assessment team members and people consulted: Addy Donnelly, HR Business Partner, Ari Henry, Community Development Officer (Inclusion and Engagement)

Date of EqlA sign off: Debbie Kaye xx xx xxxx

Date of next review of the equalities impact assessment: NA

Date to be published on Cambridge City Council website: NA

All EqlAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer at helen.crowther@cambridge.gov.uk.