

## 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](mailto:equalities@cambridge.gov.uk) or phone 01223 457046.

Once you have drafted the EqIA please send this to [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, ([graham.saint@cambridge.gov.uk](mailto:graham.saint@cambridge.gov.uk) or 01223 457044).

<b>1. Title of strategy, policy, plan, project, contract or major change to your service</b>
Strategic review of scrapstore

<b>2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)</b>
Committee decision paper <a href="#">ECSS Committee Report 07.10.21 FINAL.pdf (cambridge.gov.uk)</a> previous EQIA <a href="#">EqIA Decisions to support community services reviews FINAL.pdf (cambridge.gov.uk)</a>

<b>3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?</b>
Following feasibility work undertaken regarding the scrapstore project, the following recommendations will be implemented: <ul style="list-style-type: none"><li>• Cease delivering Cambridge Community Scrapstore in its current form as of July 2022</li></ul>

- Re-purpose the unit for use by food distribution hub and learning kitchen, prior to their permanent site being developed in late 2023 (pre-provision required from Oct 2022)
- Re-deploy staff within community services
- Continue work to assess need for lending, loaning, re-use services
- Assess the need for improved networking for projects/orgs that support lending, loaning, re-use and skill-share across the City

This EQIA is based on these 5 recommendations.

Scrapstore currently has a net cost of £46.5K to run per year. Following a review of our core objectives and desire to re-align the service to meet anti-poverty objectives a feasibility study was completed. An assessment of current operating model and feasibility for alternative models has been considered. These recommendations represent a significant service change and an EQIA is required.

#### 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):

Customers and service users of the current scrapstore. Current membership : 435 members, of which 109 are return visitors from within Cambridge City postcodes. 17 group memberships are held by local schools, childcare/nursery and community groups.

Equality data is not routinely collected within the dataset.

#### 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: In ceasing to deliver scrapstore, a commercial unit within City Council property portfolio can be re-purposed or let on the open commercial market, providing new income generation. The upgrading of the unit will provide net positive reduction in carbon emissions.

**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 report and recommendations will go to environment and community scrutiny committee on 21<sup>st</sup> March

**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?**

- Analysis of membership data:

Current memberships based in Cambridge City:		210
Current city-based users visited more than once:		109
City based group memberships – breakdown of typology below		17
Schools: 5	Nurseries/childcare: 4	Community groups: 8

- A workshop with local community and voluntary sector stakeholders held on 09.12.21. The workshop mapped services and projects across the City that offer opportunities for sharing, lending, loaning and re-use schemes. It also mapped opportunities for widening the scope of the service to align with anti-poverty aims.
- Discussions are underway with Cambridge Library of Things to see where this might align with key council objectives. Cambridgeshire Libraries are exploring various library of things /stuff models.
- Further detailed works took place with members and officers to identify which actions align with council priorities and which actions could be delivered by other service-providers.

## 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**

Reduction in scrap materials for use as play and craft materials could impact groups and orgs who support children and young people. Group costs for sourcing materials may increase, however, spending time to research and help shape the growth of lending models with greater emphasis on repair and re-use will create new positive benefits. It is hoped these positive benefits will outweigh any short-term negative impacts felt by the changes made to the delivery model.

Furthermore, lending/loaning schemes offer opportunities for community, connection and shared learning, currently not on offer within the current model.

Time is required to assess demand and opportunities for libraries of stuff models to be developed alongside or within existing community projects and venues prior to finalising the final service offer.

The project is committed to working alongside current users to explore alternative offers and opportunities going forward.

### **(b) Disability**

No negative impact

The Scrap Store is currently delivered from an accessible fixed location on Barnwell Rd, and the feasibility study recommends supporting alternative lending / loan schemes linked to various community settings which are fully accessible.

### **(c) Gender reassignment**

No impact

### **(d) Marriage and civil partnership**

No impact

**(e) Pregnancy and maternity**

No impact

**(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

**(g) Religion or belief**

No impact

**(h) Sex**

No impact

**(i) Sexual orientation**

No impact

**(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**

**Low-income Groups:**

Data collected for individual memberships does not include information about income levels. It is not possible to demonstrate a direct correlation between low-income households and the impacts of this project.

Further feasibility on the development of lending, loaning and re-use schemes would bring positive benefits for low-income households as this is brought forward.

**Mental health and wellbeing:**

Data from users is not regularly collected. User-groups providing crafts and therapeutic interventions may be impacted as service is no longer accessible within the City. Exploring widening of support across lending/re-use etc can open new opportunities for collaboration and creative solutions.

Mitigate by: Scrapstore materials are available from other suppliers and can be sourced by individuals and groups via online platforms such as 'life's a gift' 'free-cycle' and facebook marketplace as well as alternative provider based in East Cambs.

The Council already funds a number of digital inclusion projects to enable and support greater access to digital tools.

Surplus materials will be distributed locally.

Staff resource will be re-deployed to support increasing awareness and connectivity between vol orgs and local providers where we can add value to continue to reduce the impacts of poverty and inequality.

Further feasibility on the development of library of things models would bring positive benefits to mental wellbeing as new resources would be more accessible across the city at low cost and making items available to borrow without the need for ownership

**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.)**

Review EQIA and impacts within 1 year of closure of Scrapstore

Mitigate potential negative impacts by:

- Provide details of alternative providers of this service available nearby
- Provide funding through grants rounds to support access to alternative providers if required
- Surplus stock will be offered to local providers and users upon closure
- Staff resource re-deployed to support other programmes of work to increase the work delivered that supports anti-poverty workstreams

**12. Do you have any additional comments?**

Whilst we recognise the significant benefit crafting and being creative has on improving wellbeing for both children and adults, Cambridge Community Scrapstore are not the only supplier of

materials. Alternative providers are available and many supplies can now be sourced by using local lending and swapping schemes, social media platforms and networks at very low or no cost.

Following the feasibility study and mapping exercises which have taken place, Cambridge has many online swap platforms, locally led initiatives and voluntary sector organisations who are delivering projects that support low-income households to access uniforms, white good and furniture and general household goods. A wide spectrum of projects focus on re-use, swapping, lending and repair schemes. An identified need is greater connectivity between these orgs and greater awareness of them across the City. This is something that can be met by the new-shaped service going forwards.

### 13. Sign off

Name and job title of lead officer for this equality impact assessment: Vicky Haywood

Names and job titles of other assessment team members and people consulted: Allison Condor, Dan Mitchell,

Date of EqlA sign off: 27.02.2022

Date of next review of the equalities impact assessment: 30.09.2022

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

**All EqlAs 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**