

## 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>
Review Update of Future Community Development Services and Community Centres Management

<b>2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)</b>
NA

<b>3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?</b>
The objective is to provide an update to members on progress and details of the emerging findings and outline proposals for re-shaping the future direction and approach for community development, children young people and family services and community centre management.

<b>4. Responsible service</b>
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 most disadvantaged residents and communities who access community development services and services through city council operated community centres.

The staff who work in both discretionary service areas.

**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 service review included an independent review of the needs of children young people and families which included desktop research and engagement with many of the key stakeholders in statutory and voluntary sector agencies who work in the arena of children, young people and family services.

**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 report is going to the Environment and Communities Scrutiny Committee on 30<sup>th</sup> June 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?**

The service review included an independent review of the needs of children young people and families which included desktop research and engagement with many of the key stakeholders in statutory and voluntary sector agencies who work in the arena of children, young people, and family services.

Workshops were held with community centres, ChYPPS and community development staff teams.

## 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

The report proposes to realign the council's current service model for addressing the needs of children young people and families (CYPF). Currently the focus is to provide a direct delivery play engagement programme (ChYPPS). In future, all council delivery will be embedded as part of a city-wide framework of activity which clearly maps a pathway from intervention to improved outcomes for CYPF. Action plans are likely to include a blended mixture of commissioning, grant funding and direct delivery where this can be shown to improve outcomes. This re-focus of the council's activity will have a positive impact on the target age group service users.

The council's CYPF priority work will also be embedded into the community development team to become part of the community development team with expanded officer hours to work directly with communities and CYPF rather than simply providing services to them.

The paper proposes revising the community centres staffing model to be able to increase opening hours with weekend opening at key centres in the highest need areas. This will have a positive impact on all age groups to be able to access services for more days of the week.

### (b) Disability

The paper proposes revising the community centres staffing model to be able to increase opening hours with weekend opening at key centres in the highest need areas. This will have a positive impact on all age groups to be able to access services for more days of the week.

The revised staffing model for community centres will require some staff to work flexibly across centres and an EQIA will be required to assess any negative impact for individual staff from this new staffing model.

The realigned community development and CYPF services will focus on the key themes and council priorities of tackling poverty, supporting children, young people & families, capacity building and health & wellbeing. These workstreams will provide a refreshed strategic framework to underpin future work and will have a **positive** impact on disability.

**(c) Gender reassignment**

No impact

**(d) Marriage and civil partnership**

No impact

**(e) Pregnancy and maternity**

The council's ChYPPS programme currently focuses on direct engagement work with 9-13 yr olds. The proposal is to refocus the service to take a more joined up approach and work holistically on the needs of children, young people, and families. These needs are often very interlinked and require a wraparound service response. Priority work will be targeted at those with the highest needs and focussed on outcomes. The clear pathways will be mapped between interventions and outcomes.

CYPF priority work will also be embedded into the community development team to become part of the community development team with expanded officer hours to work directly with communities and CYPF, rather than simply providing services to them.

The committee report proposes revising the community centres staffing model to be able to increase opening hours with weekend opening at key centres in the highest need areas. This will have a positive impact on priority work with children and families delivered through many centres, to be able to access services for more days of the week.

The community centres are breast feeding friendly spaces. Centres will relaunch soft-play projects, giving opportunity to provide support and advice in same space as free/low cost activities for mums and under 4's.

The proposals within the report are intended to improve outcomes for CYPF so will have a **positive** impact on pregnancy and maternity issues where they are linked to inequality.

**(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.**

The proposals will integrate neighbourhood Community Development, Equalities and ChYPPS services to create a multi-skilled team of dedicated Community Development Officers who will work to council's strategic priorities: Tackling poverty, reducing inequality, improving health & wellbeing and supporting children, young people and families

Priority work will be targeted at those with the highest needs and focussed on outcomes. The clear pathways will be mapped between interventions and outcomes.

The expanded community development team will also include a new post dedicated to working with the Gypsy, Roma and Traveller community and a post to support those with the poorest health outcomes.

The proposals will have a **positive** impact on race.

### **(g) Religion or belief**

The community centres will have expanded opening hours at the weekend which will mean improved access to facilities for different faith groups.

The proposals will have a **positive** impact on Religion and belief.

### **(h) Sex**

No impact.

### **(i) Sexual orientation**

The community centres will have expanded opening hours at the weekend which will mean improved access to facilities for LGBTQ groups.

The Community Services team will work closer with Kite Trust and other partners to support young people to feel the city is a warm, welcoming place to be. This is also the ethos within community centres, which all support the safe space campaign.

The proposals will integrate neighbourhood Community Development, Equalities and ChYPPS services to create a multi-skilled team of dedicated Community Development Officers who will work to council's strategic priorities. The needs and issues of the LGBTQ community can be looked at more easily together with other council corporate priority areas.

The proposals will have a **positive** impact on sexual orientation.

**(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](https://media.ed.ac.uk/media/1_I59kt25q)).**

The proposal to integrate neighbourhood Community Development, Equalities and ChYPPS services to create a multi-skilled team of dedicated Community Development Officers will facilitate joined up needs assessment and service planning work to identify intersectionality.

Additional opening hrs of our centres will provide greater opportunities for free and low cost activities and support programmes for those on low incomes, enabling food justice projects and circular economy projects to be developed, where communities can help shape this going forwards.

The proposals will have a **positive** impact.

**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 be completed for the staffing restructure, following consultation and as part of the implementation paper.

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

NA

### 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), Kate Yerbury (Equality and Anti-Poverty Officer)

Date of EqIA sign off: 14.06.22

Date of next review of the equalities impact assessment: the next EQIA will be prepared with the implementation paper for the staffing review.

Date to be published on Cambridge City Council website: 20th June 2022

**All EqIAs need to be sent to Kate Yerbury, 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**