

SINGLE EQUALITY SCHEME ANNUAL REPORT 2021/22



To:

Councillor Mairead Healy, Executive Councillor for Equalities, Anti-Poverty and Well-being
Environment & Community Scrutiny Committee 30/06/2022

Report by:

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Wards affected:

All

1. Executive Summary

- 1.1 The current Single Equality Scheme (SES) covers the period from 2021 to 2024. The council produced the SES in order to set equality objectives and therefore to ensure transparency and assist in the performance of its Public Sector Equality Duty (Section 149 of the Equality Act 2010).
- 1.2 This annual report presents information to demonstrate compliance with the Public Sector Equality Duty by providing an update on progress in delivering key actions set out in the SES for 2021/22. It also proposes some new actions for delivery during 2022/23 under the Scheme's objectives.

2. Recommendations

- 2.1 The Executive Councillor is recommended to:

1. Note the progress in delivering equalities actions during 2021/22.
2. Approve the new actions proposed for delivery during 2022/23 (see point 3.5).

3. Background

- 3.1 The Public Sector Equality Duty (PSED) in the Equality Act 2010 requires local authorities to publish information annually to demonstrate how they meet the equality duty; and publish one or more equalities objectives at least every four years.
- 3.2 The Council has developed a Single Equality Scheme (SES) for 1 April 2021 to 31 March 2024. The scheme was approved by the Executive Councillor for Communities at the Environment and Community Scrutiny Committee on 7 October 2021 .
- 3.3 The SES identifies 5 objectives for the Council's work on equalities issues. The objectives are:
- To further increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively
 - To continue to work to improve access to and take up of council services from all residents and communities
 - To work towards a situation where all residents have equal access to public activities and spaces in Cambridge and are able to participate fully in the community
 - To tackle discrimination, harassment and victimization and ensure that people from different backgrounds living in the city continue to get on well together
 - To ensure that the City Council's employment and procurement policies are non-discriminatory and work towards a more representative workforce within city council.
- 3.4 The Appendix to the report provides detailed updates on all the actions included in the SES 2021-24.
- 3.5 In addition to the actions already included in the Single Equality Scheme, Council services have identified the following additional actions for delivery during 2022/23:
- Supporting Cambridgeshire County Council in their older people and physical and learning disability accommodation needs assessment.
 - Exploring potential temporary and/or permanent accommodation options for Gypsy, Roma and Traveller communities; and using the

results of the Gypsy and Traveller Accommodation Needs assessment currently under way, along with other evidence, to inform whether sites and/ or places for temporary stopping are needed locally for these communities.

- Developing social and digital inclusion and intergenerational opportunities across sheltered housing schemes.
- Carrying out the second phase of a review of the Council's Community Grants, aiming to encourage more applications from minority groups by simplifying the process with a lighter touch application process.
- As part of the Region of Learning project, developing digital badges as micro-credentials that can be awarded to young people as evidence of skills, competencies, interests, and abilities that are outside of formal education; and forging partnerships with employers and businesses to recognise digital badges as part of their inclusive recruitment practices
- Improving wheelchair accessibility for taxis by working with taxi providers to implement Section 165 to Section 167 of the Equality Act and ensure that taxis are honouring bookings and providing adequate support to those with disabilities.
- Developing and expanding existing physical activity programs for targeted groups, including activities specifically aimed at improving mental health and well-being, women and girls, young people, families, adults with long term medical conditions and strength and balance activities for the 50–65-year age group. We will aim to ensure that all activities are inclusive and accessible to minority ethnic groups.

4. Implications

a) Financial Implications

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Equalities has been mainstreamed across all Council services. This means that activities and actions identified in the action plan will primarily be delivered through existing service budgets, but services sometimes fund specific initiatives. The Corporate Strategy service has a small budget to support equalities projects and publications, and it funds interpreting services to enable fair and equal access to Council services. The council works extensively with partner organisations to maximise the impact of our resources.

b) Staffing Implications

As equalities has been mainstreamed across all Council services, the activities and actions identified in the action plan will primarily be delivered as part of the core responsibilities of staff within the relevant services

c) Equality and Poverty Implications

No Equality Impact Assessment (EqIA) has been carried out for SES itself or this annual report. The SES 2021-24 forms the framework for the council's work to challenge discrimination and promote equal opportunities in all aspects of its work.

d) Net Zero Carbon, Climate Change and Environmental Implications

The actions that have been identified for 2021-24 to help meet the Scheme's objectives are not anticipated to have any environmental impact

e) Procurement Implications

The City Council has taken steps to ensure that equalities considerations are embedded in its procurement processes through implementing The Public Services (Social Value) Act (2012). This means that a key part of our assessment process in procuring contracts is to consider economic and social benefits that suppliers can bring to Cambridge. Additionally, when procuring services, commissioners are required to abide by our Equality Value Statement.

f) Community Safety Implications

The actions that relate directly to community safety in the strategy are as follows:

- Continue to monitor standards of work related to the Domestic Abuse Housing Alliance (DAHA), including:
 - Ensuring the council's compliance with the Domestic Abuse Act
 - Preparing for the DAHA re-accreditation process in December 2022.
 - Using intelligence from Cambridgeshire County Council's Domestic Abuse and Sexual Violence Partnership Needs Assessment on safe accommodation services across

Cambridgeshire to identify gaps in support that Cambridge City Council may help address.

- Engagement in the White Ribbon campaign.
- Continue to work with partners in the Community Safety Partnership (CSP) to improve public safety and raise concerns of people with protected characteristics. The Partnership's priorities for 2021/22 will continue to relate to safeguarding young people against violence and exploitation and listening to community needs and responding together to reduce harm.
- As part of Cambridge's Purple Flag reaccreditation work with Cambridge BID and other partners to reduce crime and anti-social behaviour and increase perceptions of safety at night by:
 - installing CCTV in taxis
 - resurrecting the Ask for Angela campaign
 - participating in any other initiatives helping people be safe in the city as behaviours and perceptions of safety have since the pandemic.
- Help increase night-time safety by upgrading over 700 streetlamps and columns on Council-owned housing estates to more reliable LED lighting and numbering and label all our lights so that customers can easily report faults.

5. Consultation and communication considerations

Consultation took place on the Single Equality Scheme 2021 – 2024. The council consulted with voluntary and community sector partners and public sector partners, and the Equalities Panel.

The content of this report will be communicated to residents through the media using a news release, and on the Council website and Twitter

6. Appendices

Appendix A – Progress on actions (updates May 2022)

7. Inspection of papers

To inspect the background papers or if you have a query on the report please contact Kate Yerbury, Equality and Anti-Poverty Officer
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