

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

Cambridge Junction S106 Community Use Improvements.

The Junction are seeking to create dynamic and accessible facilities for our local communities in the foyer and meeting spaces. By remodelling the public and meeting spaces and by making them more accessible they will be able to update and improve their community, learning and engagement offer. Specifically they will:

1. Enlarge and make more flexible a community meeting room from 3.6m x 3.8m to 3.6m by 6.25m – increase from 13.68 square metres to 22.5 square metres, an increase of 67% or 9.14 square metres.
2. Install flexible furniture for a range of uses in the community meeting room, on the mezzanine level, to the other meeting room on the mezzanine level and also through the ground floor foyer to enable flexible community use.
3. Install connective technology in the community meeting room and existing meeting room to enable hybrid meetings and enable screenings.
4. Install a balustrade on the mezzanine level to enable unsupervised use of mezzanine, and to make it secure for use by children.
5. Install lockable storage facilities for community groups on the corridors alongside the outside of both sides of the auditorium on the mezzanine level.
6. Install storage unit in car park to enable all the flexible furniture to be stored when community events require the spaces to be unfurnished for maximum flexibility.

Improve physical access by enhancing disabled people's access, beyond the statutory minimum including power assisted doors, analogue and digital compatible hearing loops, and ensuring we have flexible furniture which can work at different heights.

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

N/A at this time.

3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

Create a welcoming and accessible community focused space in Cambridge Junction that invites the community to increase daytime usage of the facility we would increase the range of social and learning activities for local residents. This type of activity would encourage the strengthening of a sense of local community in an area that is often seen as part of the central business district, although a significant number of owner-occupiers, tenants and students live in the area.

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):

Junction staff and its current user groups and visitors may be affected by the works whilst they are going on. The junction will work with contractors and with current venue hirers and groups to ensure minimal disruption is caused without sacrificing the speed of the works. New user groups yet to start their bookings will be unaffected until the time comes when they are able to book the venue.

Once the work is complete, there will be many new user groups able to utilise the venue in different ways that probably couldn't do so in the past.

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 Junction are also working with the Arts Council and have secured funding for other projects at the venue but not directly linked to the improvement works in this project.

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 will be submitted to the June Environment and Community Scrutiny committee.

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 Junction has done a lot of consultation with local community groups and community organisations about the project proposal and the likelihood of bookings. The Junction are looking to provide a variety of diverse bookings into the venue who can utilise the various spaces. With the improvements planned groups such as mother and baby, ethnic minority and church groups can use the space available. The Junction plan to open up new spaces to make them usable in formal and informal ways to provide a better community booking experience.

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

Positive impact – allowing new groups into the venue for a variety of bookings. Some will be for young children with parents and other groups will be community theatre group for vulnerable

adults. The junction have a safeguarding policy in place already that is adhered to by their current bookings or own programmes

(b) Disability

Positive impact –The Junction are putting in improvement Improve physical access for disabled people beyond the statutory minimum including power assisted doors, analogue and digital compatible hearing loops, and ensuring they have flexible furniture which can work at different heights. This is to encourage more disability usage across the venue.

(c) Gender reassignment

Positive Impact –The works to build a new community room or to add to the current mezzanine floor area are for informal and formal usage. These areas are for any booking that require space to meet weather privately or openly in large groups. The venue is to make its current spaces more community focussed during downtime days that can attract a host of different groups of people including gender reassignment.

(d) Marriage and civil partnership

Positive Impact –As above in regard to a variety of spaces available to accommodate different groups to people wanting to use the venue.

(e) Pregnancy and maternity

Positive Impact –As above in regard to a variety of spaces available to accommodate different groups to people wanting to use the venue. Mother and baby sessions are something that the venue is looking at.

(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.

Positive Impact –As above in regard to a variety of spaces available to accommodate different groups to people wanting to use the venue.

(g) Religion or belief

Positive Impact –It is believed that a church group are looking to hire the space on an ongoing basis once the work finishes. The venue is also in talks with churches regarding Sunday School availability also. The venue is able to work closely with the groups to provide the best space for them with the facilities they require.

(h) Sex

Positive Impact –As above in regard to a variety of spaces available to accommodate different groups to people wanting to use the venue.

(i) Sexual orientation

Positive Impact –As above in regard to a variety of spaces available to accommodate different groups to people wanting to use the venue

(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).**

Positive Impact – The Junction are working with groups to develop learning programmes that can benefit all. This comes on the back of this project that opens up so many more doors to their work and the people they can bring into the venue. The Venue are also looking at booking pay rates in order to help those groups of people who cannot afford the booking. It is something they are very careful to get right with a balance of profit for the Junction and hire ability for the group.

For those regular groups, the Junction are looking at ‘residency’ that also provides storage for the groups and enables them to find their home at the Junction.

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.)

We have asked the junction to work on this due to their strong links with the community. They are in talks with many groups who have given vital feedback to the proposals and design of the works so they can better gauge the groups that will make use of the venue. The Junction will be able to do a more thorough study and comparison to the changes to the users groups as time goes on and the types of booking they require.

12. Do you have any additional comments?

None

13. Sign off

Name and job title of lead officer for this equality impact assessment: Joe Notarnicola,
Active Lifestyles Officer

Names and job titles of other assessment team members and people consulted: Ian Ross,
Recreation Manager

Date of EqIA sign off: [Click here to enter text.](#)

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.](#)

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