

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
Corporate Enforcement Policy

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

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

The government expects Local Authorities to ensure that their approach to regulatory activities is transparent and accountable, and that clear service standards are set which establish what those they regulate should expect from them and how they respond to non-compliance. The response to non-compliance is based on risk, the response is determined on a case by case basis This is set out in the Councils' Enforcement Policy.

It is a requirement to have a Council Enforcement Policy and a new regulation came into force in April 2014 requiring the Enforcement Policy to be updated in line with the new Regulators Code. The Enforcement Policy applies to a number of different departments who deal with enforcement at all levels. This includes Environmental Health and Licensing, Planning, Building Control, Streets and Open Spaces, Safer Communities, Street Trading and Housing and Benefit Fraud.

There is a requirement to review the policy every 3 years, the last review was carried out on 2017 and this is a subsequent review of the policy with minor changes.

The policy may affect the way staff work and those working practices are covered in other policies such as Lone Working Policy or Health and Safety Policy.

4. Responsible service

Environmental 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):

Businesses

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:

An Enforcement Steering Group was set up to include Officers from the following services: Environmental Health, Planning, Building Control, Housing Benefit Fraud, Street and Open Spaces, Safer Communities, City Centre Management, Legal and Strategy.

8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?

Resource and Strategy 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?

Complaints received by members of the public, residents and businesses.

Feedback received from members of the public , residents and businesses

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 Corporate Safeguarding policy is reflected in the Enforcement Policy and during any investigation if Officers are concerned about young people or vulnerable people they follow the correct reporting procedure.

(b) Disability

The Policy requires officers to consider the desirability of the type of enforcement, if any, on a person who is suffering from mental health or ill health. It will balance this with the need to safeguard others. This is a positive element of the policy.

(c) Gender reassignment

The policy is relevant regardless of gender.

(d) Marriage and civil partnership

Policy is relevant regardless of relationship status.

(e) Pregnancy and maternity

None

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(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.

Account is taken for the understanding of English and therefore the use of interpretation and translation services is used where necessary. It is important when taking enforcement action that all parties have a clear understanding of what is required. This is a positive element of the policy.

(g) Religion or belief

Officers aim to take account of people’s religious beliefs where possible, for example if requested not to visit on Friday due to attendance at Mosque Synagogue this is usually honoured if possible

(h) Sex

None

(i) Sexual orientation

The Policy encourages staff to believe in the dignity of all people and their right to respect and equality of opportunity. It values the strength that comes with difference and the positive contribution that diversity brings to our city.

(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).**

The Policy has a neutral impact on low income groups and those experiencing poverty. Any action taken is considered on a case by case basis, and in line with the enforcement policies.

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.)

None

12. Do you have any additional comments?

No

13. Sign off

Name and job title of lead officer for this equality impact assessment: Yvonne O'Donnell
Environmental Health Manager

Names and job titles of other assessment team members and people consulted: Heather
Jones, Marianne Crozier, Wendy Johnson, John Shuttlewood, James Stevens

Date of EqIA sign off: October 2022

Date of next review of the equalities impact assessment: October 2025

Date to be published on Cambridge City Council website: October 2022

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