

# 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>
Leaseholder Income Management Policy Changes

<b>2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)</b>
Link can be added once committee report is published.

<b>3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?</b>
The Leaseholder Income Management Policy has been updated to include details about the Council's statutory obligation to provide interest-bearing loans to Leaseholders.  A recommendation is being made approve retrospective loans to be offered to a limited number of Leaseholders who would be entitled to a loan and approved the proposed amendments to the policy detailed above.

Full details of the proposal can be found in the Committee report.

#### 4. Responsible service

Housing 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):

CCC Leaseholders

#### 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

CCC Finance team.

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

Due to go to Housing Scrutiny Committee on the 20<sup>th</sup> June 2023.

**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?**

Finance data held detailing the number of Leaseholders who have received service changes has been analysed and Leasehold Representatives will be consulted as part of the HSC process.

**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**

It is possible that tenants who have resided in their homes for long enough to be able to buy their flat will be older than the average aged tenant, thus the impact of this policy may affect older residents more than younger. However, the policy allows leaseholders to spread the cost of major works and it is a statutory requirement for the authority to offer loans in this way.

**(b) Disability**

It is not considered that the implementation of this policy will have any specific impact on those with a disability.

**(c) Gender reassignment**

It is not considered that the implementation of this policy will have any specific impact on those who have undergone gender reassignment.

**(d) Marriage and civil partnership**

It is not considered that the implementation of this policy will have any specific impact on those who are married or in a civil partnership.

**(e) Pregnancy and maternity**

It is not considered that the implementation of this policy will have any specific impact on those who are pregnant.

**(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.**

It is not considered that the implementation of this policy will have any specific impact on people defined by race.

**(g) Religion or belief**

It is not considered that the implementation of this policy will have any specific impact on residents with differing religions or beliefs.

**(h) Sex**

It is not considered that the implementation of this policy will have any specific impact on people defined by sex.

**(i) Sexual orientation**

It is not considered that the implementation of this policy will have any specific impact on people defined by 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\\_159kt25q](https://media.ed.ac.uk/media/1_159kt25q)).**

The statutory requirement to offer a loan in respect of the payment of service charges is designed to assist those on lower incomes, who might otherwise find it difficult to meet the cost in one go.

**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.)**

If the committee report is approved in June 2023, we will create a plan for contacting the Leaseholders who have been identified as being eligible for a loan.

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

No.

### 13. Sign off

**Name and job title of lead officer for this equality impact assessment:** Anna Hill, Housing Services Manager (City Homes)

**Names and job titles of other assessment team members and people consulted:** Julia Hovells, Assistant Head of Finance; David Greening, Head of Housing Services

Date of EqIA sign off: 17/05/2023

Date of next review of the equalities impact assessment: TBC

Date to be published on Cambridge City Council website: tbc once HSC report is published.

**All EqIAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer at [helen.crowther@cambridge.gov.uk](mailto:helen.crowther@cambridge.gov.uk).**