

Single Equality Scheme Annual Report 2022/23

**To:**

Councillor Mairéad Healy, Executive Councillor for Communities

Environment and Community Scrutiny Committee 29/06/2023

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 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 in the SES for 2022/23. It also proposes some new actions for delivery during 2023/24 under the Scheme's objectives.

2. Recommendations

- 2.1 The Executive Councillor is recommended to:
 1. Note the progress in delivering equalities actions during 2022/23 (full details set out in Appendix A).
 2. Approve the new actions proposed for delivery during 2023/24 (which are set out in Appendix B).

3. Background

- 3.1 Public authorities are required to demonstrate their compliance with the Public Sector Equality Duty (PSED), Section 149 of the Equality Act

2010, by publishing equality objectives at least every four years and publishing information to demonstrate their compliance with the duty.

3.2 Cambridge City Council has developed a Single Equality Scheme (SES) over a three-year period with 5 equalities objectives applying from 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. The council produces annual reports demonstrating how it is meeting the PSED by reporting back progress on actions set out under the 5 objectives.

3.3 The SES 2021 – 2024 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 the City Council.

3.4 Appendix A to the report provides detailed updates on actions under the objectives for year two of the scheme (2022/23). Appendix B sets out actions the Council is working on for the third year of the scheme (2023/24). Many of these actions have applied since 2020/21 and there were also some additional actions identified for 2022/23. Below from paragraphs 3.5 to 3.9 are:

- some key achievements over the last year (2022/23) related to the Scheme's objectives
- new actions that have been identified under objectives for delivery in 2023/24 (there are many more actions under the objectives set out in Appendix B carried over from last year too)

3.5 Objective One: To further increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively

Key achievements for 2022/23:

- The Equality and Anti-Poverty Officer provided feedback and support with 26 equality impact assessments from a range of services – including Commercial Services, Community Services, Customer Services, Corporate Strategy, Environmental Services, Housing Services, the Housing Development Agency, and Revenues and Benefits.
- Cambridge City Council supported Cambridgeshire County Council to complete the older people's accommodation needs assessment.

New actions identified for delivery in 2023/24:

- Undertake a review into the effectiveness of the Equalities Panel. Identify how and if the Panel, or another formalised partnership, can help develop a whole systems approach to tackling inequality and discrimination.
- Develop a children and youth strategy to help ensure young people's voices are heard and to meet their needs in the city including but not limited to:
 - Developing a City-wide Youth Panel for children aged 10 to 16 to empower young people, help them to develop skills, and work towards the changes that they would like to happen in Cambridge.
 - Exploring a means to provide safe spaces for children and young people (aged 11+) in the city. Create a unified approach and messaging to welcome children and young people into Cambridge City Council community centres and provide training for centre staff to increase their confidence to identify and support the needs of children and young people.
- Develop an action plan around race equality and anti-racism for Cambridge City Council that continues to build on work relating to the Black Lives Matter Council motion passed in the summer of 2020, and that is based on recommendations from findings to the needs assessment for ethnic minority people undertaken by Cambridge Ethnic Community Forum.
- Deliver on the Integrated Care System funded project about preventing ill health relating to:
 - Young people's mental health
 - Frailty and preventing frailty for older people

- Identifying joined up ways to support frequent service users
- Employ a Community Development Officer to support Gypsy, Roma, and Traveller people in the city to access services they need, to help reduce social isolation, and improve health outcomes.
- Work in partnership with other public sector organisations on Changing Futures to identify means to better support homeless people who have multiple disadvantages relating to disability, mental health, and addiction.

3.6 Objective Two: To continue to work to improve access to and take up of council services from all residents and communities

Key achievements for 2022/23:

- Provided 319 opportunities for translation and interpretation support – not including people the council supported through its British Sign Language interpretation support to the Customer Services Contact Centre.
- By the start of 2023, the council had matched over 590 Ukrainian refugees to houses in Cambridge and 500 had arrived.
- Completed 208 new council homes for rental that are adaptable and approved a further 137 more adaptable and affordable homes to be built. The council is on track to ensure that 5% of houses built by 2024 are wheelchair accessible.

New actions identified for delivery in 2023/24:

- Create an Asylum Seeking and Refugee Team across Community Safety and Housing Advice to respond fluidly to emerging needs of refugees and asylum-seeking people.

3.7 Objective Three: 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

Key achievements for 2022/23:

- Introduced a simple small grant application process to Community Grant Funding, which led to an increase in the number of grant applications received from groups supporting people from different ethnic minority backgrounds. Of the 24 applications received, 10 were from such groups. Several of these groups had not applied for Community Grant funding before.
- As part of the Vote#100 programme, on 28th March 2023 an event was held at the Corn Exchange to unveil portraits of

Cambridge women of note, with stories celebrating their lives told by actors. Cambridge City Council commissioned a digital colourist and artist to produce the images in large, printed format. The images will be taken into schools for pupils to choose an image to display permanently on their premises.

New actions identified for delivery in 2023/24:

- Host community picnics where additional wrap-around services or thematic activity can be included, supporting children, young people, and families to positively engage in their local communities.
- Work with Form the Future and My Cambridge steering group to explore the potential of trialling a flexible apprenticeship offering with 4 or 5 creative and culture organisations.
- Offer workshop facilitation support and activities for the Castle School's Diversity Day and to voluntary and community sector organisations supporting disabled people around the city.
- Support the development of a co-produced women's network for the city as a means for women to socialise and seek support from one another.
- Support Cambridge Rape Crisis Centre (CRCC), Cambridge Women's Aid, and the Cambridge Women's Resources Centre (CWRC) to bring their archived materials together showing how they have supported women locally over 40 years or more.

3.8 Objective Four: To tackle discrimination, harassment and victimization and ensure that people from different backgrounds living in the city continue to get on well together

Key achievements for 2022/23:

- Cambridge was reaccredited in October 2022 to the Purple Flag. Some examples of the council's work in this area for 2022/23 were increasing CCTV presence across the city and successfully bidding for funding to introduce further predator identification training for door-staff and CCTV staff on licenced premises.
- The Council continued to monitor the standards of work relating to the Domestic Abuse Housing Alliance. For instance, it held a 'Survivors Conference' in partnership with Cambridge Women's Aid to gather feedback for service improvements. It also updated the DASH form it

uses with optional equalities monitoring questions for victims/survivors and its guidance for staff on supporting people with different protected characteristics who experience domestic abuse.

New actions identified for delivery in 2023/24:

- Plan activities to mark Sexual Abuse and Sexual Violence Awareness Week (February 2024) to raise awareness amongst staff and share information on support services available.
- Provide funding to Cambridge Council for Voluntary Services and Cambridge Ethnic Community Forum to support the running of training sessions to help local community groups and volunteers challenge discriminatory behaviour.
- New activities have been identified 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
 - introducing an accreditation scheme for licenced premises to meet certain standards above licensing conditions to improve safety of people visiting their premises and surrounding their premises
 - providing training on inclusivity for door-staff and bar-staff of licenced premises
 - increasing the number of taxi marshalls
 - looking at medical provision in the city at night-time to keep people safe
 - introducing two "CCTV refuge points" at either end of the market square

3.9 Objective Five: To ensure that the City Council's employment and procurement policies are non-discriminatory and work towards a more representative workforce within the City Council.

Key achievements for 2022/23:

- Increased representation of ethnic minority staff members as a proportion of the workforce to 9.09% as at March 2023, up from 8.32% for March 2022.
- Related to the Wellbeing at Work Programme, staff had access to a wide range of online and in person physical activity opportunities and

healthy lifestyle webinars and workshops as part of this. New material identifying work related stress and stress assessments, and guides for managers and staff on Wellness Action Plans (WAPs)/ Wellness Recovery Action Plans (WRAPS) were made available. A Wellbeing App was implemented to enable staff to access the Employer Assistance Programme more easily. The App also assists staff to take responsibility for their wellbeing and track their wellness journey.

- There were ten sessions provided each for Equality Awareness training and Equality Policy in Practice training for new staff members. The training provides staff with awareness of good practice on equality and diversity relating to their roles and the Public Sector Equality Duty. It also raises awareness of issues experienced by disabled people and reasonable adjustments that can be made to support disabled people to access services. The Equality Awareness sessions were attended by a total of 82 people and the Equality Policy in Practice sessions were attended by a total of 88 people.

New action identified for delivery in 2023/24:

- Develop and review external relationships and build networks, links, and platforms to regularly engage with groups of people with protected characteristics currently under-represented in the council's workforce.

4. Implications

a) Financial ImplicationsPage: 7

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 Democracy, Inclusive Economy and Climate Group 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

Objective 4 of the Single Equality Scheme is "to tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the city continue to get on well together". All of the actions under this objective in the SES have positive community safety implications.

5. Consultation and communication considerations

5.1 Consultation took place on the Single Equality Scheme 2021 – 2024. Cambridge City Council undertook an Inclusion and Engagement Questionnaire open to all members of the public about people's experiences of living in, working in, studying in, or visiting the city. The council also consulted its staff, 21 voluntary and community sector partners supporting different equality groups, and the Equalities Panel.

5.2 Since the 2021 – 2024 Scheme was produced:

1. The Encompass Network was commissioned by Cambridge City Council, Cambridgeshire County Council and South Cambridgeshire District Council to undertake community needs assessments questionnaires aimed at LGBTQ+ people living in, working in, or studying in Cambridgeshire.
2. The Cambridge Ethnic Community Forum was commissioned by Cambridge City Council to undertake community needs assessment

questionnaires for ethnic minority people living in, working in, studying in, or visiting Cambridge. The report of findings is currently being produced alongside recommendations that will inform council actions to promote race equality in 2023/24 and beyond. The findings will be presented at the Equalities Panel on 4 July 2023 and further recommendations will be drawn from this.

- 5.3 The content of this annual Single Equality Scheme report will be communicated to residents through the media using a news release, and on the council website and Twitter.

6. Background papers

Background paper used in the preparation of this report: Carey-Stuart C, Meads C. Cambridgeshire and Peterborough LGBTQ+ Needs Assessment 2022. Encompass Network, Cambridge, UK, 2022

7. Appendices

- Appendix A: Progress on actions of the Single Equality Scheme (2021-2024) – Year Two 2022/23
- Appendix B: Actions of the Single Equality Scheme (2021-2024) to report back on for 2023/24 (Year Three of the Scheme)

8. Inspection of papers

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