

Appendix A: Progress on actions of the Single Equality Scheme (2021-2024) – Year Two 2022/23

Details of actions for the second year of the Single Equality Scheme (2022/23) and the progress we have made in delivering them are set out in the tables below. The actions and accompanying updates or achievements are listed under their relevant objectives. Here are the page numbers for the updates per objective:

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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.

In the Single Equality Scheme for 2021-24 we aimed to:	In the second year (2022/23) we:
Support Cambridgeshire County Council in their older people and physical and learning disability accommodation needs assessment.	The older people’s accommodation needs assessment has been completed and published on the County Council’s website. Officers from Cambridge City Council and the other District Councils have been working with the County on a statement to clarify where and why differences arise between this assessment and the Housing Needs of Specific Groups report carried out to support the development of the Local Plan. The learning disability accommodation assessment work is still ongoing.
Develop a bid for Changing Futures funding to better support homeless people who have multiple disadvantages relating to disability, mental health, and addiction.	<p>The bid for government funding was unsuccessful but the Public Services Board decided to fund Changing Futures work between 10 local public sector organisations over a three-year programme at a smaller scale. This project will cover Cambridgeshire and Peterborough. In 2022/23 organisations have been working together to set up structures and an agreed way to support people with multiple disadvantages. The key principles underlying the project are as follows:</p> <ul style="list-style-type: none"> • Embedding a Trusted Person Model to support people with multiple disadvantages to develop and maintain relationships with the people that they trust • Embedding a trauma informed approach to support people

	<ul style="list-style-type: none"> • Establishing mechanics across the system to support shared learning and address identified barriers • Embedding co-production and co-design across the system
<p>Work with Future Parks Accelerate and local public sector and voluntary and community sector partners to identify new, innovative and collaborative ways to use parks and open spaces to help support people’s health and wellbeing.</p>	<p>The Cambridgeshire and Peterborough Future Parks Programme (CPFP) closed in September 2022. The programme was externally funded by Heritage Lottery Fund, National Trust, & The Department for Levelling up, Housing and Communities. From 1st October, the more formalised Cambridgeshire and Peterborough Parks Partnership was developed. The partnership is made up of the Local Nature Partnership, Nene Park Trust, The National Trust, Public Health, and Cambridgeshire’s seven local authorities (including Cambridge City Council). One of the key themes of the new partnership is to promote health and wellbeing. It will do so by looking into opportunities to support Primary Care Networks to deliver social green prescribing services, and supporting organisations wishing to develop health and wellbeing related activities in parks.</p>
<p>Provide Gypsy, Roma and Traveller Cultural Awareness training for staff to broaden their awareness of Gypsy, Roma and Traveller cultures and how to support people from these communities by making their services more inclusive.</p>	<p>In 2022/23 a session was held attended by six council officers from the following services:</p> <ul style="list-style-type: none"> • Commercial Services • Community Services • Environmental Services • Housing Development Agency • Housing Services • Transformation Service

<p>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.</p>	<p>A Working Group made up of officers from Cambridge City Council, South Cambridgeshire District Council and Cambridgeshire County Council has been looking for suitable land, although no potential sites have yet been identified. Arrangements are being strengthened further to ensure that Officers and Members are working together effectively to explore all options. Any delivery of a permanent or transit site would need to be based on evidence from the needs assessment. However, making occasional use of land as a place for communities to stop, rather than providing a formal site, would not need to wait until the needs assessment is completed.</p>
<p>Continue the Council's work to address period poverty. In 2020/21 this will include:</p> <ul style="list-style-type: none"> • Undertaking research into the current need for free sanitary provision following Covid19 lockdowns, including what other public sector and voluntary and community sector partners have been providing. • Launching a local social media campaign to receive donations to help tackle period poverty. • Exploring the potential of using Lion Yard and Drummer Street public toilets as donation and collection points for sanitary provision. 	<p>In 2022/23 a working group was established to research local initiatives to tackle period poverty and this research was completed. Based on findings around the need for free sanitary supplies, all council-run community centres have free supplies, which will continue as an ongoing practice.</p>
<p>Seek the views of female rough sleepers as to their experience of homelessness and local service provision.</p>	<p>This research has not been undertaken and there are no current plans to do so as there is no evidence women are not sufficiently catered for. Women make up around 20 to 25 percent of the local rough sleeper</p>

<p>Informed by this, consider any actions to ensure that the needs of homeless women are met.</p>	<p>population and use rough sleeper services at roughly that level. Judged by usage, women seem more confident about using winter provision now that this provides greater privacy and security.</p>
<p>Continue to use Equality Impact Assessments (EqIAs) to ensure that the Council considers the needs of different communities in the city and how new policies or plans meet these needs and our Public Sector Equality Duty obligations. Action will include:</p> <ul style="list-style-type: none"> • Supporting Council services to complete EqIAs • Helping services to consider the impacts of policies or plans on groups of people with more than one protected characteristic which combine to create greater discrimination and inequality (intersectionality). • Provide training for Council services on how to undertake EqIAs. 	<p>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.</p> <p>No EqIA training was provided in 2022/23 as there was not capacity given that the Equality and Anti-Poverty Officer post had temporary cover over a one-year period whilst the officer normally in the post was seconded to another service.</p>
<p>Organise bi-annual meetings of the Equalities Panel to discuss the Council’s equalities progress and support Council-led initiatives that play a role in the promotion of equalities and diversity. Explore the potential of expanding the remit and/ or membership of the Equalities Panel to</p>	<p>The Equalities Panel met twice during 2022/23. The topics for the meeting on 5th July 2022 were Cambridge City Football Club’s equalities work, the Single Equality Scheme annual report 2021/22, and analysis of 2021/22 data and trends on the Council’s workforce relating to age, disability, ethnicity, sex, and religion and belief. The topics for the 10th January 2023 meeting were the LGBTQ+ needs assessment for Cambridgeshire and Peterborough, the Council’s cost of living response, and refugee support</p>

<p>identify further opportunities for collaboration with partners to tackle discrimination and promote equality in the city.</p>	<p>in Cambridge. The next meeting of the Panel is scheduled for 4th July 2023.</p>
<p>Support and encourage other organizations to promote equality and tackle discrimination, including by promoting the Equality Pledge and providing opportunities to organizations signed up to the Pledge to share good practice.</p>	<p>Cambridge City Football Club, a signatory of the Equality Pledge, was invited to speak about their equalities work at the Equalities Panel meeting on 5th July 2022. This included sharing good practice relating to establishing an Equality and Diversity Review Board for the club, supporting LGBTQ+ people to feel welcome and included, marking Black History Month and International Holocaust Memorial Day, and supporting disability access.</p> <p>However, there was not capacity to convene the Equality Pledge signatories in 2022/23 given that the Equality and Anti-Poverty Officer post had temporary cover over a one-year period whilst the officer normally in the post was seconded to another service.</p>
<p>Trial the use of the Low-Income Family Tracker (LIFT) system to help identify low-income households that may need support from Council services (such as by assisting with homelessness prevention or ensuring households claim benefits they are entitled to).</p>	<p>The council received permission from The Department for Work and Pensions to transfer their data into the LIFT system and the system became viable in October 2022. Officers are learning about the system's functionality and capability. The council has started to use the information to enhance its impact of 'business-as-usual' work, run local campaigns, and improve partnership working to support vulnerable people. It is expected over the next year that the system will capture the outcomes from the council's interventions. All data in the system will be anonymous, which means it cannot be traced back to individuals.</p>

<p>Provide two Transgender Awareness training sessions for staff and a Transgender Awareness briefing session for Councillors to create a greater understanding of the experiences of trans and gender variant people and increase staff and Councillors' confidence to support them effectively.</p>	<p>Only one Transgender Awareness training session was provided for staff in 2022/23 that was attended by nine people from the following services:</p> <ul style="list-style-type: none"> • Commercial Services • Community Services • Corporate Strategy • Customer Services • Housing Services • Human Resources
<p>Identify opportunities to hear from and increase our understanding of the needs of people from different equality groups and use this information to identify opportunities to improve our service provision and to influence and facilitate partners to tackle discrimination and disadvantage.</p>	<p>In 2022/23, The Council has been working with Cambridge Ethnic Community Forum (CECF) to analyse findings of the inclusion and engagement questionnaire that CECF undertook with ethnic minority people in Cambridge in 2021/22. A report will be produced of the analysis and presented at the Equalities Panel on 4th July 2023. Recommendations will be drawn from the findings in partnership with CECF to help inform the Council's own work and partnership working with other organisations and communities.</p>

Objective Two: To continue to work to improve access to and take-up of Council services from all residents and communities.

In the Single Equality Scheme for 2021-24 we aimed to:	In the second year (2022/23) we:
Help improve digital inclusion of older residents in the council's sheltered housing scheme	Cambridge City Council has been working with Cambridge Online to identify further opportunities to tackle digital exclusion. Cambridge Online has continued to provide a volunteer at Talbot House and at Brandon Court to support residents to use ICT. The council is working with Cambridge Online to develop activities for residents to use the internet to research works by an artist or artistic designs to be able to recreate them. The council is installing computer kiosks at Brandon Court and Mansel Court – and there is already a kiosk at Ditchburn Place.
Provide training for Council staff on best practice in supporting service users with mental health problems, including running two Mental Health Awareness training sessions, two Mental Health First Response training sessions and a STOP Suicide workshop.	Two Mental Health Awareness courses were run and attended by a total of ten people. A total of 17 people attended the Mental Health First Response training. A STOP Suicide workshop was not run in 2022/23 due to cost and the fact that a lot of content is covered by Mental Health First Response.
Build 500 new homes that can be adapted to become wheelchair accessible and 25 new homes (5% of the 500) that are wheelchair accessible from the outset by 2024.	During 2022/23 there were 208 new Council homes for rental completed and a further 137 more affordable homes were approved to be built as part of the Council's housing programme. All homes will be adaptable, barring 2 which have been purchased additionally and which did not conform to M4(2). The target remains for 5% of all affordable housing delivery to be wheelchair accessible.

<p>Develop protocol for dealing with homeless adults between the City Council’s Housing Services, mental health services and Cambridgeshire County Council’s Social Care services, similar to that developed for people under 18</p>	<p>The protocol has not been drafted. However, this has been raised at senior management level because it would need senior management input for this to be part of a strategic partnership commitment.</p>
<p>Continue to provide an interpretation and translation service to ensure that language barriers do not prevent people from accessing Council services and continue to provide a British Sign Language interpretation service for Deaf people who need to contact our Customer Service Contact Centre.</p>	<p>In 2022/23 there were 319 interpretation and translation assignments provided by the interpretation and translations service – the most common assignments were telephone interpretation assignments. The top five most common languages we needed interpretation or translation support from the service in order of numbers of assignments are:</p> <ul style="list-style-type: none"> • Ukrainian (71) • Polish (36) • Arabic (28) • Bengali (27) • Romanian (26) <p>The Council’s Community Safety Team also employ Arabic and Farsi Project Support Officers working with refugees.</p> <p>The council continues to provide a British Sign Language interpretation service for Deaf people needing to contact Customer Services.</p>

Related to objective two, Cambridge City Council has been working on supporting refugees by taking part in the following government schemes:

- Syrian Refugee Resettlement Schemes
- Afghan Resettlement Schemes
- Ukraine Family Visa Scheme
- Homes for Ukraine Scheme
- Full Asylum Dispersal
- Bridging Serviced Accommodation
- Community Resettlement

Back in 2021 support for Aghan and Ukranian refugees were not picked up as an action in the Single Equality Scheme 2021-2024 because the schemes supporting these communities were developed in 2021 and 2022 respectively. In 2021, Cambridge City Council and South Cambridgeshire District Council pledged to support 200 Syrian and Afghan refugees over 5 years. At the start of 2023, over 590 Ukrainian refugees were matched to houses in Cambridge and 500 had arrived.

Initially the Refugee Resettlement Team at Cambridge City Council was created to support Syrian families from 2014 and has expanded for Afghan families in 2021. The Council commissions Cambridge Ethnic Community Forum to deliver an advice service for asylum seekers and refugees, this include OISC accredited immigration advice. The Ukraine response is cross-council and involves a range of different teams in Cambridge City Council alone. It has included stronger involvement of the voluntary and community sector than the other refugee resettlement schemes have had with grants made available to them.

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.

In the Single Equality Scheme for 2021-24 we aimed to:	In the second year (2022/23) we:
Plan a series of 'Make a Difference Days' in which children aged 9-14 will be given the opportunity to 'make a difference' to their local community.	There were three Make a Difference days on themes around community safety and wellbeing that were held in Abbey, East Chesterton and Trumpington. A key learning point was that communities wanted events to be developed and hosted on a local basis with local champions leading the way. Going forward, the council will also be developing a different approach to advertising and engaging communities in thematic events. In 2023/24 there will be a focus on holding community picnics where additional wrap-around services or thematic activity can be included.
Develop 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.	The current provision of youth engagement and local decision-making activities has been mapped. Discussions with Cambridgeshire County Council on developing a city-wide Youth Panel are ongoing – these have been delayed due to staffing restructures in the Cambridge City Council and Cambridgeshire County Council but will be taken forward into 2023/24.
Provide a mixture of online and face to face open access play activities for children, young people, and their families in local neighbourhoods (including low-income neighbourhoods) across Cambridge.	Following a service review, the council has re-aligned resources to focus on improving outcomes for children/young people and families. This includes workstreams related to but not restricted to developing a network of safe spaces for young people across the city, supporting a programme

	of engaging activities and provision across the city throughout school holidays, and enabling the expansion of the holiday lunch programme.
Provide four Kickstart placements for young people aged 16 to 24, who are receiving Universal Credit, which will focus on gaining experience, skills and contacts in the arts and cultural sector.	<p>The Kickstart scheme was withdrawn on 3rd January 2023.</p> <p>Both placements were successfully completed by 6th June 2022.</p> <p>One of the participants used their earnings from Kickstart towards university course fees. The other enrolled for a level 2 teaching assistant course with the aim of working in a primary school.</p>
Work with the Social Mobility Business Partnership to deliver a 'Work Insight & Skills Week' for around 30 young people from low-economic backgrounds in years 11 and 12, introducing local creative industries and useful contacts for future employment opportunities.	A Social Mobility Business Partnership (SMBP) Work Skills and Insight Week took place from 18 th to 22 nd July 2022. The cultural partners were University of Cambridge Museums, Cambridge City Events, Cambridge Film Festival, Long Road Sixth Form College, and Cambridge Regional College.
Work with Form the Future to explore the feasibility of developing a Creative Industries Apprenticeship Training Agency, which would provide an apprenticeship opportunity across a number of smaller creative businesses.	<p>With partnership investment support from Festival Bridge, Form the Future led on research around the feasibility of this. The report was completed and is available via akua.obeng-frimpong@cambridge.gov.uk</p> <p>Recommendations include:</p> <ul style="list-style-type: none"> • Developing creative careers insight from primary school age • Increasing promotion of available creative careers opportunities in Cambridge

	<ul style="list-style-type: none"> • Developing the capacity of Creative SMEs to employ trainees.
<p>Implement and deliver the next stage of the Cambridgeshire and Peterborough Region of Learning project to help increase young people’s cultural engagement and help young people to acquire skills for future learning and career opportunities.</p> <p>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</p>	<p>To date, Region of Learning has recruited 205 females (from target of 237) and 316 males (from a target of 334) aged 15 to 24. A total of 114 young people from ethnic minority backgrounds have been recruited from a target of 120. The project has also recruited 135 young people with a disability and the target was 110. For young people without basic skills, there is a target at this stage of the project of 22 but so far it has only engaged 9. The project is funded until December 2023 so the targets apply up to then. Note that the targets are set for participants to the programme for Region of Learning which is run and managed by Form the Future in conjunction with Shift Momentum and isn’t necessarily linked to the digital platform itself.</p> <p>The digital badge platform is looking to develop its facility to support those with special educational needs and disabilities by allowing parents and carers to sign up and manage their accounts for them. The project is getting advice on this from Information Governance but should potentially take the form of a checkbox to acknowledge the young person’s profile is managed by a trusted adult. The Preparing for Adulthood team is also offering support through discoveries to enhance and improve accessibility of the site through consultation for key special educational needs and disabilities groups to improve accessibility.</p>
<p>Continue to provide sheltered housing schemes for people aged over 60 who wish to carry on living independently but</p>	<p>In September 2022, the Independent Living Service (ILS) agreed a further three year collaboration agreement with Cambridgeshire County Council to continue providing support services to older people both across</p>

<p>who require some support to do so and help the schemes to run their own social clubs, activities, and events.</p>	<p>Cambridge City Council's sheltered housing schemes, plus via a tenure neutral Visiting Support Service. The service also benefited from a temporary member of staff for 6-months to begin exploratory work around tackling loneliness and social and digital exclusion in our sheltered housing schemes, which has led to greater coordination of these activities.</p>
<p>Organise visits from a local school to Ditchburn Place sheltered housing scheme and explore opportunities to extend this intergenerational project to other schools and sheltered housing schemes across the city.</p>	<p>Four students from The Leys visit Ditchburn Place each Wednesday for games and activities – and this has been happening for the last two years.</p> <p>Cambridge City Council mapped out where each sheltered housing scheme is in relation to surrounding primary schools. Primary schools were contacted about their capacity and interest in setting up regular visits with the sheltered housing scheme residents for their pupils. However, none were able to organise anything on a regular basis.</p>
<p>Re-establish the Community Hub at Mansel Court (when coronavirus restrictions allow for this) and set up new hubs at schemes identified across the city.</p>	<p>Due to resource issues, the Community Hub at Mansel Court cannot be reinstated. The council plans to periodically review capacity to do so and still has an aspiration to reinstate it.</p>
<p>Continue to provide the Shopmobility service at the Grand Arcade and Grafton East car parks to support disabled people to access the city.</p>	<p>The usage figure for Shopmobility for 2022/23 was 3,989 – an increase of over 700 on 2021/22 (where the usage figure was 3,266).</p>
<p>Promote the Council's exercise referral programme (which provides doctors referrals to gym, sports centres and other</p>	<p>The exercise referral service is running across all the venues it was present at before the pandemic, except for Netherhall which has been</p>

<p>physical activities) to inactive people whose medical conditions would benefit from guided exercise.</p>	<p>found not to be sufficiently accessible. Numbers of people using the service are around 80 a year lower than pre Covid-19 (which was around 300 new referrals in 2018/19). Free referrals are not provided any longer but physical activities and access to gym/sports centres is subsidised. The service supports people with a wide range of medical conditions and disabilities for adults of all ages.</p>
<p>Explore the feasibility of including Changing Places provision when redeveloping existing toilets to provide the highest accessibility standards possible within building dimensions and constraints.</p>	<p>There are two proposed Changing Places schemes - at Drummer Street and Cherry Hinton Hall. The Drummer Street redevelopment is progressing well with all surveys now complete and a draft design ready to go to the planning committee. Subject to planning approval it is hoped that completion of Drummer Street will be by the end of July. At Drummer Street, planning has identified that there can be a far greater number of standard toilet units than was first thought that will be all be gender neutral.</p> <p>Cherry Hinton Hall has also been surveyed and the council shall be progressing the draft design this Summer.</p>
<p>Continue to provide holistic support to City Council tenants with mental health issues to remain in their tenancies and help link people to meaningful activities and groups in order to help reduce social isolation. Produce a new Tenancy Sustainment Service Policy to support this work.</p>	<p>The tenancy sustainment service (TSS) continues to expand its reach to residents across the city. Not only does it provide support to City Homes tenants (people in Cambridge City Council tenancies), the TSS also works closely with the council's Housing Advice Service to provide support to those in the Private Rented Sector to maintain their tenancies. Additionally, TSS employs three Neighbour Support officers as part of the County Council's Housing First programme and this will expand to five by</p>

	the end of 2023/24. Over the coming year a service policy for the TSS will be developed
Continue to provide 17 units of move-on accommodation for people receiving support under the Cambridgeshire and Peterborough NHS Foundation Trust's mental health team to help them move onto living independent living.	Through Cambridge City Council's partnership with Cambridgeshire County Council and the Cambridgeshire & Peterborough Foundation Trust (CPFT) it continues to provide 16 supported units of move-on accommodation. Three of these units are now specifically allocated to those with Learning Disabilities, and as part of the partnership Cambridge City Council continues to look at other ways it can expand support offered.
Continue to hold Disability Panel meetings to monitor planning applications relevant to disabled people, focussing particularly on large housing developments, infrastructure, the public realm and public buildings in the Greater Cambridge area.	The Disability Panel has been meeting in 2022/23 and has provided insights into impact for disabled people for development related to the Grafton Centre, some planning applications relating to developments in Eddington, the Mill Road bridge closure, and the Greater Cambridge Partnership Making Connections programme.
Ensure that all City Council buildings are breastfeeding-friendly and encourage other employers and venues to do the same.	In 2022/23 there was not capacity to work towards other council buildings joining the breastfeeding friendly scheme as the individual in the Equality and Anti-Poverty Office post who started this work was seconded to another team. However, a space to support people to breastfeed privately if they wish to has been created on the ground floor of Mandela House.

<p>Support and help coordinate Gypsy, Roma and Traveller History Month activities.</p>	<p>In 2022/23 the council visited Midsummer Fair alongside Cambridgeshire County Council's Public Health service and spoke to many of the traders. This also helped Cambridge City Council to get feedback on a social event that it organised in the Corn Exchange for Gypsy, Roma and Traveller people that took place on 4th December. The event in December was well received and attended by about 200 people. It included live music and Karaoke.</p> <p>There will be a Gypsy, Roma, and Traveller Community Development Officer in post from April 2023 to help coordinate activities for Gypsy, Roma, and Traveller History Month 2023.</p>
<p>Coordinate a Celebration of Women 2020 Exhibition and community activities complementing the Vote#100 programme.</p>	<p>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 Marina Amaral 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. At the event it was announced that there will be a women's network developed for the city as a means for women to socialise and seek support from one another. Cambridge City Council will support the development of this co-produced women's network in 2023/24.</p>
<p>Provide Community Grants for 2023/24 to support the voluntary and community sector to reduce social and</p>	<p>The core budget for Community Grants approved for activities taking place in 2023/24 was £1,094,000. An inflationary increase of £94,000 was applied to the usual budget of £1,000,000 in recognition of the challenges faced by the voluntary and community sector as a result of the cost-of-</p>

<p>economic exclusion, which can disproportionately affect particular equality groups.</p>	<p>living crisis. For 2023/24, funding was awarded to around 50 voluntary and community sector organisations that support people with specific protected characteristics for a wide range of different activities – this included some activities funded by small grants of £2,000 and under, and some funded by larger main Community Grants.</p>
<p>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.</p>	<p>The small grant application process was introduced for the 2023/24 round of Community Grant Funding. This was piloted as an online only process. There was an increase in the number of small grant applications received – particularly 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, suggesting that the simplified process was more accessible. The council plans to continue with the small grants process and will consider the potential impacts of any further changes on people with different protected characteristics.</p>
<p>Continue to work with Food Poverty Alliance partners to help tackle food poverty, including that experienced by children. Work with partners to support the cultural requirements of ethnically diverse communities and dietary requirements of people with long-term health conditions in the city’s response to food poverty.</p>	<p>In 2022/23 the council has helped establish the Food Distribution Hub and community kitchen into their new premises in Cambridge. It continues to provide funding and support for this important programme of work. In 2023/24 Cambridge City Council will support the expansion of holiday lunches across the city.</p> <p>After raising awareness of the lack of ethnically diverse foods at Food Banks and food hubs, providers have improved their offer. The Karim Foundation and Cambridge Ethnic Community Forum have joined the Cambridge Food Poverty Alliance. A strong relationship has been forged</p>

	<p>with Cambridge Central Mosque and the Bangladeshi Community Welfare Association who continue to support emergency food programmes across the city. The council continues to build on this collaborative approach, seeking to build connections with communities and the voluntary sector.</p>
<p>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.</p>	<p>Physical activity programmes that are accessed by different equality groups have included:</p> <ul style="list-style-type: none"> - The Invigorate Programme available for mental health service users and residents interested in improving their mental health and wellbeing, through exercise. Weekly sessions are provided for different sports for free or at a low-cost for all Invigorate members. Invigorate members who are referred by a mental health professional also get 50% reduced entry for the gym and pools at Parkside and Abbey. There has been a large increase in membership to the Invigorate Programme since the pandemic. - Initiatives supporting women to get more active have included ‘introduction to strength training’ and ‘bike maintenance’ and ‘staying active through the menopause’ workshops. There has also been some return to fitness programmes specifically for women and sessions for mothers with young babies. - The Healthy You Festival, although not aimed exclusively at women, saw between 80 to 90% female participation. There were 100 online sessions in January across 30 activities attended by 400 people. - The council has supported Strength and Balance sessions for people aged 65 and over delivered by Forever Active.

	<ul style="list-style-type: none"> - The council seeks out opportunities to ensure sports and fitness sessions are open and inclusive for people with a range of disabilities and long-term health conditions who will have different physical abilities. As a result, 21% of people attending the virtual festival had a disability or long-term health condition. - The council has supported various projects aimed at young people aged mostly between 11 and 16 by working with partners like Romsey Mill and youth clubs. - Opportunities aimed at families have included Families Moving short courses and the Grassroots Physical Activity Fund (funded by The Leys school) providing up to £250 per family for children from low-income families to take part in grassroots sports activities - For people under 11 and their families, the council has been running popular Healthy Weights sessions under its Families Moving funding for families to engage in different sports together. There are two or four courses during term time and one to two over school holiday periods. There are also courses specifically for families where a parent or child has a disability or long-term health condition.
<p>Liaise with Cambridge Ethnic Community Forum, Cambridge Women’s Resource Centre and other relevant partners about setting up a group for South Asian women to socialise, to discuss matters of concern to them, and potentially to bid for funding for projects to support South Asian women.</p>	<p>The Council has initiated conversations with these organisations. In 2023/24 it is supporting the development of a co-produced women’s network for the city, open to all women, as a means for women to socialise and seek support from one another. In 2023/24 the Council will also liaise with community leaders working with South Asian women to see if there is appetite for setting up a South Asian women’s section for the wider network.</p>

<p>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.</p>	<p>The council has found that taxi drivers are not taking wheelchair access bookings as jobs because they cost taxi drivers more: taxi drivers cannot legally put the meter on until they set off on a journey and it takes longer to support people in wheelchairs and mobility scooters into taxis.</p> <p>Officers continue to investigate if the council can implement any easy resolutions to this problem. Over the past year the council has:</p> <ul style="list-style-type: none"> • undertaken research into how many wheelchair access bookings are taken as jobs by taxi drivers • looked at existing legislation to identify opportunities for identifying any resolutions • started to speak to users with wheelchairs as to what their experiences are • supported the MP to raise the issue in the political arena given that it relates to national legislation.
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Objective Four: To tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the city continue to get on well together.

<p>In the Single Equality Scheme for 2021-24 we aimed to:</p>	<p>In the second year (2022/23) we:</p>
<p>Continue to provide a Racial Harassment service, working with Cambridgeshire Police to tackle hate crime/incidents</p>	<p>The Council continues to offer advice and help to anyone living in or visiting Cambridge suffering racial harassment. The service looks at what</p>

<p>motivated by hatred towards someone's race, and using civil remedies in line with the Harassment Act 1997 to tackle hate crime and harassment.</p>	<p>support the person needs and assesses the danger of further incidents. It can take emergency action to increase the security of people's homes and supports people to seek help from the Police.</p>
<p>Continue to monitor standards of work related to the Domestic Abuse Housing Alliance (DAHA), including:</p> <ul style="list-style-type: none"> • Ensuring the council's compliance with the Domestic Abuse Act 2021. • 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. 	<p>In 2022/23 the council has undertaken the following actions to monitor the standards of work relating to DAHA:</p> <ul style="list-style-type: none"> • Quarterly audits of all cases where domestic abuse is 'flagged'. This includes cases where officers have completed DASH risk assessments, and/or cases that have been referred to the Multi-Agency Risk Assessment Centre. It also includes ensuring the council complies with the Domestic Abuse Act 2021 and responds in a manner that would be expected as a DAHA accredited local authority. • Held a public Domestic Abuse Conference to mark White Ribbon Day 2022 • Held a 'Survivors Conference' in September 2022 in partnership with Cambridge Women's Aid to gather feedback for service improvements. • Updated the DASH form the council uses with optional questions for victims/survivors to advise on their protected characteristics, and how their identities impact on their experience of domestic abuse. The council intends to use this information to better inform its service provision going forward.

	<ul style="list-style-type: none"> The council has also updated its guidance for staff on supporting people with different protected characteristics who experience domestic abuse. <p>Cambridge City Council is currently recruiting a fixed-term Specialist Housing Worker (Domestic Abuse) to collate and analyse feedback directly from victims/survivors of domestic abuse.</p>
<p>Continue to work with partners in the Cambridge Community Safety Partnership (CCSP) 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.</p>	<p>The Partnership's priorities for 2022/23 will be agreed in July 2023 once further relevant data is available, such as Cambridgeshire County Council's new Serious Violence Duty Needs Assessment. In the meantime, the CCSP's priorities will continue to be related to safeguarding young people against violence and exploitation, listening to community needs and responding together to reduce harm. The Partnership will continue to raise awareness of domestic abuse and child exploitation.</p>
<p>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:</p> <ul style="list-style-type: none"> installing CCTV in taxis resurrecting the Ask for Angela campaign 	<p>Cambridge was reaccredited in October 2022 to the Purple Flag. In 2022/23, the council has:</p> <ul style="list-style-type: none"> Increased CCTV presence across the city as a whole and has been working on a practical plan to introduce CCTV into taxis in 2023/24. Continued to promote Ask for Angela

<ul style="list-style-type: none"> participating in any other initiatives helping people be safe in the city as behaviours and perceptions of safety have since the pandemic. 	<ul style="list-style-type: none"> Invited the student unions from both universities to sit on the Purple Flag steering group after students shared safety concerns of the city centre at night Been awarded Safer Street funding of £26,000 to introduce further predator identification training for door-staff and CCTV staff on licenced premises. Started to develop further training on inclusivity for bar staff and door-staff at licenced premises to ensure people feel comfortable approaching staff if they need support – this has included working with The Encompass Network on LGBTQ+ people’s safety. Looked into bringing in another accreditation scheme for licenced premises to meet certain standards above licensing conditions to improve safety of people visiting or near their premises.
<p>Undertake training on tackling lesbian, gay, bisexual and transgender (LGBT+) discrimination for front-of house staff in Council buildings and Councillors, and work with the Encompass Network to promote Safer Spaces to more organizations in the city.</p>	<p>Councillors received Transgender Awareness training on 13th June 2022, and this was attended by 19 people. Councillors did not receive the training on tackling lesbian, gay, bisexual, and transgender (LGBT+) discrimination and neither did staff members. This is because The Encompass Network who developed the training did not have the capacity to deliver it. Also, the individual who was normally in the Equality and Anti-Poverty Officer post and trained to deliver the sessions was seconded to another service. The Encompass Network did not have the capacity to work with the council to promote Safer Spaces to more organizations in the city.</p>

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

In the Single Equality Scheme for 2021-24 we aimed to:	In the second year (2022/23) we:
<p>Develop, promote, and deliver the ‘Wellbeing at Work’ programme, providing a range of wellbeing classes, activities, information campaigns and promotions to encourage a healthy active Council workforce.</p>	<p>In 2022/23 staff had access to a wide range of online and in person physical activity opportunities and healthy lifestyle webinars and workshops as part of the programme. These included Pilates/yoga/core and back programmes, a rock-climbing taster session, wellbeing and mindfulness sessions, nutrition workshops, and sessions on looking after bones and joints. New material regarding 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. The Active Lifestyle Team also supported an organisation wide step challenge to help keep staff active. Also, in 2022/23 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.</p>
<p>Providing two ‘Managing Mental Health’ sessions for managers to identify practical ways to manage and support positive mental well-being for all staff including employees who are experiencing stress and distress.</p>	<p>One Managing Mental Health session was provided on 8th December 2022, and it was attended by four staff members. Due to low booking numbers, the session booked for March 2023 was postponed till May 2023.</p>

<p>As part of our Disability Confident commitment, undertake steps to help increase representation of disabled staff members as a proportion of the workforce.</p>	<p>Cambridge City Council continues to take steps to help increase representation of disabled people across the workforce but recognises that there is more to be done in this area. The percentage of staff declaring themselves as being disabled has decreased from 8.15% in 2021/22 to 7.37% for 2022/23. This is the equivalent of a decrease of 5 individuals.</p> <p>The Council has continued to build and maintain connections with external organisations who work with disabled individuals who are looking to get into and/ or remain in work. This includes The Department for Work and Pensions, Individual Placement and Support Service, Reed in Partnership Restart Programme and Pinpoint. The Council will be hosting a 'Be Inclusive' event in partnership with The Department for Work and Pensions in May 2023 and will have a chance to talk about the processes and systems it has in place around being a Disability Confident Employer.</p>
<p>Take steps to increase representation of Black, Asian and Minority Ethnic (BAME) employees as a proportion of the council's workforce.</p>	<p>Cambridge City Council continues to work to increase the representation of ethnic minority people as a proportion of its workforce. In 2022/23 there were 09.09% of staff with an ethnic minority background compared to 8.32% for the previous year. Analysis has shown that the council continues to attract applications from ethnic minority people into a wide variety of roles and service areas. Shortlisted ethnic minority applicants (as a percentage) increased and successful applicants (as the number of individuals) has increased. The council has widened its advertising platforms for roles, including expanding its presence on LinkedIn.</p>

<p>Take steps to increase retention of BAME employees, including by:</p> <ul style="list-style-type: none"> • Continuing to support the BAME staff group to provide a secure, safe, and supportive environment for BAME staff to discuss issues and share experiences. • Identifying ways to encourage internal applications and promotion at the council, including providing training courses on applying for jobs and interview skills. 	<p>The Council continues to review its recruitment and retention strategies and has changed the way it publicises roles to be more accessible to all, which has included changes in advert text and key words, ensuring role profiles are clear and simple, and using recruitment for progression to grow individuals in the organisation. Looking at the workforce information, the number of internal promotions has increased from the previous year with 12.5% of the promotions being staff who identify themselves as being from an ethnic minority background.</p> <p>The staff group has not met in 2022/23 because the chair did not have capacity to organise meetings. However, the council continues to support and encourage staff to set up staff groups.</p>
<p>In determining the future use of council buildings following Covid-19, provide staff with a Prayer Room.</p>	<p>The council is still in the process of determining the future use of its buildings and this is part of the council's wider transformation programme. In the meantime, the council is going to provide a prayer room at Mandela House.</p>
<p>Provide an 'Understanding Menopause' workshop open to all who wish to gain a better understanding of the menopause, its impact in and out of the workplace, and how best to support each other.</p>	<p>Two 'Understanding Menopause' workshops were provided and attended by a total of 18 people from the following services:</p> <ul style="list-style-type: none"> • Customer Services • Environmental Services • Estates and Facilities • Finance • Housing Services

	<ul style="list-style-type: none"> • Planning Service
Run the Equality, Diversity and Disability Awareness course for new members of staff (two sessions per course provided 9 times in the year) to raise understanding of equality and diversity issues, awareness of relevant diversity and disability legislation, and the Council's responsibilities under the Public Sector Equality Duty.	There were ten sessions provided each for Equality Awareness training and Equality Policy in Practice training for new members of staff. 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.
Set new targets for the percentage of disabled people and Black, Asian and Minority Ethnic people as a proportion of the workforce in light of the findings from the Census 2021.	With the collation of data for the 2022/23 Equality in Employment Workforce report, the Council will review the Census 2021 data to set the new targets. The targets will be shared at the Equalities Panel meeting on 4 th July.