

Appendix B: Actions of the Single Equality Scheme (2021-2024) to report back on for 2023/24 (Year Three of the Scheme)

Details of actions for the third year (2023/24) of the Single Equality Scheme (2021-2024) are set out in the tables below under their relevant objectives. Some of these actions are new for 2023/24 and some actions have applied for the council across the whole duration of the Scheme (1st April 2021 to 31st March 2024). Here are the page numbers for the 2023/24 actions 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.

<p>In the third year of the Single Equality Scheme (2023/24) we will:</p>	<p>Service(s) leading on this action:</p>
<p>Organise two talks for staff members to increase their awareness of the needs of Gypsy, Roma, and Traveller communities to better target our support.</p>	<p>Democracy, Inclusive Economy and Climate Group</p>
<p>Continue to use Equality Impact Assessments (EqIAs) to ensure that the Council considers the needs of different communities in the city to meet its Public Sector Equality Duty, and to assess the effect of decisions on people experiencing poverty or on low incomes. 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>Democracy, Inclusive Economy and Climate Group</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>Democracy, Inclusive Economy and Climate Group</p>
<p>Hold a meeting of the Equalities Panel on 4th July 2023 to discuss the findings of the inclusion and engagement questionnaires for ethnic minority people, and of Cambridge Together. For the latter, explore lessons learnt around the engagement approach and feedback around things that matter about Cambridge to people with different protected characteristics. For the former ask the Panel for recommended actions in relation to the findings.</p>	<p>Democracy, Inclusive Economy and Climate Group</p>

<p>Undertake a review into the effectiveness of the Equalities Panel for supporting Council-led initiatives that play a leading role in the promotion of equality and diversity, consulting current Equalities Panel members. Identify how and if the Panel or another formalised partnership can help develop a whole systems approach to tackling inequality and discrimination – an approach that recognises the council must work with partners and communities to effectively tackle these issues given their complexity.</p>	<p>Democracy, Inclusive Economy and Climate Group</p>
<p>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 is based on recommendations from findings to the needs assessment for ethnic minority people undertaken by Cambridge Ethnic Community Forum.</p>	<p>Democracy, Inclusive Economy and Climate Group</p>
<p>Identify further opportunities to hear from and increase our understanding of the needs of people from different equality groups. Use this information to identify opportunities to improve our service provision and to influence and facilitate partners to tackle discrimination and disadvantage.</p>	<p>Democracy, Inclusive Economy and Climate Group</p>
<p>Continue to support Cambridgeshire County Council with their learning disability accommodation needs assessment.</p>	<p>Communities Group, & Democracy, Inclusive Economy and Climate Group</p>
<p>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:</p> <ul style="list-style-type: none"> • 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 	<p>Communities Group</p>

<p>for centre staff to increase their confidence to identify and support the needs of children and young people.</p>	
<p>Deliver on the Integrated Care System funded project about preventing ill health relating to:</p> <ul style="list-style-type: none"> • Young people’s mental health • Frailty and preventing frailty for older people • Identifying joined up ways to support frequent service users 	<p>Communities Group</p>
<p>Employ a new Community Development Officer (CDO) to support Gypsy, Roma, and Traveller people in the city. The CDO will help:</p> <ul style="list-style-type: none"> • Identify Gypsy, Roma and Traveller people who live in Cambridge and their needs to help ensure that the council can make the most difference in supporting the communities to access services and to reduce social isolation • Work with Cambridgeshire County Council’s Public Health team to set up outreach opportunities and conversations to improve health outcomes of Gypsy, Roma, and Traveller people 	<p>Communities Group</p>
<p>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.</p>	<p>Communities Group</p>
<p>Exploring potential temporary and/or permanent accommodation options for Gypsy, Roma and Traveller communities. Use the results of the Gypsy and Traveller Accommodation Needs assessment for Cambridge City and South Cambridgeshire currently under way, along with other evidence, to inform what sites are needed locally for these communities. Identify negotiated stopping solutions for Gypsy, Roma, and Traveller communities.</p>	<p>Communities Group</p>

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

<p>In the third year of the Single Equality Scheme (2023/24) we will:</p>	<p>Service(s) leading on this action:</p>
<p>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. Continue working on the cross-council response to supporting Ukrainian refugees that was started in 2022.</p>	<p>Communities Group</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>Democracy, Inclusive Economy and Climate Group</p>
<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>Communities Group</p>
<p>Help improve digital inclusion of older residents in the council's sheltered housing scheme.</p>	<p>Communities Group</p>
<p>Provide training for Council staff on best practice in supporting service users with mental health problems, including running two Mental Health Awareness training sessions, and two Mental Health First Response training sessions.</p>	<p>Corporate Group</p>
<p>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.</p>	<p>Place Group</p>

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.

<p>In the third year of the Single Equality Scheme (2023/24) we will:</p>	<p>Service(s) leading on this action:</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>City Services</p>
<p>Continue to support the Cambridgeshire and Peterborough Parks Partnership's efforts to promote health and wellbeing by supporting a funding bid to the Integrated Care System's Communities and Prevention Fund.</p>	<p>City Services</p>
<p>Subject to planning approval, provide the Changing Places facility at Drummer Street toilets. Undertake design work of Cherry Hinton Hall toilets to include a Changing Places facility.</p>	<p>City Services</p>
<p>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.</p>	<p>Communities Group</p>
<p>Enable the expansion of the holiday lunch programme</p>	<p>Communities Group</p>
<p>Promote the Council's exercise referral programme (which provides doctors referrals to gym, sports centres and other physical activities) to inactive people whose medical conditions would benefit from guided exercise.</p>	<p>Communities Group</p>
<p>Develop and expand existing physical activity programs for targeted groups, including activities aimed at:</p> <ul style="list-style-type: none"> • Improving mental health and well-being • Young people • Families • Adults with long term medical conditions • Strength and balance activities for the 50 to 65 year age group: by developing further opportunities 	<p>Communities Group</p>

<p>for older people in the supported housing that is council-run to take part in activity to prevent falls</p> <ul style="list-style-type: none"> • Helping support refugees to access bikes for easier travel and fitness 	
<p>Support an annual programme of events which celebrate diversity and/or promote community cohesion, in partnership with local equality and diversity organisations including:</p> <ul style="list-style-type: none"> • Black History Month • Disability History Month • Gypsy, Roma, and Traveller History Month • International Holocaust Memorial Day • LGBTQ+ History Month • South Asian Heritage Month 	Communities Group
<p>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.</p>	Communities Group
<p>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.</p>	Communities Group
<p>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 for CRCC and CWRC, and 44 years for Cambridge Women's Aid.</p>	Communities Group
<p>Improving wheelchair accessibility for taxis by working with taxi providers to implement Section 165 to Section 167 of the Equality Act 2010 and ensure that taxis are honouring bookings and providing adequate support to those with disabilities.</p>	Communities Group
<p>Continue to provide sheltered housing schemes for people aged over 60 who wish to carry on living independently but who require some support to do so. Help the schemes to run their own social clubs, activities, and events.</p>	Communities Group

Continue to provide 16 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 independently.	Communities Group
Continue to provide holistic support to residents with mental health issues to remain in their City Council and private rented sector tenancies. Develop a service policy for the Tenancy Sustainment Service supporting this work.	Communities Group
Provide Community Grants for 2024/25 to support the voluntary and community sector to reduce social and economic exclusion, which can disproportionately affect particular equality groups.	Corporate Group
Work with the Social Mobility Business Partnership to deliver a 'Work Insight & Skills Week' from 10th to 14th July 2023 for young people from low-economic backgrounds, introducing local creative industries and useful contacts for future employment opportunities. As well as University of Cambridge Museums, City Events and Cambridge Junction, this year's Cultural Partners will include Kettle's Yard and Cambridge University Press.	Democracy, Inclusive Economy and Climate Group
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.	Democracy, Inclusive Economy and Climate Group
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. 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	Democracy, Inclusive Economy and Climate Group

businesses to recognise digital badges as part of their inclusive recruitment practices	
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.	Greater Cambridge Shared Planning

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.

In the third year of the Single Equality Scheme (2023/24) we will:	Service(s) leading on this action:
Continue to provide a Racial Harassment service, working with Cambridgeshire Police to tackle hate crime/incidents motivated by hatred towards someone's race, and using civil remedies in line with the Harassment Act 1997 to tackle hate crime and harassment.	Communities Group
Continue to work with partners in the Cambridge Community Safety Partnership (CCSP) to improve public safety and raise concerns of people with protected characteristics.	Communities Group
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.	Communities Group
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.	Communities Group

<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 • 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 	<p>Communities Group</p>
<p>Continue to improve the council’s support for people experiencing domestic abuse related to its work on the Domestic Abuse Housing Alliance (DAHA), including meeting needs of people with different protected characteristics who experience abuse.</p>	<p>Communities Group</p>
<p>Undertake training on tackling lesbian, gay, bisexual and transgender (LGBT+) discrimination for staff from a range of services.</p>	<p>Democracy, Inclusive Economy and Climate Group</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

<p>In the third year of the Single Equality Scheme (2023/24) we will:</p>	<p>Service(s) leading on this action:</p>
<p>Develop, promote, and deliver the ‘Wellbeing at Work’ programme, providing a range of wellbeing classes,</p>	<p>Communities Group and Corporate Group</p>

activities, information campaigns and promotions to encourage a healthy active Council workforce.	
Run the Equality, Diversity and Disability Awareness course for new members of staff (two sessions per course provided up to 10 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.	Corporate Group
Provide 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.	Corporate Group
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.	Corporate Group
As part of our Disability Confident commitment, undertake steps to help increase representation of disabled staff members as a proportion of the workforce.	Corporate Group
Take steps to help increase representation and retention of people from Ethnic Minority Groups as a proportion of the council's workforce and monitor the ethnicity pay gap.	Corporate Group
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.	Corporate Group
Continue to monitor, analyse, and publish data in respect of our recruitment activity and workforce in relation to age, disability, ethnicity, religion or belief, sex, and sexual orientation.	Corporate Group
Provide a prayer room/ quiet reflection space for staff at Mandela House.	Place Group