

## 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>
Designated Bathing Water – River Cam
<b>2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)</b>
Link to be added when the 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 River Cam (River) is used for swimming and with this use, there are a range of issues presented and raised. This report considers these issues, the water quality concerns, the impact on human health from that water quality and a range of other considerations that must be understood to allow the City Council (as landowner) to consider and support a Designated Bathing Water (BDW) for Sheep's Green.

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<b>4. Responsible service: Streets and Open Spaces</b>
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<b>5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?</b> <b>(Please tick all that apply)</b>	<input checked="" type="checkbox"/> Residents <input checked="" type="checkbox"/> Visitors <input type="checkbox"/> Staff
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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):

**Wild Swimmers and Users of the River Cam. Potential impact of users of the Learner Pool**

<b>6. What type of strategy, policy, plan, project, contract or major change to your service is this?</b>	<input type="checkbox"/> New <input type="checkbox"/> Major change <input checked="" type="checkbox"/> Minor change
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<b>7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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If 'Yes' please provide details below:

Community Services, Sports, and Recreation Team

<b>8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?</b>
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Environment and Community Scrutiny Committee on 3<sup>rd</sup> October 2023

<b>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?</b>
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Consultation on use, research on other Designated Bathing Waters and web resources from DEFRA, Environment Agency, the Rivers Trust, and Cam Valley Forum.

[Bathing Water Designation - Cam Valley Forum](#)

[Bathing waters - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

[Key issues | The Rivers Trust](#)

[Bathing waters: apply to designate or de-designate - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

## 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

Children, as novice swimmers, are more likely to swallow water accidentally and swimmers can become unwell from swimming in any open water as there will always be micro-organisms present. The consultation by Cam Valley Forum has indicated that there are large numbers of swimmers already using the water and they are currently exposed to these risks. If, Sheep's Green is designated, the Environmental Agency (EA) will develop a bathing water profile and put plans in place to monitor and protect the bathing water. By law, the City Council must display information about water quality and pollution sources at designated bathing waters during the bathing season.

### (b) Disability

There may be a negative impact on those with limited mobility wishing to access the River. This relates to the physical constraints of the banks. This matter must be considered in any risk assessment of the current and future use. There may be scope to create level access to the River. Those with an impaired immune system are more susceptible to infection from open water swimming. However, the consultation by Cam Valley Forum has indicated that there are large numbers of swimmers already using the water and they are currently exposed to these risks. Plus, the Council can warn parents and open water swimmers generally about risks with signage.

In a general sense, open water swimming can increase risk of long-term health issues for people who may not have a disability due to micro-organisms present in water. Government advice is that there is also a risk of more severe infections caused by micro-organisms such as E.coli O157 which may cause severe gastrointestinal illness and leptospirosis (Weil's disease), which can cause liver and kidney problems. If, Sheep's Green is designated, the EA will develop a bathing water profile and put plans in place to monitor and protect the bathing water. By law, the City Council must

display information about water quality and pollution sources at designated bathing waters during the bathing season.

**(c) Gender reassignment**

A designated bathing water site must have toilet facilities bathers can use during the bathing season, within a short distance of up to about 500m from the site.

**(d) Marriage and civil partnership**

No impact has been identified specific to this protected characteristic group.

**(e) Pregnancy and maternity**

No impact has been identified specific to this protected characteristic group.

**(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.**

No impact has been identified specific to this protected characteristic group.

**(g) Religion or belief**

No impact has been identified specific to this protected characteristic group.

**(h) Sex**

A designated bathing water site must have toilet facilities bathers can use during the bathing season, within a short distance of up to about 500m from the site.

**(i) Sexual orientation**

No impact has been identified specific to this protected characteristic group.

**(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\\_159kt25g](https://media.ed.ac.uk/media/1_159kt25g)).**

Improved water quality will have an impact on all users of the River. The creation of safer area for River swimming will create new and free recreational activities for those on low income. The recreational activities will also create potential health benefits.

**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.)**

The DBW application creates a collaborative relationship with the Environment Agency in helping to understand improve water quality and its reporting. The DBW will be risk assessed and this EQIA assessment will be used to consider the negative and positive impacts.

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

Click here to enter text.

**13. Sign off**

Name and job title of lead officer for this equality impact assessment: Alistair Wilson, Group Services Manager, City Services

Names and job titles of other assessment team members and people consulted: Helen Crowther, Equality and Anti-Poverty Officer, Strategy and Partnerships

Date of EqIA sign off: 21/09/2023

Date of next review of the equalities impact assessment: Autumn 2024

Date to be published on Cambridge City Council website: [Click here to enter text.](#)

**All EqIAs need to be sent to the Equality and Anti-Poverty Officer at [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk)**