

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 or phone 01223 457046.

Once you have drafted the EqIA please send this to equalities@cambridge.gov.uk for checking. For advice on consulting on equality impacts, please contact Helen Crowther, (helen.crowther@cambridge.gov.uk or 01223 457046).

1. Title of strategy, policy, plan, project, contract or major change to your service
Revisions to Governance Arrangements and an Extension to the Contract for Services for Storeys Field Centre
2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
N/A
3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
Extension of the councils Contract for Services with Storey's Field Community Trust to operate Storeys Field Centre, and dissolution of the Trust. Once the Trust is dissolved Cambridge University will take sole responsibility for the management and operation of Storey's Field Centre, and TUPE may apply to the council staff when the contract for services ends 31.03.2025.

4. Responsible service

Communities Directorate

5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?

(Please tick all that apply)

- Residents
- Visitors
- Staff

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

There will be no impact on residents or visitors from this change of service, but city council staff posts may transfer under a TUPE arrangement to Cambridge University, when the contract for services ends 31 March 2025. TUPE protections will apply, and support will be provided by management, HR and through the Employee Assistant Programme.

6. What type of strategy, policy, plan, project, contract or major change to your service is this?

- New
- Major change
- Minor change

7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)

- Yes
- No

If 'Yes' please provide details below:

Human Resources, legal, finance, Payroll

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

This EQIA accompanies a report about the service change that will go to Environment and Community Services Scrutiny Committee on 18th January 2024.

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?

None. No service change is proposed, just an extension to the council's contract for services and dissolution of Storey's Field Community Trust. Once the Trust is dissolved, Cambridge University will take sole responsibility for management and operation of the centre.

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

There will be no impact as Cambridge University will take over responsibility for the council's contract for services with no changes made to services specification.

(b) Disability

There will be no impact as Cambridge University will take over responsibility for the council's contract for services with no changes made to services specification.

(c) Gender reassignment

There will be no impact as Cambridge University will take over responsibility for the council's contract for services with no changes made to services specification.

(d) Marriage and civil partnership

There will be no impact as Cambridge University will take over responsibility for the council's contract for services with no changes made to services specification.

(e) Pregnancy and maternity

There will be no impact as Cambridge University will take over responsibility for the council's contract for services with no changes made to services specification.

(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.

There will be no impact as Cambridge University will take over responsibility for the council's contract for services with no changes made to services specification.

(g) Religion or belief

There will be no impact as Cambridge University will take over responsibility for the council's contract for services with no changes made to services specification.

(h) Sex

There will be no impact as Cambridge University will take over responsibility for the council's contract for services with no changes made to services specification.

(i) Sexual orientation

There will be no impact as Cambridge University will take over responsibility for the council's contract for services with no changes made to services specification.

(j) Other factors that may lead to inequality – in particular, please consider the impact of any changes on:

- **Low-income groups or those experiencing the impacts of poverty**
- **Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: https://media.ed.ac.uk/media/1_159kt25q).**

There will be no impact as Cambridge University will take over responsibility for the council's contract for services with no changes made to services specification.

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.)

No actions have been identified

12. Do you have any additional comments?

None

13. Sign off

Name and job title of lead officer for this equality impact assessment: Allison Conder,
Strategic Project Manager

Names and job titles of other assessment team members and people consulted:

Date of EqIA sign off: 03.01.24

Date of next review of the equalities impact assessment: NA

Date to be published on Cambridge City Council website: NA

All EqIAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer
helen.crowther@cambridge.gov.uk.