

## 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.

<b>1. Title of strategy, policy, plan, project, contract or major change to your service</b>
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Community Wealth Building (CWB) strategy and approach
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<b>2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)</b>
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<i>Link to be added when papers are published for the Environment and Community Scrutiny Committee meeting are published on 6 March 2024.</i>
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<b>3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?</b>
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<p>The Council has produced a Community Wealth Building strategy and approach. The purpose of the strategy is to help build an inclusive and sustainable economy and tackle poverty and inequality in Cambridge. The strategy and approach include four key themes:</p>
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| <ol style="list-style-type: none"><li>1. Using the Council's resources, assets and powers to build community wealth</li><li>2. Building an inclusive and sustainable economy</li><li>3. Building community power</li><li>4. Developing whole-system approaches</li></ol> |
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<p>The Community Wealth Building Strategy sets out a high-level approach to building an inclusive and sustainable economy and tackling poverty and inequality. The strategy provides a number of case studies to illustrate the CWB approach, but it does not identify specific activities. These will be developed by Council groups and teams annually through Service Delivery Plans (SDPs) and in collaboration with communities, partner organisations and businesses.</p>
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<b>4. Responsible service</b>
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The strategy was produced by the Chief Executive's Office, with input from a range of Council groups and teams.

**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): Residents in poverty or on low incomes

**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

The Community Wealth Building strategy sets out a corporate approach, so all Council teams and groups will play a role in building community wealth. Teams and groups have been asked to consider how they can contribute to community wealth and will identify activities as part of their Strategic Delivery plans for 2024/25.

A key element of the Community Wealth Building approach will be working collaboratively with communities and partners to develop whole-system approaches. We have engaged with a number of key stakeholders in the development of the strategy and approach, including:

- Abbey People
- Allia
- Cambridge & District Citizens Advice
- Cambridge Ahead
- Cambridge City Foodbank
- Cambridge Council for Voluntary Service (CCVS)
- Cambridge Ethnic Community Forum
- Cambridge Network
- Cambridge Sustainable Food
- Cambridge United Community Foundation
- Cambridge University Health Partners and Biomedical Campus
- Cambridge Women's Aid
- Cambridgeshire and Peterborough Combined Authority (CPCA)
- Cambridgeshire and Peterborough Integrated Care System (ICS)
- Cambridgeshire Community Foundation

- Cambridgeshire County Council
- Fullscope
- Innovate Cambridge
- It Takes A City
- University of Cambridge

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

The Community Wealth Building strategy and approach will go to the Council's Environment and Community Scrutiny Committee on 21 March 2024 for approval by the Executive Councillor for Community Wealth Building and Community Safety.

**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?**

The Anti-Poverty Strategy has been informed by:

- A review of relevant data and metrics from the [State of the City](#) report, which draws on publicly available, nationally comparable data, to provide a data-led overview of what Cambridge is like economically, socially, and environmentally.
- Meetings with national organisations that are developing Community Wealth Building (Centre for Local Economic Strategies, New Local) and the Bennett Institute for Public Policy at the University of Cambridge, which has developed the Six Capitals approach.
- A review of Community Wealth Building approaches adopted by other cities across the UK.
- 2 interactive stakeholder workshops in November and December 2023 at the Guildhall and the Meadows Community Centre, which were attended by 19 key stakeholders from the business, public sector and voluntary sectors (see section 7 above for a full list).
- Follow up meetings with strategic partners, including Biomedical Campus, Cambridge Ahead, Cambridgeshire County Council, CPCA, ICS, and Innovate Cambridge.
- Presentations to the Council's Corporate Management Team (CMT) and to the Cambridgeshire and Peterborough Community Reference Group, which includes a range of public and voluntary sector partners.

**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**

As part of the development of the Community Wealth Building Strategy, we reviewed available evidence from the State of the City report and other sources. This suggests that some age groups of people in Cambridge may be more likely to experience poverty and inequality. For example:

- Older people are more likely to be living in households receiving benefits than the population as a whole. Almost 15% of pensioners in Cambridge were living in a household claiming Housing Benefit and/or Council Tax support in 2022, compared to 9% of all Cambridge residents.<sup>1</sup>
- Almost one in five (19%) of all children in the city in 2022 were living in households that are claiming Housing Benefit and/or Council Tax Support<sup>2</sup>
- An estimated 1 in 10 children across Cambridge and the City Fringe resided in relative poverty during 2021/22, which is the lowest relative child poverty rate of 58 cities in England and Wales. However, this figure rises to 2 in 10 children in Kings Hedges, which is equivalent to the rate in benchmark cities.<sup>3</sup>
- There is an educational attainment gap in Cambridge, which impacts on longer term life chances for young people from low-income households. During the 2021/22 academic year, 76% of pupils aged 16 attending Cambridge schools achieved grades 4 or above in English and Maths at GCSE. For Cambridge pupils receiving free school meals (FSM), this proportion dropped to 45%.<sup>4</sup>
- As a result of these education and skills issues Cambridge has a low level of social mobility. In 2016 Cambridge ranked 275th out of 324 local authorities across England and Wales in the Social Mobility Index. Outcomes are particularly poor for young people, with Cambridge having the fifth lowest score of any local

<sup>1</sup> Cambridge City Council, 2022, Housing Benefit and Council Tax support data presented in the [Mapping Poverty](#) report

<sup>2</sup> Cambridge City Council, 2022, Housing Benefit and Council Tax support data presented in the [Mapping Poverty](#) report

<sup>3</sup> Cambridge City Council, 2023, [State of the City report](#), p42. Source: DWP Children in low income families

<sup>4</sup> Cambridge City Council, 2023, [State of the City report](#), p57. Source: DfE Explore education statistics

authority for youth social mobility<sup>5</sup>.

The CWB strategy states that the Council will continue to support residents in financial need through many of the ongoing activities highlighted in previous Anti-Poverty Strategies. This could include continuing activities to support older people and children and young people, such as:

- Supporting benefits claimants to receive their full entitlement. In 2022/23 the Council helped households to receive a total of £27.4m in Housing Benefit, £158,737 in Discretionary Housing Payments and provided £8.2m in Council Tax Support to 6,800 households.
- Providing funding to voluntary and community groups through the Council's annual Community Grants programme for activity focussed on reducing social or economic inequality. In 2024/25, this included funding activity by VCS groups for activities to support older people, such as Age UK, Cambridgeshire Older Peoples Enterprise and University of Cambridge Museums.
- The 2024/25 Community Grants programme will also fund a number a range of activities for disadvantaged children and young people provided by Cambridge Science Centre, Centre 33, Fitness Rush CIC, Junction CDC, Kettles Yard, Kings Hedges Family Support Centre, Meadows Children and Family Wing, Romsey Mill Trust and Training and Apprenticeships in Construction.
- Providing support through the Cambridgeshire Home Improvement Agency to enable older and low-income residents across all tenures to access support to repair, maintain or adapt their homes.
- Providing older people with support in our sheltered housing schemes, through our visiting support service, or with a community alarm
- Providing free activities for families with primary-school aged children in Cambridge's parks during July and August.
- Working with local partners to provide a regular programme of free lunches in Council community centres and other community venues during the school holidays, when costs tend to increase for families.
- Supporting swimming lessons for pupils from low-income households.
- Running Healthy Weights sessions for children aged under 11 and their families to engage in different sports together.

By taking a Community Wealth Building approach the Council will also collaborate

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<sup>5</sup> Social Mobility Commission, 2016, Social Mobility Index  
<https://www.gov.uk/government/publications/social-mobility-index#:~:text=Documents-.The%20Social%20Mobility%20Index,-PDF%2C%2010>

with our communities, businesses and partners to build a more sustainable and inclusive economy and address some of the causes of poverty. This includes working with employers and partners in the local education and skills system to address inequalities in education and skills outcomes.

The strategy includes case study examples of this approach:

- The Region of Learning project provides disadvantaged young people with a range of support to help access better employment, including: one-to-one career guidance sessions; CV, application and interview skills for jobs and apprenticeships; work experience placements; and mentoring and coaching on positive workplace behaviour and wellbeing at work. Region of Learning also provides a digital passport and digital badges to help young people to evidence skills gained outside of formal qualifications.
- The Greater Cambridge Impact fund will be an independent social impact investment fund that will help address inequality. Investment in the fund will be used to commission voluntary and community groups to take forward innovative approaches to tackling inequalities, including education, skills and employment for young people, health inequalities and homelessness and rough-sleeping.

## **(b) Disability**

As part of the development of the Community Wealth Building Strategy, we reviewed available evidence from the State of the City report and other sources. This shows that having a disability or long-term health condition can limit an individual's ability to work, reduce their income, and increase their dependence on benefits:

- In 2022/23, disabled households (with at least one disabled adult or child) needed £1,122 per month to have the same standard of living as non-disabled households. On average, the extra cost of disability is equivalent to 63% of household income after housing costs. Extra costs can include mobility aids, adaptations to cars and homes, medicines, therapies, and higher energy usage<sup>6</sup>.
- In 2022 residents in Cambridge (City and Fringe area) with a core or work-limiting disability were 18% less likely to be in employment than the rest of the population<sup>7</sup>. National evidence and feedback from local stakeholders suggests that disabled people can experience barriers to employment, including discrimination, inaccessibility of buildings, and lack of reasonable adjustments.

<sup>6</sup> Scope, 2023, Disability Price Tag 2023: the extra costs of disability <https://www.scope.org.uk/campaigns/extra-costs/disability-price-tag-2023/>

<sup>7</sup> Cambridge City Council, 2023, [State of the City report](#), p55-57

The CWB strategy states that the Council will continue to support residents in financial need through many of the ongoing activities highlighted in previous Anti-Poverty Strategies. This could include continuing activities to support older people and children and young people, such as:

- Providing support through the Cambridgeshire Home Improvement Agency to enable disabled and low-income residents across all tenures to access support to repair, maintain or adapt their homes.
- Providing funding to voluntary and community groups through the Council's annual Community Grants programme for activities to support disabled people. In 2024/25, this included activities delivered by Cambridge Community Arts, Cambridge Gateway Club, Cambridge Online, Cambridgeshire and Peterborough Foundation for the Arts and Mental Health, Camsight, Level Water, Lifecraft, Romsey Mill Trust and Rowan Humberstone.
- Supporting an annual programme of events which celebrate diversity and promote community cohesion, in partnership with local equality and diversity organisations. This includes events to mark Disability History Month.
- Running Healthy Weights sessions for children aged under 11 and their families to engage in different sports together, including courses specifically for families where a parent or child has a disability or long-term health condition.

By taking a Community Wealth Building approach the Council will also collaborate with our communities, businesses and partners to build a more sustainable and inclusive economy and address some of the causes of poverty. For example, the Region of Learning programme is particularly targeting young people who have a learning difficulty or disability, are eligible for pupil premium funding, or are at risk of not being in education, employment or training (NEET).

### **(c) Gender reassignment**

Previously members of the Council's Equalities Panel have suggested that transgender people are more likely to experience bullying, harassment, hate crime and discrimination. This could lead to reduced confidence or mental health issues, which could make it more difficult for some transgender people to secure higher paid employment.

The strategy states that the Council will continue to support residents in financial need through many of its core services. This could include providing funding to voluntary and community groups through the Council's annual Community Grants programme for activity focussed on reducing social or economic inequality. In

2024/25, this included funding activity by the Kite Trust to support LGBTQ+ young people to have better outcomes in life.

#### **(d) Marriage and civil partnership**

No differential impact on people due to their marriage or civil partnership status has been identified as a result of the evidence reviewed or the approach outlined in the Community Wealth Building Strategy.

#### **(e) Pregnancy and maternity**

Previously members of the Council's Equalities Panel highlighted that maternity and associated costs, including loss of income during maternity leave and increased transport costs, could result in poverty for some residents. No differential impact on those who are pregnant or on maternity leave has been identified as a result of the approach outlined in the Community Wealth Building Strategy.

#### **(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.**

Cambridge continues to be one of the most ethnically diverse places in the country outside of London. Census data shows that in 2021 25.4% of the population were from non-White ethnic groups compared with 17.5% in 2011.

In 2022 minority ethnic people in Cambridge (City and Fringe area) were 5% less likely to be in employment than the rest of the population<sup>8</sup>. As part of previous consultation on the Anti-Poverty Strategy, stakeholders explained that some ethnic minority people in Cambridge are not able to secure employment due to a variety of factors, including discrimination and confidence at interviews, literacy and qualification levels, and requirements for recently arrived BAME people to prove their qualifications are valid in this country at their own cost.

The strategy states that the Council will continue to support residents in financial need through many of the ongoing activities highlighted in previous Anti-Poverty Strategies. This could include continuing activities to support ethnic minority people: such as:

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<sup>8</sup> Cambridge City Council, 2023, State of the City: Cambridge City Portrait 2023, p55-57  
<https://www.cambridge.gov.uk/state-of-the-city/>

- Providing a racial harassment service, which offers advice, help and support to anyone living in or visiting Cambridge suffering racial harassment.
- Providing funding to voluntary and community groups through the Council's annual Community Grants programme. In 2024/25, this included funding Cambridge Ethnic Community Forum to build the capacity of ethnic minority community groups, provide a race equality service and provide support and advocacy for people experiencing discrimination, harassment and victimisation.
- In 2024/25, smaller community grants were also awarded to Boishakhi Cultural Association, Cambridge African Network, Cambridge Artworks, Cambridgeshire Vietnamese Refugee Community, and the Indian Cultural Society for a range of activities to support disadvantaged ethnic minority residents.
- Supporting an annual programme of events which celebrate diversity and promote community cohesion, in partnership with local equality and diversity organisations. This includes a programme of events to mark Black History Month each year and South Asian History Month.

By taking a Community Wealth Building approach the Council will also collaborate with our communities, businesses and partners to build a more sustainable and inclusive economy and address some of the causes of poverty. For example, by June 2023 22% of young people recruited for the Region of Learning programme were from ethnic minorities.

### **(g) Religion or belief**

No differential impact on people due to their religion or belief has been identified as result of the objectives and actions in the Anti-Poverty Strategy.

### **(h) Sex**

As part of the development of the Community Wealth Building Strategy, we reviewed available evidence from the State of the City report and other sources. This suggests that women in Cambridge may be more likely to experience poverty and inequality:

- In 2022 women in Cambridge (City and Fringe area) were 14% less likely to be in employment than the rest of the population<sup>9</sup>.
- In 2022, women in Cambridge were paid 14% less per week for full-time employment than men. This gap has widened in Cambridge over recent years,

<sup>9</sup> Cambridge City Council, 2023, [State of the City report](#), p56

up from just 3% in 2014<sup>10</sup>. National research links this gender pay gap to childbirth, as women are more likely to work part-time or stop working after the birth of a child than men.

- Lone parent families are particularly likely to be claiming benefits, with lone parents making up 21.3% of all households claiming Housing Benefit and/or Council Tax Support in 2022<sup>11</sup>.

The Community Wealth Building strategy states that the Council will continue to support residents in financial need through many of the ongoing activities highlighted in previous Anti-Poverty Strategies. This could include continuing activities to support disadvantaged women, such as:

- Providing funding to voluntary and community groups through the Council's annual Community Grants programme for a range of activities to support women in poverty and on low incomes, including Cambridge Women's Resources Centre, Homestart Cambridgeshire, the Meadows Children and Family Wing and Cambridge Housing Society's Corona Housing project for vulnerable women.
- Supporting an annual programme of events which celebrate diversity and promote community cohesion, in partnership with local equality and diversity organisations. This includes a programme of events to mark International Women's Day and Women's Heritage Month.
- Continuing to implement actions to address domestic abuse as part of the Council's existing Domestic Abuse Housing Alliance (DAHA) accreditation.

### **(i) Sexual orientation**

For the first time, the 2021 Census allowed adult (aged 16+) respondents to report their sexual orientation; 93% of adult residents across Cambridge (City & Fringe) reported being straight or heterosexual with 7% reporting their orientation as gay, lesbian, bisexual or other. This was twice the national average, and the third highest of 58 cities in England and Wales

LGBTQ+ people are more likely to experience bullying, harassment, hate crime and discrimination, which can impact on mental health and confidence and affect employment and life outcomes. National research by Stonewall<sup>12</sup> shows that:

<sup>10</sup> Cambridge City Council, 2023, [State of the City report](#), p56 via ONS Employee earnings in the UK

<sup>11</sup> Cambridge City Council, 2022, Housing Benefit and Council Tax support data presented in the [Mapping Poverty](#) report

<sup>12</sup> Stonewall, LGBTQ+ facts and figures <https://www.stonewall.org.uk/lgbtq-facts-and-figures>

- In 2021 two-thirds (64%) of LGBT people had experienced anti-LGBT violence or abuse.
- In 2018 almost one in five LGBT people (18%) who were looking for work were discriminated against because of their identity while trying to get a job.
- In 2018 almost one in five LGBT people (18 per cent) had experienced homelessness at some point in their lives.

The Community Wealth Building strategy states that the Council will continue to support residents in financial need through many of the ongoing activities highlighted in previous Anti-Poverty Strategies. This could include continuing activities to support disadvantaged LGBTQ+ people, such as:

- Providing funding to voluntary and community groups through the Council's annual Community Grants programme. In 2024/25, this included funding Cambridge United Foundation, the Kite Trust and the Pink Festival Group for a range of activities to disadvantaged LGBTQ+ people.
- Supporting an annual programme of events which celebrate diversity and promote community cohesion, in partnership with local equality and diversity organisations. This includes an annual programme of events to mark LGBT History Month.

**(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**

Members of the Council's Equalities Panel have previously suggested that 'intersectionality' could have an impact on poverty. Members of the panel suggested that there are issues which affect people in poverty who have a number of protected characteristics. For example, it may be difficult for some ethnic minority women to access employment or health opportunities due to a combination of discrimination or language, cultural and religious barriers.

**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.)**

Not applicable – no negative impacts identified

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

No

**13. Sign off**

Name and job title of lead officer for this equality impact assessment: David Kidston, Strategy and Partnerships Manager

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

Date of EqIA sign off: 25 January 2024

Date of next review of the equalities impact assessment: [Click here to enter text.](#)

Date to be published on Cambridge City Council website: 6 March 2024