

# 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>
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Cultural Strategy 2024-2029
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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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<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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This strategy sets out to:
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| <ul style="list-style-type: none"><li>• Outline the Council's commitment and proposed role</li><li>• Present an invitation to work collectively across the City to draw together the incredible strengths and expertise to provide a cohesive approach to cultural activity</li><li>• Highlight the contribution of culture in enabling inclusive growth in the City region</li></ul> |
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With a vision and civic role to ensure broad access and representation, Cambridge City Council is uniquely placed to help ensure the identity of the City reflects all communities and cultural provision reaches across everyone, with a particular focus where we know inequalities exist. In the context of culture this is considered in a number of ways. Examples of continued support is through our delivery of a free and diverse City events Programme, revised public art policy, partnership projects with City cultural organisations, the use of cultural activity in neighbourhood and community centre projects, promoting programming that is wide, diverse and appealing to different communities.

#### 4. Responsible service

Directorate: Communities

Service: Cultural Services

#### 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):

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):

The strategy will influence the delivery and planning of arts and cultural events, activities, resources and partnerships. It will potentially affect:

All residents of Cambridge  
Tourists and visitors to the city  
Those who work in the city but do not live here  
Retailers and businesses based in the city

Individual organisations and groups that deliver cultural services include but are not limited to:

Wysing Arts  
Museum of Cambridge  
Cambridge Club  
UCM  
Cambridge Arts Theatre  
University of Cambridge  
Cambridge Science Centre  
ARU  
Cambridgeshire Culture and Cambridgeshire Music  
Cambridge Film Trust  
South Cambridgeshire District Council  
Cambridge Summer Music  
East Anglian Festival Network  
My Cambridge CEP  
Strawberry Fair  
Kettle's Yard  
Cherry Hinton Festival  
Cambridgeshire County Council (The Library Presents)  
Fenland District Council  
Collusion  
Museums Service, Cambridgeshire County Council  
Public Art, Cambridge City Council  
Together Culture  
Cambridge Junction  
UCH Addenbrookes  
The Kite Trust  
Cambridge Literary Festival  
Cambridgeshire and Peterborough Region of Learning  
Cambridge BID  
My Cambridge Cultural Education Partnership  
Festival and Events Liaison Group  
Cambridge Arts Network  
City Events and Folk Festival partners  
Digital gaming companies

Staff: There will be changes in some responsibilities of staff as there will be much more partnership working with other organisations. Moreover, there will be a greater focus on activities to measure outcomes as well as delivery of outputs.

<b>6. What type of strategy, policy, plan, project, contract or major change to your service is this?</b>	<input checked="" type="checkbox"/> New <input type="checkbox"/> Major change <input 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:

Other Cambridge City Council teams include  
Streets and Open Spaces  
Planning  
Community Development  
Sport & Recreation  
Transformation (Our Cambridge)

Individuals, organisations and business in the arts And Cultural sector including, but not limited to, those listed in 5.

<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>
Yes. Environment & Communities Scrutiny Committee – 18 January 2024

<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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Organisations and individuals listed in 5 were present at face to face round table focus groups as well as being consulted by email.

Sources of information include:

Cambridge Ethnic Community Forum (2021), Needs Assessment of Ethnic Minority People for Cambridge

Encompass Network (2021) LGBTQ+ people's needs assessment for Cambridge City and South Cambs

Census 2021

[How arts can help improve your mental health | Mental Health Foundation](#)

- [Home New | Campaign to End Loneliness](#)
- Cultural Cities Enquiry Report, Core Cities UK. 2019
- DCMS – Department for Culture, Media and Sport (2023) Culture and Heritage Capital Portal. London: HM Government. [Online: <https://www.gov.uk/guidance/culture-and-heritage-capital-portal> (Accessed 15/12/23)]
- Deakin, J., Meakin, T., Olanrewaju, T., Nguyen, V. (2023) Assessing the direct impact of the UK Arts Sector. London: McKinsey. 20 November 2023
- Fry Creative (2023) Birmingham Festival 23 Evaluation Report. Bristol
- Hatch Regeneris (2020) Economic and Social Impact Assessment of The Southbank Centre. London

## 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

The strategy aims to deliver cultural events for the benefit of all age groups.

It identifies that 'As an urban area with 16.1% of people under the age of 15, and over 30% under 25, we can help enable the potential of the city's children and young people to flourish by providing cultural opportunities that give them connection with the City and inspire them to engage in ways that inform their skills, confidence, identity, and aspirations. These aims will also align with a wider City Council Youth Strategy and the support of the development of a 'Youth Voice' initiative.

The Council can build on the work of the Region of Learning, referenced in the Strategy, to expand the successful working practices that they have developed to include adults as well as young people.

### **(b) Disability**

By increasing access to cultural activities, “arts interventions [can show] equivalent or greater cost effectiveness to possible health interventions” and therefore benefit to disabled people and to preventing disability. The strategy states that we can contribute by supporting arts organisations that engage the local communities, support creative mental health initiatives, provide a varied and accessible Cultural Services events programme, and support external cultural event promoters and public art providers. Moreover, engagement in cultural activities helps improve mental health in and of itself but also by increasing social connectedness. Therefore, cultural events and activities have a big role to play in preventing loneliness, which has been described as a public health issue that leads to a range of poor outcomes for health and wellbeing.

Events and activities organised directly by the City Council are organised at venues where all reasonable adjustments are made to cater for the disabled and attenders with additional needs. Good practice will be shared with partners to ensure accessibility.

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

Cambridge has one of the highest percentages of transgender and non-binary residents in the East of England with 89.73% of people identifying as the sex they were registered at birth. It has the fourth highest proportion of the population aged 16 years and over who identified as non-binary outside of London. However, in Cambridgeshire and Peterborough there are no LGBTQ+ bars, pubs, clubs, community cafes or centres. Also, since the needs assessment was undertaken The Encompass Network folded, that arranged events for LGBTQ+ people. Both of these factors impact on celebration of LGBTQ+ culture in the local area, which the new Cultural Strategy might help address. One of the key partners the council works with is The Kite Trust that supports LGBTQ+ young people.

The Encompass Network found in the needs assessment for LGBTQ+ people in Cambridge City and South Cambridgeshire that cultural and social events help people stay connected “and one of the main successes recently has been the organisation of Pride events in Cambridge, St Neots, Ely and Peterborough, and these are extremely popular”.

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

The strategy has no specific impact in relation to Marriage and Civil Partnership.

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

The strategy has no specific impact in relation to Pregnancy and Maternity

#### **(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.**

The strategy recognises that ‘Artistic activities and cultural events have been proven to break down barriers between ethnic, cultural and religious groups. As Cambridge grows increasingly diverse, this is ever more important.’ The Census 2021 finds that only approximately half (53%) of the respondents in Cambridge City described themselves as White British – making Cambridge very diverse. 21.5% are described as ‘Other White’ followed 14.8% as Asian, Asian British or Asian Welsh.

As well as the potential of arts and cultural activities to celebrate different ethnic backgrounds they help promote social connection.

Cambridge City Council commissioned the Cambridge Ethnic Community Forum to undertake a needs assessment in 2021 with ethnic minority communities in Cambridge. Relating to social connectedness the research found that:

- Feelings of connectedness with others and a positive sense of community was the most common theme in questions asking what people found important about living in Cambridge.
- The research also found that there were indicators of social exclusion and marginalisation relating to connectedness with others before Covid-19 that were then exacerbated by the pandemic.
- 61% said they would like more social and support activities for ethnic minority communities in the city.
- Respondents were asked if they take part in any social and cultural activities/celebrations in the city and 55% said yes, meaning there could be opportunity through the new Strategy to further reach and engage communities.

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

The strategy recognises that 'Artistic activities and cultural events have been proven to break down barriers between ethnic, cultural and religious groups. As Cambridge grows increasingly diverse, this is ever more important. The Census 2021 identified that in the city:

- 44.7% have no religion
- 35.2% are Christian
- 5.1% are Muslim
- 2.3% are Hindu
- 1.1% are Buddhist
- 0.7% are Jewish
- 0.2% are Sikh
- 0.8% have other religions/faiths

### **(h) Sex**

No impacts have been identified specific to the protected characteristic of sex.

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

In Cambridgeshire and Peterborough there are no LGBTQ+ bars, pubs, clubs, community cafes or centres. Also, since the needs assessment was undertaken The Encompass Network folded that arranged events for LGBTQ+ people. Both of these factors impact on celebration of LGBTQ+ culture in the local area, which the new Cultural Strategy might help address. Cambridge has the most LGBTQ+ residents in THE East of England. One of the key partners the council works with is The Kite Trust that supports LGBTQ+ young people.

The Encompass Network found in the needs assessment for LGBTQ+ people in Cambridge City and South Cambridgeshire that cultural and social events help people stay connected "and one of the main successes recently has been the organisation of Pride events in Cambridge, St Neots, Ely and Peterborough, and these are extremely popular".



(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
- People of any age with care experience – this refers to individuals who spent part of their childhood in the care system due to situations beyond their control, primarily arising from abuse and neglect within their families. The term “Care experience” is a description of a definition in law, it includes anyone that had the state as its corporate parent by virtue of a care order in accordance with the Children Act 1989 and amendments.
- 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](https://media.ed.ac.uk/media/1_159kt25q)).

Impacts specifically relating to poverty/low income:

The strategy commits to continuing to provide free activities and to providing place based interventions, especially for new communities. The Cambridge Ethnic Community Forum’s needs assessment of ethnic minority people for Cambridge found that respondents on lowest incomes did not tend to attend the free cultural events in the city, and people on higher incomes were more likely to attend. This might suggest an imbalance of social connectedness across incomes relating to ethnicity. This might be mitigated by providing arts and cultural events and activities in people’s own communities.

No impacts have been identified specific to the protected characteristic of those with care experience.

**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 EqlA accordingly.)**

The Cultural Strategy does not include a specific action plan for implementation. It sets out a framework and outlines the Council role and includes a number of stated commitments.

A monitoring framework will be developed to ensure that there is an effective ways of both benchmarking where we are currently, and capturing data to know we have made a difference. This strategy and future action plans will guide the formation of a set of measurable indicators of success. It will consider for example social impact measurements, increased sense of pride by local people in arts and culture, growth in sector employment opportunities and increased diversity of audiences. The initial phase of the strategy will look to build a baseline for much of this data in the first three years to ensure that strong benchmark data is in place to evidence impact and change in the future.

Monitoring will include:

Commissioning of Economic Impact Assessments for particular projects

Equality Impact Assessments to be carried out for specific project

Commissioning of focus groups with non-users / attendees

Collection of data at specific ward events

Analysis of attendance data based on age and postcode

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

It is the intention of the Council, that through the strategy, partnerships and working practices will be developed to work holistically to address social inequalities and their impact.

The strategy recognises that 'The benefits that culture can deliver to health and wellbeing objectives include a positive impact on mental and physical health that participating in the arts can support. This, combined with reducing isolation and breaking down barriers between communities, suggests that targeted investment in arts and culture can help address Cambridge's inequalities.

Through the strategy, the Council can challenge inequality and contribute to community wealth building by involving local people in decision-making and responding to local needs to engage communities in using cultural activity and the arts to shape their neighbourhoods and the broader city, and build prosperity.

Consideration will be given to update the EqIA to reflect the Strategy's impact on new communities when it is reviewed.

### 13. Sign off

Name and job title of lead officer for this equality impact assessment: Sam Scharf

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

Date of EqIA sign off: 21.02.24

Date of next review of the equalities impact assessment: 21.02.25

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)**