

## 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>
People and Culture Strategy

<b>2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)</b>
Not yet published

<b>3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?</b>
<p>Our workforce is one of our biggest resources and our biggest asset. Our people are the key to achieving the Council's vision and strategic priorities and therefore ensuring that our workforce is correctly aligned to deliver these priorities over the next 2-3 years is essential.</p> <p>Our People and Culture Strategy will be the link between our organisational needs and our people. It will link our values and align our HR activity to the needs of the organisation.</p> <p>Similar to a Target Operating Model, it is a blueprint describing organisation that we want to have evolved to by the end of the strategy term, but with a specific focus on the implications for our workforce. It should be aspirational but achievable and most importantly needs to be understandable and relatable for all colleagues.</p>

The City Council has an ambitious transformation programme which sits alongside the Target Operating Model (TOM) and corporate priorities. The People Strategy needs to consider the TOM, our corporate priorities and the achievements already made within the Our Cambridge transformation programme. Considering the impact on our workforce and joining up these people implications will ensure that everything we do is aligned. This will not only help to transform us as a Council whilst achieving our priorities, but it will also help develop and enable the culture we aspire to.

It is proposed that Our People and Culture Strategy will align with the timescale of our current Corporate Plan and provide us with a three year strategy 2024 - 2027.

#### 4. Responsible service: The People Team

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

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

City Council Leadership Team

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 Strategy will be reviewed by Strategy and Resources Committee on the 1<sup>st</sup> July 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?

A comprehensive research and development stage took place consisting of reviewing corporate literature, reviewing employee feedback, interviewing managers, leaders and employees and analysing workforce data to ensure that all aspects of equality were considered.

## 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

No negative equality impacts have been identified specific to this protected characteristic, but equality, diversity and inclusion is a golden theme throughout the whole strategy. It is therefore expected that through the successful implementation of the strategy we will create a more diverse and inclusive Council and see positive impacts in relation to this specific characteristic

### (b) Disability

No negative equality impacts have been identified specific to this protected characteristic, but equality, diversity and inclusion is a golden theme throughout the whole strategy. It is therefore expected that through the successful implementation of the strategy we will create a more diverse and inclusive Council and see positive impacts in relation to this specific characteristic

### (c) Gender reassignment

No negative equality impacts have been identified specific to this protected characteristic, but equality, diversity and inclusion is a golden theme throughout the whole strategy. It is therefore expected that through the successful implementation of the strategy we will create a more diverse and inclusive Council and see positive impacts in relation to this specific characteristic

### (d) Marriage and civil partnership

No negative equality impacts have been identified specific to this protected characteristic

### (e) Pregnancy and maternity

No negative equality impacts have been identified specific to this protected characteristic,

**(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 negative equality impacts have been identified specific to this protected characteristic, but equality, diversity and inclusion is a golden theme throughout the whole strategy. It is therefore expected that through the successful implementation of the strategy we will create a more diverse and inclusive Council and see positive impacts in relation to this specific characteristic

**(g) Religion or belief**

No negative equality impacts have been identified specific to this protected characteristic, but equality, diversity and inclusion is a golden theme throughout the whole strategy. It is therefore expected that through the successful implementation of the strategy we will create a more diverse and inclusive Council and see positive impacts in relation to this specific characteristic

**(h) Sex**

No negative equality impacts have been identified specific to this protected characteristic, but equality, diversity and inclusion is a golden theme throughout the whole strategy. It is therefore expected that through the successful implementation of the strategy we will create a more diverse and inclusive Council and see positive impacts in relation to this specific characteristic

**(i) Sexual orientation**

No negative equality impacts have been identified specific to this protected characteristic, but equality, diversity and inclusion is a golden theme throughout the whole strategy. It is therefore expected that through the successful implementation of the strategy we will create a more diverse and inclusive Council and see positive impacts in relation to this specific characteristic

**(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\\_I59kt25q](https://media.ed.ac.uk/media/1_I59kt25q)).**

In work poverty is addressed in this strategy, and our ambitions around pay and reward help to mitigate this to some extent.

**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.)**

An all-staff survey will be completed upon launch of the strategy to provide us with benchmark data. The survey will be repeated after 18 and 36 months. A full action plan will be co-produced with our workforce once the strategy has been approved.

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

None

**13. Sign off**

Name and job title of lead officer for this equality impact assessment: Jenna Varga

Names and job titles of other assessment team members and people consulted: Lynsey Fulcher and Helen Crowther

Date of EqIA sign off: 13.06.2024

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

Date to be published on Cambridge City Council website: 1 September 2024

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