

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 Graham Saint, Strategy Officer, (graham.saint@cambridge.gov.uk or 01223 457044).

1. Title of strategy, policy, plan, project, contract or major change to your service
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Housing Revenue Account Garage Charging Review
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2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
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Click here to enter text.

3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

Changes to the garage and parking charging structure within the Housing Revenue Account. The purpose of these changes are to ensure charges are fair to those who rent garages and parking spaces from us, whilst remaining financially sustainable for the Housing Revenue Account.
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Across all groups there will be some tenants who receive an increase in their charges and others who will realise a significant reduction. Not to increase rents in

order to enable the proposed reductions would have an adverse effect on our services.

While neutral in respect of other groups with protected characteristics, the proposals are considered positive in relation to older people and people with disabilities.

Full details of the proposed changes can be found in the Committee report.

4. Responsible Team and Group

Housing Finance

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):

- Cambridge City Council tenants and leaseholders who rent a garage/parking space
- Private residents who rent a garage/parking space

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:

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

Due to go to Housing Scrutiny Committee on 17th September 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?

We have convened a cross-party councillor and officer working group, including a tenant representative, to review and suggest changes.

We have researched other council's garage/parking charging structures in order to compare and assess a fair approach to take.

We have used the data that we currently hold in our tenancy management database in order to assess the potential impacts for protected characteristic groups impacted that we have data on.

Whilst we also let garage and parking spaces to non-council tenants, this is a relatively small proportion and statistically insignificant and so the impacts have not been accounted for in this assessment.

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

As of 15th August 2024:

Age Band	All Tenants	%
16-24	1,171	12.32%
25-34	72	0.76%
35-44	3,550	37.34%
45-54	191	2.01%
55-64	2,920	30.71%
65-74	168	1.77%
75-84	721	7.58%
85+	362	3.81%
UNKNOWN	353	3.71%
	9,508	

Whilst parking charges may change in some areas, no particular age group will be disadvantaged.

To rent a garage or parking space from Cambridge City Council you must be 18 years or older, so changes to the charging structure will have no anticipated impacts on those under 18.

Changes to the charging structure seek to implement a blue badge discount so we anticipate a particular positive impact on older age groups. Older tenants are more likely to experience some form of mobility impairment and therefore more likely to have a blue badge.

(b) Disability

Changes are anticipated to have a positive impact for some members of this protected group, as the new charging structure includes a reduced rate for council tenants with a blue-badge.

Based on data published by the Office for National Statistics¹ approximately 4.6% of Cambridgeshire residents hold a blue badge, so we have made a similar assumption about the proportion within the tenants who rent garages from us

¹ [dis0105.ods \(live.com\)](https://dis0105.ods.live.com)

(c) Gender reassignment

Changes to the charging structure will have no anticipated impact.

(d) Marriage and civil partnership

Changes to the charging structure will have no anticipated impact.

(e) Pregnancy and maternity

Changes to the charging structure will have no anticipated impact.

(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.

Changes to the charging structure will have no anticipated impact.

(g) Religion or belief

Changes to the charging structure will have no anticipated impact.

(h) Sex

Changes to the charging structure will have no anticipated impact.

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(i) Sexual orientation

Changes to the charging structure will have no anticipated impact.

(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_I59kt25q).**

Changes to the charging structure are designed to provide affordable parking and garage rents for Council tenants as a priority, many of whom are on low incomes.

Officers continue to work to assist households in financial difficulty to mitigate any unexpected negative impacts from the result of changes to the charging structure.

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.)

Impacts will be monitored at next policy review date.

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: Kate Grigg, Resident Engagement and Performance Manager

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

Date of EqlA sign off: September 2024

Date of next review of the equalities impact assessment: September 2027

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

All EqlAs need to be sent to the Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk