

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.

1. Title of strategy, policy, plan, project, contract or major change to your service

Housing Revenue Account (HRA) budget proposals 2025/26

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)

<https://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=414&MId=4463&Ver=4>

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

This EqIA considers equality impacts of budget proposals for the HRA at the point that they go to Housing Scrutiny Committee.

An EqIA is undertaken on the proposals in order to enable the City Council to set a balanced Housing Revenue Account budget for 2025/26 that reflects the Council's vision and takes into account councillors' priorities in its proposals for achieving the efficiency savings required to allow the strategic reinvestment of resource into new areas.

This EqIA assesses the equality impacts of the Housing Revenue Account element of the City Council's budget.

This EqIA considers equality impacts relating to the following HRA budget proposals:

- B5294 Continuation of support for Rough Sleepers in HRA accommodation
- S5304 Cessation of Under Occupation Incentive Scheme

- S5305 Reduction in budget for Domestic Violence Measures
- S5297 Closure of Laundries

4. Responsible Team and Group

The Finance service manages the budget process, but a range of council services are responsible for the individual bid proposals included in this EqIA.

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):

This EqIA specifically considers any equalities impact for City Council tenants and leaseholders, or for staff associated in delivery of services to this client group.

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:

This is an assessment of the council's Housing Revenue Account budget proposals and therefore covers all of our landlord related services, and as such will involve multiple council departments.

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

All revenue budget bid proposals included in this EqIA are being presented to Housing Scrutiny Committee on 4 February 2025 and Full Council for approval on 24 February 2025.

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?

This information is based on feedback from council officers that lead on the individual budget bid proposals.

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

S5304 Cessation of Under Occupation Incentive Scheme

Formal equalities monitoring information for the under-occupation incentive scheme is not collected. It helps to pay for moving fees for people who have lived in council accommodation for two years and want to downsize to a smaller home. The bedroom tax currently does not apply for people over state pension age and the under-occupation incentive scheme is not used by this age group. There will be a negative financial impact of ceasing the scheme for people under state pension age who want to downsize then, especially for those impacted by the bedroom tax. The proposal is to stop the scheme as it has been found the scheme itself, whilst helping people on lower incomes pay for moving costs, has not incentivised people to move as it was set up to do.

S5305 Reduction in budget for Domestic Violence Measures

This proposal is to reduce the budget for target hardening (initiatives that strengthen the security of a property against perpetrators), which has implications for safeguarding children and adults at risk. However, the budget is being reduced in line with need for the service as the tenancy audits the council undertakes identifies numbers of domestic abuse cases. Also, target hardening is a police function as well. Therefore, it is expected that the proposal is unlikely to have an equalities impact or cause any safeguarding issues.

(b) Disability

B5294 Continuation of support for Rough Sleepers in HRA accommodation

This proposal is to fund support staff at accommodation for rough sleepers unable to be housed in hostel of private rented accommodation, including due to the impact of poor mental health on those individuals. Therefore, the proposal has a positive impact relating to disability.

(c) Gender reassignment

No impact has been identified specific to this equality group.

(d) Marriage and civil partnership

No impact has been identified specific to this equality group.

(e) Pregnancy and maternity

No impact has been identified specific to this equality group.

(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 impact has been identified specific to this equality group.

(g) Religion or belief

No impact has been identified specific to this equality group.

(h) Sex

B5294 Continuation of support for Rough Sleepers in HRA accommodation

This proposal is to fund support staff at accommodation for rough sleepers unable to be housed in hostel of private rented accommodation. Those housed in this accommodation are mostly men.

S5305 Reduction in budget for Domestic Violence Measures

Women are more likely to experience domestic abuse than men and this proposal is to reduce the budget for target hardening (initiatives that strengthen the security of a property against

perpetrators). However, the budget is being reduced in line with need for the service as the tenancy audits the council undertakes identifies numbers of domestic abuse cases. Also, target hardening is a police function as well. Therefore, it is expected that the proposal is unlikely to have an equalities impact.

(i) Sexual orientation

No impact has been identified specific to this equality group.

(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).**

B5294 Continuation of support for Rough Sleepers in HRA accommodation

This proposal is to fund support staff at accommodation for rough sleepers unable to be housed in hostel or private rented accommodation, so therefore has a positive impact for poverty.

S5304 Cessation of Under Occupation Incentive Scheme

The under-occupation scheme helps to pay for moving fees for people who have lived in council accommodation for two years and want to downsize to a smaller home. There will be a negative financial impact of ceasing the scheme for people who want to downsize, especially for those impacted by the bedroom tax. The proposal is to stop the scheme as it has been found the scheme itself, whilst helping people on lower incomes pay for moving costs, has not incentivised people to move as it was set up to do. Numbers of people using the scheme over the last few years have been 16 for 2021/22, 19 for 2022/23, 24 for 2023/24 and 11 for 2024/25 (as at start of January 2025).

S5297 Closure of Laundries

The proposal is to close two laundry rooms attached to Cambridge City Council social housing estates, which are mostly occupied by people who can't afford to rent or buy a home on the open market. Therefore, it might be expected that the proposal has an impact relating to poverty or low income, especially if people need to pay for more expensive services and/or travel far for

laundry services. However, no equality impacts have been identified for this proposal for the following reasons:

- One part of this proposal is to close the laundry room at Hanover Place that has no impact as the site is closed for redevelopment.
- The other part of the proposal is to close the laundry room at Kingsway that was used only a handful of times over the last year and there is another laundry facility a mile up the road – therefore, no equality impacts have been identified for this part of the proposal either.

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.)

N/A

12. Do you have any additional comments?

S5303 Group Design Restructure

Equality impacts for staff on the group design restructure process have been considered for each group undergoing restructure and are summarised in the equality impact assessment on the General Fund budget proposals that will go to the Strategy and Resources Scrutiny committee.

13. Sign off

Name and job title of lead officer for this equality impact assessment: Helen Crowther, Equality and Anti-Poverty Officer

Names and job titles of other assessment team members and people consulted: Anna Hill (Housing Services Manager – City Homes) and Simon Hunt (Housing Services Manager – Housing Advice)

Date of EqIA sign off: 20th January 2025

Date of next review of the equalities impact assessment: EqIAs are produced for HRA budget proposals annually

Date to be published on Cambridge City Council website: 23rd January 2025