

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

General Fund Budget 2025/26 proposals

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

[Agenda for Strategy and Resources Scrutiny Committee on Monday, 10th February, 2025, 5.30 pm - Cambridge Council](#)

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

This Equality Impact Assessment (EqIA) assesses the equality impacts of the General Fund element of the City Council's budget.

An EqIA is undertaken on the budget proposals each year. The budget proposals enable the City Council to set a balanced budget for 2025/26 that reflects the Council's vision and takes into account councillors' priorities in its proposals for achieving the savings required.

This EqIA has been completed for budget proposals that are likely to result in significant service changes or have a directly identifiable equality impact. For some proposals there are minimal or neutral impacts and therefore they have not been included in this document.

This approach is intended to ensure that in making decisions on the Budget, the Council is discharging its Public Sector Equality Duty under the Equality Act 2010.

The 2025/26 budget proposals that are considered as part of this impact assessment are:

- B3306 Changing Futures contribution
- B5324 Grand Arcade Lift Refurbishment
- B5332 Temporary Emergency Accommodation
- B5333 Folk Festival - Events
- CAP5261 Coolers at Clay Farm Community Centre
- CAP5267 Structural repairs at Cambridge car parks
- CAP5265 Trumpington Pavilion fit-out for counselling centre
- CAP5312 Kings Hedges Play Equipment
- CAP5314 CCTV Hardware and Software support update
- I15256 Car Parking Increased Income
- I15282 Reintroduce evening/night time parking charges
- I15284 Swimming Charges increase
- I15286 Tennis Court Hire Income
- I15289 Allotment Income
- I15290 Pest Control Charges
- I15292 Redesign of management of Community Centres
- S5251 Group Design Restructure – Communities
- S5252 Group Design Restructure - City Services
- S5254 Group Design Restructure – Corporate
- B5253 Group Design Restructure - Economy & Place
- S5257 Reduction in the Provision of Public Toilets
- S5280 Dial-a-Ride

Note that individual equality impact assessments for impacts on staff have been undertaken for B5253 Group Design Restructure Economy & Place, S5252 Group Design Restructure City Services, S5254 Group Design Restructure Corporate and S5251 Group Design Restructure Communities. This EqIA draws on another document produced in October 2024 that looks at overarching impacts on staff across all the restructures together.

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):

N/a

6. What type of strategy, policy, plan, project, contract or major change to your service is this?

Each of the proposals identified will change the level of service to be delivered.

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 budget proposals and therefore covers all our services. The budget also affects some of the Council's partnership working.

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

Strategy and Resources Scrutiny Committee 10th 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 proposals and any EqlAs they have produced.

Where EqlAs have been produced separate to this document the most significant impacts have been summarised here rather than reproducing the information from other EqlAs in full.

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

B5333 Folk Festival - Events

This is for the cost of freelancers and consultancy for the Folk Festival review and programming. Part of this will mean further investment in youth activities.

CAP5261 Coolers at Clay Farm Community Centre

The proposal is to replace three air conditioning chillers at Clay Farm Community Centre. The chillers were poorly specified and broke shortly after the end of the guarantee period. The chillers feed cold air to the medical centre's drugstore room and to the centre's communications cupboard where the fibre broadband enters the building and is distributed.

If the coolers are not replaced then the drugstore room is compromised, which may disproportionately negatively impact children and older people who may be more vulnerable when experiencing ill-health. Not replacing the coolers might also impact on the ability of the library to operate in the centre. If the library would need to close, this would negatively impact children and young people who come to the library to do homework, working-age people who work from the library, and older people who come into the library for support to access IT.

CAP5314 CCTV Hardware and Software support update

This would have a positive impact around safeguarding adults at risk and children. This is because without the funding for the update there would be a risk of loss of CCTV service from October 2025.

II5256 Car Parking Increased Income

The proposal is to increase charges for all car parks. This might have a disproportionate negative impact on families with children who may require convenient parking to access schools, and may be more likely to find driving more convenient than use of public transport.

II5284 Swimming Charges increase

This item proposes to increase charges for non-city residents and remove the £2 per head general subsidy but to retain some discounts and concessions, including for people in receipt of certain benefits:

- Those who are over 65 years old will receive up to a 50% discount off the headline price.
- Those under 65 and in receipt of means tested pensions tax credits will receive a 50% discount off the headline price.
- Those aged 17-64 years will only receive up to a 20% discount for general residential discounts, or if they are in receipt of means tested benefits they could receive up to a 50% discount off the headline entry price.
- Children are aged between 3 and 16 years automatically receive a 50% discount off the headline price. Children whose parents are in receipt of means tested benefits

will receive up to a further 50% off the headline after the previous discount is applied so will be paying around 25% of the main headline price.

- Children under the age of three would continue to swim for free.

CAP5312 Kings Hedges Play Equipment

Last year one section of the play equipment at Kings Hedges play area was destroyed by fire following an arson attack. Residents and ward members have expressed a desire to have this unit replaced, which is covered by this budget proposal. This would be of benefit to children, especially as Kings Hedges play area is in a relatively condensed residential area, with the second highest proportion of children aged under 16 in the city.

II5292 Redesign of management of Community Centres

This proposal is to save costs by streamlining the management of the smaller City Council run community centres and reducing staffing. The smaller centres would be managed and administrated by the team at Brown's Field Youth and Community Centre.

In making this change, the presumption would be that hirers would set their own rooms up where the council's staff currently do that for all groups. This change might deter some older residents and those with very young children from using the centres who may be less able to set up rooms due to mobility impairments and childcare responsibilities respectively. The council can mitigate this by having a small team who by arrangement can set up tables, chairs and equipment for groups less able to do this so that the room is ready to use. This mitigation has been factored into the proposal.

Staff also report that older people drop into some of the centres for support or advice from centre staff, particularly at Akeman Street Community Centre, which would no longer be staffed on a daily basis. The council will mitigate this negative impact by advertising the Breakfast Club on Thursday as a good time to drop into the centre for all ages but particularly older people. Moreover, the Coffee and Connect Parent and Child Drop in on Monday mornings will be staffed which will be advertised as a good time to drop in. Residents can also visit the larger centres: Meadows, Clay Farm or Browns Field which will continue to be staffed.

Group Design Restructure budget items for City Services (S5252), Communities (S5251), Corporate (S5254) and Economy & Place (B5253)

With regards to impacts for staff, for those at-risk, people in the 45 to 54 and 55 to 64 age groups are disproportionately affected, making up almost 70% of those at risk (whereas they make up 52.5% of the overall workforce). This means that proposed changes to staff may affect the overall age distribution across the council, decreasing the percentage of staff who are over 45. However, there are a number of new roles being created, so these changes would depend on the makeup of the cohorts applying for those (which we would expect to include a large number of staff in the redeployment pool). With the aim of maximising redeployment for those at risk, the council is offering CV and interview training and workshops for all staff.

For changes to existing roles ("assimilation"), those in the 25 to 34, 35 to 44 and 45 to 54 age groups are most impacted - making up just over 84% of those affected (and

representing 67.4% of the overall workforce). For internal moves across the council, there are similar trends to those in the assimilation category, with higher proportions of staff in the younger age brackets affected (just 2.78% of staff over 55 are being moved, despite them making up 30% of the workforce).

S5257 Reduction in the Provision of Public Toilets

This proposal recommends closing underused public toilets on the outskirts of the city, prioritising accessibility in high-traffic pedestrian areas. In relation to age, this might disadvantage:

- Families with young children: Parents, especially those with babies and young children, may require public toilets with baby-changing facilities. The closure of such facilities could be a barrier to parents participating in public activities or travelling.
- Older people: Older individuals are more likely to have medical conditions, such as incontinence, that necessitate easy access to toilets. The Centre for Ageing Well finds that older people may rely on public toilets to maintain good health and wellbeing, thereby reducing the need for health and social care services in the longer term.

To help mitigate these negative impacts, toilet provision will still be provided in areas of high footfall and usage. Moreover, the proposal is to ensure there are open suitable alternative facilities within a short distance of those proposed to close. The council will ensure there is clear signage so that members of the public can easily find these facilities. The council also plans to explore the introduction of a community toilet scheme: Partnering with businesses in the city centre to create a network of "community toilets". In practice this means that businesses may receive a nominal annual fee to allow public use of their facilities.

(b) Disability

B3306 Changing Futures contribution

This proposal is to continue our contribution towards a partnership across Cambridgeshire and Peterborough working with people with three or more multiple disadvantages. The list of disadvantages includes mental health issues, meaning this has a positive impact relating to disability. Other multiple disadvantages focused upon are homelessness, substance misuse, domestic abuse and offending behaviour. The work encourages involvement of people with lived experience at all stages of service design to support them, and looks at how partnerships affect people.

B5324 Grand Arcade Lift Refurbishment

This is for one-off lift maintenance. In maintaining the lift, this proposal would have a positive impact for people with mobility impairments meaning they are less able or unable to use stairs.

CAP5261 Coolers at Clay Farm Community Centre

The proposal is to replace three air conditioning chillers at Clay Farm Community Centre. The chillers feed cold air to the medical centre's drugstore room. Without replacing the chillers the drugstore room would be compromised that would have a disproportionately negative impact for disability, as people with long-term illnesses and some disabilities are more likely to be in need of medication.

CAP5267 Structural repairs at Cambridge car parks

For this item there is a very limited impact relating to equalities. If the repairs were not undertaken, this may cause risk to the safety of the public and harm that might result in disability.

CAP5265 Trumpington Pavilion fit-out for counselling centre

This budget item is to provide funding for additional storage space for Trumpington Pavilion so that a room can be repurposed as a counselling centre. The counselling centre room will be developed with funding from the NHS and will be used by Connected Lives, an organisation providing trauma-based therapy. The budget item then will have a positive benefit for people with disabilities relating to mental health, especially for those experiencing trauma. Other services are co-located at Trumpington Pavilion so adding the counselling centre will help provide more holistic support for people experiencing trauma who are able to be referred from or to the other services in the building.

II5256 Car Parking Increased Income and II5282 Reintroduce evening/night time parking charges

The proposals are to increase charges for all car parks (II5256 Car Parking Increased Income) and to reintroduce evening and nighttime parking charges for Grand Arcade, Park Street and Grafton East and West (II5282 Reintroduce evening/night time parking charges).

Disabled individuals who are Blue Badge holders have access to accessible parking, and increased costs associated with the rise in car park charges are mitigated by the 3 hours free parking offer. (Blue Badge holders can park for free for up to three hours in our car parks. Normal parking charges apply after the free-parking period has ended.)

However, not all disabled people are eligible for a Blue Badge and disabled people are more likely to experience poverty (in part due to increased general living costs associated with having a disability). This means disabled people might be disproportionately impacted by the increase in charges. This potentially negative impact is mitigated in part by the availability of the £2 bus service (single bus fares in Cambridgeshire and Peterborough are to remain capped at £2 per journey until at least the end of March 2025).

CAP5314 CCTV Hardware and Software support update

This would have a positive impact to help prevent or gather evidence relating to hate crime experienced by disabled people. This is because without the funding for the update there would be a risk of loss of CCTV service from October 2025.

II5284 Swimming Charges increase

This item proposes to increase charges for non-city residents and remove the £2 per head general subsidy but to retain some discounts and concessions:

- The headline price will be discounted by up to 50% for those with registered disabilities and any means tested disability benefits too.
- The Council also offers a policy of Free entry for Carers accompanying a disabled person up to the ratio of two carers can swim for free when accompanying a disabled swimmer.

II5286 Tennis Court Hire Income

The proposal is to charge both £5 at peak times and £2 at non-peak times across all 4 tennis courts at Jesus Green and Christ's Pieces (8 courts total). The courts are currently free to use by everyone regardless of age, or any other protected characteristics. Other City Tennis Courts will remain free of charge to play on in local parks and open spaces and can also be booked via the LTA ClubSpark system at no charge for games. The booking system makes no differentiation for Adults or Juniors nor offers any means tested discounts. There might be a minor negative impact for disability if the charges mean that people stop playing tennis altogether and do not take up another sport/exercise. This is because exercise can help prevent long-term ill health leading to disability.

II5290 Pest Control Charges

This proposal is to introduce a charging regime to residents for the pest control service, except for those residents who are in receipt of certain benefits, where the service will continue to be free. Where people have disabilities which impact on their ability to carry out day-to-day tasks, it might be difficult for them to manage their rubbish by themselves – particularly domestic waste or large bulky domestic items – which may lead to more issues with pests. Moreover, disabled people are more likely to experience poverty due to extra costs of living with a disability and greater likelihood of unemployment. (In Cambridge the employment rate for disabled people averaged 68.7% in 2022 whereas this was at 83.8% for people living in the city.) Additional impacts for disability include how some people with disabilities have limited mobility or are at home for much of their time, so having access to a responsive and prompt pest control service is important to quality of life – especially as a person maybe more prone to infections. The negative impact of introducing a charging service for disability is mitigated by providing the service for free to people on receipt of benefits, including disability related benefits.

II5292 Redesign of management of Community Centres

This proposal is to save costs by streamlining the management of the smaller City Council run community centres and reducing staffing. The smaller centres would be managed and administrated by the team at Brown's Field Youth and Community Centre.

In making this change, the presumption would be that hirers would set their own rooms up where the council's staff currently do that for all groups. This change might deter some disabled residents from using the centres who may have impairments making it difficult or not possible for them to set up rooms. The council can mitigate this by having a small team

who by arrangement can set up tables, chairs and equipment for groups less able to do this so that the room is ready to use. This mitigation has been factored into the proposal.

Staff also report that some disabled people might drop into centres for support or advice from them, especially where people have sight impairments, poor mental health and/or who are digitally excluded. The council will mitigate this negative impact by asking people to attend at specific times when the council will have a presence at the smaller centres or asking people to go to the larger centres which will be unaffected by this change in staffing.

Group Design Restructure budget items for City Services (S5252), Communities (S5251), Corporate (S5254) and Economy & Place (B5253)

The council has just over 7% of staff who identify as being disabled. The percentage affected by the changes brought about by the restructures is fairly consistent with the percentage declaring themselves as disabled (6.8% of those at risk and 6.85% of those assimilated into their current role with modifications). To mitigate any adverse impact on those with a disability, the redundancy selection criteria that is proposed excludes absence related to a disability. The council's organisational change policy provides guidance about suitable alternative employment and outlines that occupational health advice may be necessary prior to redeploying individuals who have a disability and that reasonable adjustments will be considered. The trial period linked to redeployment will also be extended should any disability related absence take place during this time.

S5280 Dial-a-Ride

Dial-a-Ride is a not-for-profit organisation that provides local transport services via a Membership Scheme that are safe, affordable, and accessible to community groups and to individuals who have difficulty in accessing public transport especially disabled people and older people with disabilities. The Cambridgeshire and Peterborough Combined Authority (CPCA) has agreed to provide some funding for Dial-a-Ride supporting them with a longer-term sustainability plan. This has resulted in a saving of £44,850 for Cambridge City Council as we had set aside some money for this, which is now not needed. The fact the sustainability plan will still be funded by another organisation is a positive impact for disabled people.

S5257 Reduction in the Provision of Public Toilets

This proposal recommends closing underused public toilets on the outskirts of the city, prioritising accessibility in high-traffic pedestrian areas. The proposal might impact on people with some disabilities in the following ways:

- Many people with disabilities rely on accessible public toilets, including those accessible for those needing wheelchairs. One of the proposals is to close Grand Arcade Level 1 facilities, which include a Changing Places facility next to the Shopmobility service. However, helping mitigate this negative impact is that Drummer Street toilets are proposed to remain open, which have recently been refurbished to include a Changing Places facility. There will still in total be three Changing Places facilities (one of which is in a community centre).
- People might experience an increased need for public toilets relating to their disability/long-term health condition, especially for people with gastrointestinal

disorders such as Crohn's disease and colitis. UK research indicates that knowledge of lack of facilities nearby acts as a 'loo leash,' deterring over two in five (43%) from venturing outside their homes among those with medical conditions requiring frequent toilet use. To help mitigate this impact the proposal is for there to be suitable alternative facilities, with disabled access, within a short distance of those we will close. The council will prioritise retention of public toilets in areas with high footfall/usage. Moreover, the council plans to look into introducing a community toilet scheme: Partnering with businesses in the city centre to create a network of "community toilets". In practice this means that businesses may receive a nominal annual fee to allow public use of their facilities.

(c) Gender reassignment

CAP5314 CCTV Hardware and Software support update

This would have a positive impact to help prevent or gather evidence relating to hate crime experienced by transgender people. This is because without the funding for the update there would be a risk of loss of CCTV service from October 2025.

II5256 Car Parking Increased Income and II5282 Reintroduce evening/night time parking charges

The proposals are to increase charges for all car parks (II5256 Car Parking Increased Income) and to reintroduce evening and nighttime parking charges for Grand Arcade, Park Street and Grafton East and West (II5282 Reintroduce evening/night time parking charges). People travelling to meet other LGBTQ+ individuals / attend social activities might be disadvantaged, especially visitors to Cambridge who may not have social activities for LGBTQ+ people close to where they live. The importance of social activities aimed at LGBTQ+ people for reducing loneliness and isolation was highlighted in the Cambridgeshire & Peterborough LGBTQ+ Needs Assessment 2022. This potentially negative impact is mitigated in part by the availability of the £2 bus service across Cambridgeshire and Peterborough.

S5257 Reduction in the Provision of Public Toilets

This proposal recommends closing underused public toilets on the outskirts of the city, prioritising accessibility in high-traffic pedestrian areas. The proposal is to ensure that there is still suitable alternative gender-neutral facilities within a short distance of toilets that would be closed. Moreover, community centres across the city will continue to provide toilet facilities some of which include gender neutral facilities. There may be scope to introduce gender neutral facilities in three toilets that are proposed to stay open, which currently do not have them.

(d) Marriage and civil partnership

No impacts have been identified specific to this protected characteristic group.

(e) Pregnancy and maternity

B5324 Grand Arcade Lift Refurbishment

This is for one-off lift maintenance. In maintaining the lift, this proposal would have a positive impact for people with small children (especially who need to use pushchairs/ buggies) meaning they are less able or unable to use stairs.

CAP5261 Coolers at Clay Farm Community Centre

The proposal is to replace three air conditioning chillers at Clay Farm Community Centre. The chillers feed cold air to the medical centre's drugstore room. Without replacing the chillers, the drugstore room would be compromised. This might have a negative impact for pregnancy and maternity as pregnant people, babies and young children might be more vulnerable to ill-health.

S5257 Reduction in the Provision of Public Toilets

This proposal recommends closing underused public toilets on the outskirts of the city, prioritising accessibility in high-traffic pedestrian areas. This might impact on pregnancy and maternity in the following ways:

- Pregnant women require more frequent use of toilets.
- People might use public toilets for privacy when breastfeeding or attending to their child's needs.
- Those with babies and infants, may require public toilets with baby-changing facilities.

Toilets where closure is proposed that have baby changing facilities are Gonville Place, Lion Yard, Quayside, and Victoria Avenue.

The proposal will ensure the council provides a suitable number of public toilet facilities, within a short distance of those to be closed. It prioritises retention of public toilets in areas with high footfall/usage. Toilets with baby changing facilities for which no closure is planned include Drummer Street, Jesus Green, Lammas Land, and Silver Street which is due to reopen later in 2025 post re-development.

(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.

CAP5314 CCTV Hardware and Software support update

This would have a positive impact to help prevent or gather evidence relating to hate crime motivated by racism. This is because without the funding for the update there would be a risk of loss of CCTV service from October 2025.

II5256 Car Parking Increased Income and II5282 Reintroduce evening/night time parking charges

The proposals are to increase charges for all car parks (II5256 Car Parking Increased Income) and to reintroduce evening and nighttime parking charges for Grand Arcade, Park Street and Grafton East and West (II5282 Reintroduce evening/night time parking charges). Some ethnic groups, especially Bangladeshi and Pakistani people, may be more likely to experience poverty or low income that make increased parking charges a more significant burden. This potentially negative impact is mitigated in part by the availability of the £2 bus service across Cambridgeshire and Peterborough.

II5290 Pest Control Charges

This proposal is to introduce a charging regime to residents for the pest control service, except for those residents who are in receipt of certain benefits, where the service will continue to be free. Cambridge has long had a large population of temporary residents in the city, including from overseas – mainly students and visitors. This means that there might be an impact in people understanding local arrangements for appropriate rubbish disposal and pest control. (For instance, previous work done in East Cambridgeshire with the ‘Know Before You Go campaign’ highlighted that many temporary residents found it challenging to understand the rules around waste disposal when arriving in the UK). Language barriers and inaccessible information contribute to this misunderstanding. This means that people new to the UK living in Cambridge might especially have pest issues and therefore be impacted by the charges. Negative impacts on this group associated with bringing in charges are mitigated by not applying these for people on benefits. Moreover, in communicating about charges, this can increase communications about pest control generally, which might benefit people new to the UK living in Cambridge by increasing their understanding of support available.

II5292 Redesign of management of Community Centres

This proposal is to save costs by streamlining the management of the smaller City Council run community centres and reducing staffing. The smaller centres would be managed and administered by the team at Brown’s Field Youth and Community Centre.

Staff report that some people for whom English is a second language drop into the centres for support or advice from time to time, especially with completing online forms. The reduction in staffing in smaller centres may prevent people from being able to receive this support. The council will mitigate this negative impact by asking people to attend at specific

times when the council will have a presence at the smaller centres or asking people to go to the larger centres which will be unaffected by this change in staffing.

Group Design Restructure budget items for City Services (S5252), Communities (S5251), Corporate (S5254) and Economy & Place (B5253)

Across the council, 16.7% of staff are from an ethnic minority group (81.3% are White British, and almost 3% of staff have not disclosed their ethnicity). In terms of those affected by the changes, 11.4% of those at risk belong to ethnic minority groups, and 86.4% of staff at risk are White British. There are similar trends across those being assimilated (people whose roles will be changed but who will not be at risk), with those in an ethnic minority group making up just 9.6% of those affected. The statistics are slightly different when it comes to internal moves, with 25% of those affected belonging to a minority group. The Corporate Group has the biggest impact on this data, with around 35% of those being moved being from ethnic minority backgrounds. In City Services it is around 21% and it is 0% in Communities.

S5257 Reduction in the Provision of Public Toilets

This proposal recommends closing underused public toilets on the outskirts of the city, prioritising accessibility in high-traffic pedestrian areas. Many people using toilets in the city centre especially are likely to be tourists who might be from overseas. However, the proposal will ensure the council provides a suitable number of public toilet facilities within a short distance of those proposed to close, prioritising retention of public toilets in areas with high footfall/usage. Moreover, in redeveloping Silver Street, which will remain open, the council has paid particular attention to needs of overseas visitors, as those facilities are often used by people being dropped off by tourist coaches.

(g) Religion or belief

CAP5314 CCTV Hardware and Software support update

This would have a positive impact to help prevent or gather evidence relating to hate crime motivated by hatred towards someone's religion. This is because without the funding for the update there would be a risk of loss of CCTV service from October 2025.

II5256 Car Parking Increased Income

The proposal is to increase charges for all car parks. There might be a negative impact on people needing to travel to access their place of worship, if not available close to their place of residence. This potentially negative impact is mitigated in part by the availability of the £2 bus service across Cambridgeshire and Peterborough.

(h) Sex

B3306 Changing Futures contribution

This proposal is to continue our contribution towards a partnership across Cambridgeshire and Peterborough working with people with three or more multiple disadvantages. The list of disadvantages includes domestic abuse, which is experienced by 1 in 4 women and 1 in 6 men. Therefore, the proposal to contribute this funding will have a positive impact for sex. The work encourages involvement of people with lived experience at all stages of service design to support them and looks at how partnerships affect people.

CAP5314 CCTV Hardware and Software support update

This would have a positive impact to help prevent or gather evidence relating to sexual harassment, disproportionately experienced by women. This is because without the funding for the update there would be a risk of loss of CCTV service from October 2025.

II5256 Car Parking Increased Income and II5282 Reintroduce evening/night time parking charges

The proposals are to increase charges for all car parks (II5256 Car Parking Increased Income) and to reintroduce evening and nighttime parking charges for Grand Arcade, Park Street and Grafton East and West (II5282 Reintroduce evening/night time parking charges). Single parents are more likely to experience poverty and low-incomes and single parents are disproportionately women (89% of single parent families are single mother families). Also, 59% of unpaid carers are women. People with caring responsibilities make a higher number of trips making car travel more convenient, which might mean that increasing charges might disproportionately impact on this group. Moreover, women are less likely to feel safe using public transport, as an alternative means of transportation to a car than men, relating to risk of harassment. Women are also less likely to feel safe in all public settings, especially after dark, than men so the evening charges might especially disproportionately negatively impact on them.

II5290 Pest Control Charges

This proposal is to introduce a charging regime to residents for the pest control service. Women tend to earn less than men and so may be less able to afford a pest service. They might also have periods not in work whilst caring for others. Negative impacts relating to affordability of the pest control service are mitigated in part by still providing the service for free to benefit claimants.

Group Design Restructure budget items for City Services (S5252), Communities (S5251), Corporate (S5254) and Economy & Place (B5253)

The City Council workforce is almost completely evenly split between male and female employees (50.9% versus 49.1% respectively). This distribution is very different to those affected by the restructures: almost 79% of those at risk are male, 56.2% of those assimilated are male, and 55.6% of those being moved are male. The only group where the reverse is true is for the Communities Group. Despite its workforce being 61.2% female, the percentage of those affected, be it at risk, assimilated or being moved, is consistently higher in the Communities Group (70.6%, 71.1% and 100% respectively).

In relation to impacts for those at risk, there are a number of new roles being created, which staff in the redeployment pool may apply for. With the aim of maximising redeployment for those at risk, the council is offering CV and interview training workshops for all staff.

S5257 Reduction in the Provision of Public Toilets

This proposal recommends closing underused public toilets on the outskirts of the city, prioritising accessibility in high-traffic pedestrian areas. This might impact on women disproportionately in the following ways:

- Women generally need to use toilets more frequently than men, particularly during menstruation or pregnancy.
- The closure of well-lit, safe public toilets may force women to seek alternatives that are less secure, raising safety concerns, particularly at night.

To help mitigate these impacts, the proposal is to ensure there is a suitable number of public toilet facilities within a short distance of those we will close, prioritising retention of public toilets in areas with high footfall/usage. Additionally, some of the sites proposed for closure have a lower usage which in turn could make them feel unsafe to use by women generally. In addition, the council plans to explore partnering with businesses in the city centre to create a network of "community toilets".

(i) Sexual orientation

CAP5314 CCTV Hardware and Software support update

This would have a positive impact to help prevent or gather evidence relating to hate crime motivated by hatred towards someone's sexuality. This is because without the funding for the update there would be a risk of loss of CCTV service from October 2025.

II5256 Car Parking Increased Income and II5282 Reintroduce evening/night time parking charges

The proposals are to increase charges for all car parks (II5256 Car Parking Increased Income) and to reintroduce evening and nighttime parking charges for Grand Arcade, Park Street and Grafton East and West (II5282 Reintroduce evening/night time parking charges). People travelling to meet other LGBTQ+ individuals / attend social activities might be disadvantaged, especially visitors to Cambridge who may not have social activities for LGBTQ+ people close to where they live. The importance of social activities aimed at LGBTQ+ people for reducing loneliness and isolation was highlighted in the Cambridgeshire & Peterborough LGBTQ+ Needs Assessment 2022. This potentially negative impact is mitigated in part by the availability of the £2 bus service across Cambridgeshire and Peterborough.

(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_l59kt25q).

People of any age with care experience

No impacts have been identified specific to people with care experience of the proposals – however, care leavers are more likely to experience lower incomes and therefore might be disproportionately impacted by proposals relating to increasing or introducing new charges for services.

Low-income groups or those experiencing the impacts of poverty

B3306 Changing Futures contribution

This proposal is to continue our contribution towards a partnership across Cambridgeshire and Peterborough working with people with three or more multiple disadvantages, which includes homelessness as one of the multiple disadvantages listed. The work encourages involvement of people with lived experience at all stages of service design to support them and looks at how partnerships affect people.

B5332 Temporary Emergency Accommodation

The proposal is for additional costs of temporary emergency Bed and breakfast accommodation needed for people experiencing homelessness, meaning there is a positive impact for poverty.

B5333 Folk Festival - Events

This proposal is for additional events in place of the Folk Festival, which will include some free events which might benefit people in poverty or with low incomes.

CAP5261 Coolers at Clay Farm Community Centre

The proposal is to replace three air conditioning chillers at Clay Farm Community Centre. The chillers feed cold air to the centre's communications cupboard where the fibre broadband enters the building and is distributed. Not replacing the coolers might impact on the ability of the library to operate in the centre. If the library would need to close, this would negatively impact on low-income people who use the library for a range of services, including access to IT.

CAP5265 Trumpington Pavilion fit-out for counselling centre

This budget item is to provide funding for additional storage space for Trumpington Pavilion so that a room can be repurposed as a counselling centre. The counselling centre room will be developed with funding from the NHS and will be used by Connected Lives, an organisation providing trauma-based therapy. The centre will be based where there is support provided from Citizens Advice, and where there is a social supermarket – services that especially support people experiencing poverty or on low-incomes. Co-locating the counselling centre there means that the services can make referrals/signpost between one another. Housing Advisers have shared that complex needs families and households in poverty whom our services support often experience trauma. Trauma might be a root cause of poverty for those households and families. Therefore, providing those people with trauma informed counselling might have a longer-term outcome of raising people out of poverty. This can in turn reduce their needs for support from Citizens Advice and the social supermarket, thus supporting those services keep manageable caseloads.

II5256 Car Parking Increased Income and II5282 Reintroduce evening/night time parking charges

The proposals are to increase charges for all car parks (II5256 Car Parking Increased Income) and to reintroduce evening and nighttime parking charges for Grand Arcade, Park Street and Grafton East and West (II5282 Reintroduce evening/night time parking charges). People experiencing poverty are less likely to own cars so be impacted by these changes. For those on lower incomes who own cars and have to use car parks, these proposals might have disproportionate negative impact.

II5284 Swimming Charges increase

This item proposes to increase charges for non-city residents and remove the £2 per head general subsidy. To help mitigate negative impacts relating to poverty and low income, the council would retain some discounts and concessions (relating to age and disability – see above), including for people on means-tested benefits who would receive 50% off the headline price. GLL also offer discounted swimming sessions within their timetables for £1 swim sessions for Juniors and discounted family sessions, and have some free promotional weekend use at certain times throughout the year at the pools.

II5286 Tennis Court Hire Income

The proposal is to charge both £5 at peak times and £2 at non-peak times across all 4 tennis courts at Jesus Green and Christ's Pieces (8 courts total) per 45 mins. The courts are currently free to use by everyone. If the charges are introduced no allowances will be made for people on means-tested benefits. However, other Cambridge city tennis courts will remain free of charge to play on in local parks and open spaces and can also be booked via the LTA ClubSpark system at no charge for games. Also, in practice, the charges might equate to between 50p and £1.25 per person depending on the numbers attending and at what time. The charges are low when compared to other local private facilities charging up to £18 per court per hour.

II5289 Allotment Income

The proposed increase in allotment fees has the potential to create a limited negative impact on individuals or families with low incomes, as it will increase the financial burden associated with maintaining an allotment. While the initial setup costs for materials and tools to cultivate an allotment can be high, allotments remain a valuable resource for growing affordable, fresh produce, which can be cost-effective in the long term compared to purchasing fruits and vegetables from shops or supermarkets.

To mitigate potential disadvantages, the fee increase has been designed to remain proportionate and balanced, ensuring that the costs are reasonable and in line with inflation and the cost of maintaining and improving allotment sites. This measured approach aims to avoid creating significant financial barriers for current and prospective allotment holders, particularly those from low-income households.

This approach seeks to ensure that allotments continue to serve as an affordable and sustainable option for growing fresh produce while balancing the need to maintain and develop allotment services for the community.

II5290 Pest Control Charges

This proposal is to introduce a charging regime to residents for the pest control service. Negative impacts relating to affordability of the pest control service are mitigated in part by still providing the service for free to benefit claimants.

II5292 Redesign of management of Community Centres

This proposal is to save costs by streamlining the management of the smaller City Council run community centres and reducing staffing. The smaller centres would be managed and administrated by the team at Brown's Field Youth and Community Centre.

All of the council's community centres are in areas of high economic need. They are used and visited by a wide range residents some of whom have a range of issues and barriers who approach community centre staff for signposting to services like Citizens Advice, food banks and social supermarkets. Council staff also provide help to those who are digitally excluded, which disproportionately impacts on people with low incomes. The council is aware that it will be reducing this ad hoc support by reducing staffing, and aims to mitigate this impact by asking people to attend at specific times when centres will be staffed or to go to the larger centres which will be unaffected by this change in staffing.

Group Design Restructure budget items for City Services (S5252), Communities (S5251), Corporate (S5254) and Economy & Place (B5253)

Pay Bands 1 to 5 and apprentices make up over 69% of the workforce, and 76.5% of people at risk relating to the restructures. This data is significantly impacted by proposals in the City Services group, with 41.7% of those at risk sitting in Band 3, despite that band only spanning 18.4% of the workforce. Across the other groups, Bands 1 to 5 and apprentices make up only 43% of those affected. Band 6 and above (£49,498+), make up 31% of the workforce, and represent over 55% of those placed at risk. These statistics are also partially affected by City Services deleting the City Pay Band 2 posts who automatically quality for Band 3/4 roles that have been created. Additionally, the City Services and Corporate groups have already done a restructure at the senior management level, so the council would

expect to see those in higher grades less affected than if the restructures had been run alongside each other.

In relation to impacts for those at risk, there are a number of new roles being created, which staff in the redeployment pool may apply for. With the aim of maximising redeployment for those at risk, the council is offering CV and interview training and workshops for all staff.

S5257 Reduction in the Provision of Public Toilets

This proposal recommends closing underused public toilets on the outskirts of the city, prioritising accessibility in high-traffic pedestrian areas. Public toilets often provide the only sanitary facilities for individuals experiencing homelessness and closing them can affect their health and wellbeing. However, the proposal ensures that the council will provide alternative facilities within city centre, where it expects the majority of homeless people to be. An additional impact relating to poverty/low-income is that where public toilets have closed elsewhere, the public has expressed concern around having to use local businesses and pay for products just to have permission to go to the toilet. To help mitigate this potentially negative impact the council plans to look into introducing a community toilet scheme: Partnering with businesses in the city centre to create a network of "community toilets". In practice this means that businesses may receive a nominal annual fee to allow public use of their facilities.

S5280 Dial-a-Ride

As a service, Dial-a-Ride is also helpful for people on lower incomes as it provided affordable transport for people who have difficulty in accessing public transport especially disabled people and older people with disabilities. The Cambridgeshire and Peterborough Combined Authority (CPCA) has agreed to provide some funding for Dial-a-Ride supporting them with a longer-term sustainability plan. This has resulted in a saving of £44,850 for Cambridge City Council as we had set aside some money for this, which is now not needed. The fact the sustainability plan will still be funded by another organisation is a positive impact for people on low incomes who use or might need the service.

Intersectionality

In relation to intersectionality, for most of the budget proposals no distinctive inequalities/disadvantages have been identified relating how different elements of people's identities intersect. However, negative or positive impacts identified above might be exacerbated where people have two or more characteristics that individually are likely to be positively or negatively impacted by a proposal coming into effect.

B3306 Changing Futures contribution

This proposal is to continue our contribution towards a partnership across Cambridgeshire and Peterborough working with people with three or more multiple disadvantages, meaning the work considers intersectionality. The list of disadvantages includes mental health issues, homelessness, substance misuse, domestic abuse and offending behaviour. The work encourages involvement of people with lived experience at all stages of service design to support them and looks at how partnerships affect people.

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.)

II5291 Cambridge City Housing Company

This proposal helps ensure there is time and budget to transfer four small community centres to community groups. It is too early to determine equality impacts and an equality impact assessment will be needed in each case.

12. Do you have any additional comments?

B5325 Review of Folk Festival

This is for the cost of freelancers and consultancy for the Folk Festival review and programming. The review itself would be subject to an EqIA.

CAP5259 Civic Quarter Redevelopment

There are no equality impacts specific to this budget item itself. However, an equality impact assessment was produced for the Civic Quarter update that went to the Environment & Communities Scrutiny Committee on 21st November (see: [appendix-6-eqia-civic-quarter-project-updated-october-2024.pdf](#)).

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: Alistair Wilson (Strategic Delivery Manager – City Services), Anthony French (Asset Development Officer), Claire Adelizzi (Team Manager- Environmental Health), Clarissa Norman (Customer Support Manager), Daniel Morgan (Operations Manager – Crematorium and Parking Services), Ian Ross (Sport and Recreation Manager), Jane Wilson (Chief Operating Officer), Paul Boucher (Transformation Programme Manager), Rachel Kamall (Transformation Programme Manager), Richard Brown (Community Facilities Manager), Suzanne Goff (Health Prevention Programme Officer) and Yvonne O'Donnell (Environmental Health Manager)

Date of EqlA sign off: 24/01/2025

Date of next review of the equalities impact assessment: EqlAs on the council's budget setting process are produced annually

Date to be published on Cambridge City Council website: 29/01/2025

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