

Appendix A: Activity and progress relating to previous equalities objectives in the Single Equality Scheme 2021/22 to 2024/25

This report provides an account of progress and key activity undertaken towards meeting the council's equalities objectives set for 2021/22 to 2024/25 in the Single Equality Scheme. It considers each objective in turn:

Objective one: To further increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively.

Over the last four years of the Single Equality Scheme the council has made progress in increasing its understanding of:

- Accommodation needs of older people, people requiring specialist supported accommodation who are aged between 18 and 64, and Gypsies, Travellers, Travelling Show people, Bargee Travellers, and people living in other caravans and houseboats.
- Needs and priorities of the LGBTQ+ community, people from different ethnic backgrounds and young people.
- The council's role in tackling health inequalities and in preventing ill-health through the breadth of its services, and understanding of mental health issues for young people, the impact of frailty for men and older people, and needs of people who repeatedly use public services.
- How best to support people with multiple disadvantages relating to homelessness, substance abuse, mental health, criminal justice and/or domestic abuse (through its role in the Changing Futures programme).

The council has also produced over 140 equality impact assessments (EqlAs). EqlAs enable the council to pay due regard to needs of different communities in

targeting its services relating to its Public Sector Equality Duty, and for care leavers and people on low-incomes/ in poverty.

Objective two: To continue to work to improve access to and take-up of Council services from all residents and communities

From 2021/22 to 2-24/25, relating to this objective, Cambridge City Council has helped make a difference in supporting disabled people and older people to access and remain in accommodation that meets their needs. It has built 606 homes that can be adapted to become wheelchair accessible, and 29 that are wheelchair accessible from the outset. The council has also supported:

- 4,287 disabled people across the three district council areas through the council's Cambs Home Improvements Agency (HIA), 803 of whom were Cambridge City residents.
- The council has spent £2,788,736 since April 2021 on adaptations for Cambridge City Council tenants with disabilities. This has paid for 540 adaptations and a total of 507 households have been supported.
- Approximately 100 tenants with a mental health need to remain in their tenancy through its Tenancy Sustainment Service.
- 567 people from the wider community aged over 65 through the Independent Living Service.
- 64 individuals through its extra care scheme at Ditchburn Place.
- An average of 200 tenants per week in its sheltered housing scheme.

Additionally, in relation to this objective, Cambridge City Council has:

- Made 1,953 bookings to its current interpretation and translation supplier between 2022 to 2024.
- Successfully supported 915 newly arrived refugees to resettle in Cambridge and the surrounding areas. The majority of refugees resettled are from Ukraine and Afghanistan.
- Provided advice and support to Gypsy, Roma and Traveller people over the last two years to help them access and take up services. The Community Development Officer has supported Gypsy, Roma and Traveller people with 200 issues and made 33 referrals.

Objective three: To work towards a situation where all residents have equal access to public activities and spaces in Cambridge and are able to participate fully in the community

Under this objective, consistently each year from 2021/22 to 2024/25 services have identified the most activity. The main areas of focus with the most activity have been around:

- Improving access for disabled people in the city. For instance, 11,700 visits were made to its Shopmobility service helping people with mobility issues get around the city. It also provides expert advice to businesses and developers from an officer specialising in disability access. All new developments taken to the Greater Cambridge Design Review Panel have been provided with expert input on disability access.
- Encouraging and supporting participation in activities to improve health and wellbeing for different groups, especially in developing and expanding physical activity programs for families, young people, older people, people with poor mental health, people with long-term health conditions and disabilities, and Ukrainian refugees. Also, by running the Women's Health Group for women from different ethnic backgrounds to learn about a range of topics on health and wellbeing. Current group members include women from Bangladeshi, Syrian (and wider Arabic), Nigerian, Chinese, Pakistani, Indian, Afghan, British, Ukrainian, Thai, and Mauritian backgrounds. In 2024/25 there were 39 sessions across 4 community centres and a total of 545 attendances.
- Providing opportunities for young people to participate in their community, raise career aspirations, and to increase their voice on what matters to them. For instance, the council has especially supported young people to participate in the arts through a range of projects. The council has also run Cambridgeshire and Peterborough Region of Learning providing young people develop skills through different learning opportunities. Under European Social Fund funding (up to December 2023), there were 867 participants aged

15 to 18.

Cambridge City Council has also provided capacity building support to the voluntary and community sector by funding 360 activities between 2021/22 and 2023/34 tackling social and economic exclusion (data for 2024/25 is not available yet). It has funded and provided other support for additional VCS activity to mark and celebrate a programme of events promoting community cohesion, especially small amounts to VCS groups for ethnic minority communities. The largest event marked annually has been Holocaust Memorial Day activities, this has reached 5,000 children across 18 schools each year.

Objective four: To tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the city continue to get on well together

Cambridge City Council continues to work with partners of the Community Safety Partnership to help meet this objective, which has developed the Cambs Against County Lines programme to help keep young people safe from violence and exploitation. It has also focused on reducing violence in the city centre. This focus has led to over 1,000 people being trained on the Businesses Against Abuse Scheme from 2023 to the present, which has especially focused on increasing awareness of violence against women and girls and what can be done about it. The Council is also a key partner in the Purple Flag initiative, helping to reduce crime and anti-social behaviour and supporting people to feel safer, at night in the city. Cambridge has been awarded its third purple flag accreditation.

The council has also maintained its Domestic Abuse Housing Alliance (DAHA) accreditation since 2019 and was re-accredited in 2023. DAHA provides the national benchmark for how housing providers should respond to domestic abuse. Since April 2021 the council has completed 276 Domestic Abuse, Stalking and Honour Based Violence (DASH) risk assessments with individuals who have disclosed domestic abuse. 31 of these cases have resulted to a referral to the Multi-Agency Risk Assessment Conference as they are deemed to be of a very high risk.

Cambridge City Council has also provided its Racial Harassment Service, working with Cambridgeshire Police to tackle hate crime/incidents motivated by hatred towards someone's race, and using civil remedies in line with the Harassment Act 1997.

Objective five: To ensure that the City Council's employment and procurement policies and practices are non-discriminatory and to work towards a more representative workforce within the City Council.

Relating to procurement policies and practices, most significantly the council has created a social value framework in 2024/25 to be used by Cambridge City Council staff and contractors to help tackle poverty and inequality, including that experienced by different protected characteristic groups.

Relating to its employment practices and policies, the council has:

- Developed a People & Culture Strategy outlining the council's aspirations as a workplace related to five interlinked themes that each have a specific focus on equality, diversity, inclusion and belonging
- Achieved 709 course completions from 1 April 2021 to 31 December 2024 for equalities-related training it has run to support staff to understand legal obligations within the Equality Act 2010 and how to better support people with different protected characteristics.

Cambridge City Council has increased workforce representation of people from ethnic minority backgrounds from 7.71% at 31 March 2020 to 10.3% at 31 March 2024 (latest figure available). However, disability representation over the same period has decreased from 7.21% to 6.63%. Nevertheless, the council have maintained its Disability Confident Level 2 accreditation for its action planning to recruit and retain disabled people.