

# Appendix D - 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.

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

Review of and proposed changes to Market Traders Terms & Conditions

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

Committee report for Environment & Community Scrutiny Committee – March 2025

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

The current General Market Terms and Conditions have been in place since 2011 and were last amended in 2018. It is national best practice that Market operators regularly review and update traders’ terms and conditions to ensure that they are in line with industry standards. Officers have also identified the need to introduce revised policies for the market that align with Council wide corporate objectives, such as reducing emissions and impact on the environment. These updated requirements will apply to all markets managed by the Council, including the current General, and Sunday, Markets.

**4. Responsible Team and Group**

City Services – Streets & Open Spaces

<b>5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?  (Please tick all that apply)</b>	<input checked="" type="checkbox"/> Residents <input type="checkbox"/> Visitors <input checked="" type="checkbox"/> 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):  Market Traders (current and future), key stakeholders and Council staff managing its Markets	

<b>6. What type of strategy, policy, plan, project, contract or major change to your service is this?</b>	<input type="checkbox"/> New <input type="checkbox"/> Major change <input checked="" type="checkbox"/> Minor change
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<b>7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If 'Yes' please provide details below:  Colleagues across the Council, including economic development and the Cambridge Civic Quarter project team, have an interest in this piece of work. Externally to the Council, the Cambridge Market Traders' Association is a key stakeholder.	

<b>8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?</b>
Environment and Community Scrutiny Committee – 20 March 2025

<b>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?</b>
This Committee report impacts primarily the Market Traders, key stakeholders and staff managing the Markets. This has been the focus for engagement at this stage of the work. There is no anticipated or forecast impact to market visitors in relation to the market offer available to them. A separate piece of work to develop a Balance of Trade policy will follow and seek to ensure that Cambridge Markets provide a diverse range of services.  There are 132 Market Traders registered with the City Council, and equalities monitoring is not routinely undertaken. A commitment has however been given that all engagement undertaken

around proposed changes to management arrangements should be as broad as possible; in order that specific needs can be identified.

At implementation stage of issuing new licences to Market Traders because of the proposed changes to their terms and conditions, selected demographics data will be gathered, and this will be used to inform further work in this area.

Market Traders are required to ensure that the services they offer do not discriminate; and that they are able to make appropriate adaptations to accommodate customers having equalities protected characteristics.

## **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 specific impacts identified at this point for this equality group. Further work at implementation stage of issuing new licences to Market Traders may influence this position.

Market Traders are required to ensure that the services they offer do not discriminate; and that they are able to make appropriate adaptations to accommodate customers having protected characteristics.

Checks are in place to both ensure that anyone employed on Council managed markets is old enough to do so lawfully, and that if transgressions occur these can be dealt with swiftly.

### **(b) Disability**

The changes to the General Market Terms and Conditions have health and safety implications – the ability to move traders to different locations in part to be able to undertake repairs and upgrades, regulating all electronic equipment, and ensuring Market Traders are responsible for disposal of waste. This has potential to reduce risk of injury for Market Traders and other people using the market, which could result in long-term disability.

In communicating the new General Market Terms and Conditions the Council is able, upon request, to provide the information in alternative formats to support reasonable adjustments people may need in communication relating to a disability/impairment.

**(c) Gender reassignment**

No specific impacts identified at this point for people under this protected characteristic

**(d) Marriage and civil partnership**

No specific impacts identified at this point for people under this protected characteristic

**(e) Pregnancy and maternity**

No specific impacts identified at this point for people under 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.**

In communicating the changes to the General Market Terms and Conditions, where required, the Council can translate documents for people who would benefit from this because of having English as a second language. There is a potential positive impact of ensuring that markets are managed and supported and therefore indirectly creating opportunities to ensure that the market has a culturally diverse offer.

**(g) Religion or belief**

No specific impacts identified at this point for people under this protected characteristic.

**(h) Sex**

No specific impacts identified at this point for people under this protected characteristic.

**(i) Sexual orientation**

No specific impacts identified at this point for people under this protected 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.**
- **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](https://media.ed.ac.uk/media/1_I59kt25q)).**

There is a potential positive impact of ensuring that markets are managed and supported and therefore indirectly creating opportunities for those on low incomes to access a range of competitively priced retail offer in one place.

**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.)**

There are 132 Market Traders registered with the City Council, and equalities monitoring is not routinely undertaken. A commitment has however been given that all engagement undertaken around proposed changes to management arrangements should be as broad as possible; in order that specific needs can be identified.

At implementation stage of issuing new licences to Market Traders because of the proposed changes to their terms and conditions, selected demographics data will be gathered which will be used to inform further work in this area.

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

Changes to terms and conditions also remind traders of the need to be familiar with their broader legal obligations under the Equality Act 2010. For example:

- If any Trader has a ‘protected characteristic’, as defined under the Equality Act, and notifies the Council of the nature of the protected characteristic and its impact on their ability to trade in accordance with the revised General Market Terms and Conditions, the Council will consider

making the necessary reasonable adjustments to the implementation of the General Market Terms and Conditions to enable that Trader to be able to trade

- Traders must comply with the terms and spirit of the Equality Act 2010 and not discriminate against those with protected characteristics as defined under that Act
- The proposed revised General Market Terms and Conditions now include greater clarity over expected behaviour and conduct on the market and emphasise how dignity and respect should be observed at all times. Use of discriminating language or other behaviour on the grounds of age, gender reassignment, race, sexual orientation, disability, sex religion or belief; or against another Market Trader, Council employee/ contractor or other visitor to the market will be taken most seriously and may lead to revocation of a market licence.

### 13. Sign off

Name and job title of lead officer for this equality impact assessment: John Richards, Technical & Specialist Services Manager

Names and job titles of other assessment team members and people consulted: Tim Jones, Markets & Street Trading Manager, Helen Crowther, Equality & Anti-Poverty Officer, and Sarah French, Contracts and Projects Manager

Date of EqIA sign off: 5 March 2025

Date of next review of the equalities impact assessment: September 2025

Date to be published on Cambridge City Council website: March 2025

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