

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
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Stock Condition Survey Strategy

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

To deliver a sustainable model for carrying out stock condition surveys across the Council's housing portfolio. This supports strategic asset management, regulatory compliance, housing safety, and long-term investment planning through a phased hybrid delivery model.
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4. Responsible Team and Group

City Services.

5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick all that apply)	<input checked="" type="checkbox"/> Residents <input type="checkbox"/> Visitors <input checked="" type="checkbox"/> Staff
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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):

City Council tenants (including elderly people, disabled people, families with children, and low-income households)

6. What type of strategy, policy, plan, project, contract or major change to your service is this?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Major change <input type="checkbox"/> Minor change
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7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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Procurement, Housing Services, Finance, ICT, Legal, Communications, and external contractors

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

Yes – To be considered by the Executive Councillor for Housing and Homelessness at Housing Scrutiny Committee

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?
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Review of internal housing data and survey access rates

Benchmarking from other local authorities

Equality data on the Council's housing tenants

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

Positive: Improves safety and comfort of homes, especially for older people and young children.

Negative: Survey visits may be disruptive for elderly or frail residents.

Mitigation: Advance notice, flexible appointments, and support from housing officers.

(b) Disability

Positive: Improves safety for disabled tenants; supports identification of accessibility and hazards.

Negative: May face communication or physical access issues.

Mitigation: Offer reasonable adjustments, alternative formats, and liaison with carers or support workers.

(c) Gender reassignment

Positive: Neutral.

Negative: Risk of misgendering or insensitive conduct during surveys.

Mitigation: Contractor training to cover inclusive behaviour and respect for gender identity.

(d) Marriage and civil partnership

No specific impacts identified.

(e) Pregnancy and maternity

Positive: Improved living conditions can support maternal and infant health.

Negative: Potential disruption during visits.

Mitigation: Prioritise suitable appointment times and sensitivity to need

(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.

Positive: Benefits all groups equally through improved conditions.

Negative: Language barriers may affect engagement.

Mitigation: Provide translated materials and multilingual staff where needed.

(g) Religion or belief

Negative: Survey visits could conflict with religious practices or observance.

Mitigation: Flexibility in booking visits and respecting religious customs

(h) Sex

No specific impacts identified.

(i) Sexual orientation

Negative: Risk of discriminatory behaviour if not proactively addressed.

Mitigation: Inclusion of equality standards in contractor induction and code of conduct.

(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).**

Click here to enter text.

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.)

Other factors that may lead to inequality

Low-income groups:

Positive: Targeted investment and improved homes reduce health and inequality gaps.

Care-experienced residents:

Positive: Improved property safety and condition supports vulnerable residents.

Intersectionality:

Mitigation measures will consider compounded disadvantage (e.g. disabled BME older tenants) and monitor tenant experience through diverse feedback.

12. Do you have any additional comments?

This EqlA supports the Council's commitment to fairness, safe housing, and reducing inequality through inclusive asset management.

13. Sign off

Name and job title of lead officer for this equality impact assessment: Sean Cleary, Strategic Delivery Manager

Names and job titles of other assessment team members and people consulted: James Elms, Director of City Services

Date of EqlA sign off: [Click here to enter text.](#)

Date of next review of the equalities impact assessment: [Click here to enter text.](#)

Date to be published on Cambridge City Council website: [Click here to enter text.](#)

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