

Appendix 3

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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Strategic Procurement Pipeline for Repairs, Maintenance, and Compliance Contracts

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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(To be added once Cabinet papers are published)

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

To deliver a coordinated, medium-term programme of procurements for building repairs, maintenance, and statutory compliance across the Council's housing, commercial, and community property portfolio. This will ensure statutory obligations are met, service continuity is maintained, and value for money is achieved through planned, transparent procurement.

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)

☒ 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):

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

Users of community centres and other council facilities

In-house delivery teams and contractors

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

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 Cabinet on 25 September 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?

Review of statutory compliance obligations

Internal housing data and service records

Feedback from previous procurement exercises and contractor performance

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: Improved safety, comfort, and compliance of homes benefits all age groups; targeted improvements for elderly and vulnerable tenants.

Negative: Some works may be disruptive to older residents or families with young children.

Mitigation: Advance notice, flexible scheduling, and sensitive contractor conduct.

(b) Disability

Positive: Compliance works (e.g., lifts, alarms, adaptations) directly improve accessibility and safety.

Negative: Works may temporarily restrict access or cause sensory disruption for some tenants.

Mitigation: Reasonable adjustments, alternative formats for communications, and coordination with carers/support workers.

(c) Gender reassignment

Neutral overall.

Negative: Risk of misgendering or inappropriate behaviour by contractor staff.

Mitigation: Mandatory equalities training and behaviour standards in contracts.

(d) Marriage and civil partnership

No specific impacts identified.

(e) Pregnancy and maternity

Positive: Improvements in living conditions, safety, and comfort benefit parents and infants.

Negative: Works could cause noise and disruption during pregnancy or with newborns.

Mitigation: Offer priority scheduling, avoid intrusive works where possible.

(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.

Negative: Language barriers may affect understanding of notices and instructions.

Mitigation: Translated communications and access to interpreters.

(g) Religion or belief

Positive: Neutral overall.

Negative: Works could clash with religious observance or require access to areas with religious significance.

Mitigation: Respect scheduling requests and cultural sensitivities.

(h) Sex

Positive: Equal benefit to all.

Negative: Lone residents may have concerns about contractor access.

Mitigation: Offer choice of appointment times and ensure all contractors carry identification and follow safeguarding protocols.

(i) Sexual orientation

Neutral overall.

Negative: Potential for discrimination or insensitivity from contractor staff.

Mitigation: Inclusion of conduct and equality requirements in procurement and contractor training.

(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).

Low-income households – Benefit from safer, more energy-efficient homes, reducing energy costs.

Care-experienced individuals – Increased focus on safeguarding and maintaining safe, stable housing.

Intersectionality – Works planning will account for overlapping vulnerabilities (e.g., elderly low-income disabled residents).

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.)

Equality impacts to be reviewed at procurement planning stage for each contract lot.

Contractor induction to include equality and safeguarding expectations.

Service managers to monitor complaints or access issues during works.

EqlA to be updated annually in line with pipeline refresh.

12. Do you have any additional comments?

Embedding equality considerations into the procurement pipeline will help ensure that the benefits of repairs, maintenance, and compliance works are delivered fairly and consistently across all wards, with particular support for those most at risk of disadvantage.

13. Sign off

Name and job title of lead officer for this equality impact assessment: Sean Cleary

Names and job titles of other assessment team members and people consulted:
[Click here to enter text.](#)

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