

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 please contact the Community Equity Team at equalities@cambridge.gov.uk.

Also, 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

Proposal for a temporary venue during the proposed closure of Cambridge Corn Exchange and the Guildhall

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

Not yet available

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

As part of the Civic Quarter redevelopment project there are proposals to close the Corn Exchange and The Guildhall for refurbishment for 2 years. As a response to this loss of provision in the City, the Council is being asked to consider the principle of establishing a temporary venue in the City whilst works are being undertaken. This venue would aim to continue a diverse programme serving the needs of the regional population. This venue would draw upon our existing Cultural Services team, networks and production capital.

4. Responsible Team and Group

Civic Quarter Project Team – Property, in consultation with Cultural Services, Communities, City Services and Corporate Hub.

<p>5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?</p> <p>(Please tick all that apply)</p>	<input checked="" type="checkbox"/> Residents <input checked="" type="checkbox"/> Visitors <input checked="" type="checkbox"/> Staff
<p>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):</p> <p>Cultural Services staff – who live across the region</p> <p>Visitors to the city to access cultural offer shops restaurants parking etc</p> <p>Residents and Audiences who live region wide</p> <p>Click here to enter text.</p>	
<p>6. What type of strategy, policy, plan, project, contract or major change to your service is this?</p>	<input checked="" type="checkbox"/> New <input type="checkbox"/> Major change <input type="checkbox"/> Minor change
<p>7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<p>If 'Yes' please provide details below: All City Council departments in the context of the full Civic Quarter project. Main Service provision in focus is the cultural offer delivered by Cultural Services. Liaison also with County Highways, Shared Planning, Universities, Clients and audiences of the Corn Exchange and Guildhall Halls.</p>	
<p>8. 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?</p>	
<ul style="list-style-type: none"> • Information on profile of audience from ticketing system • Ensuring the safety and health of older people at mass gathering events The BMJ • Home Campaign to End Loneliness • Perceptions of personal safety and experiences of harassment, Great Britain - Office for National Statistics 	

9. 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

Having a temporary venue would allow us to offer our current cultural programme which caters for all ages. Without a temporary venue there will be a much more limited cultural offer. Still having a temporary venue means that there will be less high profile music concerts due to the nature of the temporary infrastructure.

A temporary site would provide similar facilities, and similar proximity to car parking and public transport as our permanent venues.

Older audiences may feel less safe at night in a more unfamiliar setting, If the council was not to have a temporary venue, the reduction in cultural events might result in an increased risk in isolation to older audience members. Older people are more likely to experience loneliness generally, which links to isolation.

If we are unable to offer hours to zero-hour staff during the closure period (which may be the case without a temporary venue), some experienced staff may choose to find work elsewhere. This may result in a loss of valuable experience and expertise when the Corn Exchange reopens.

(b) Disability

The temporary venue infrastructure would conform with current accessibility standards in our permanent venues, including relating to level access, and could result in improvements in accessibility of facilities like bar services, information points, access to stages, as this can be built into a proposed structure. Disabled toilet facilities would be provided and clear access to ground floor seats. There would be opportunity to provide an accessible dressing room, improving upon the current facilities at the Corn Exchange. Flooring would be assessed to ensure it is smooth and level from public pathways and parking areas. Hearing loops will need to be included in the structure and in the design and layout they would need to consider dementia awareness and needs of neurodiverse people generally.

The ONS finds that disabled people are especially less likely to feel safe walking alone after dark, particularly in an unfamiliar setting. Some audience members may be uncertain of the facilities in a

temporary venue at first, and may feel less comfortable going to a venue that is not established and permanent. Clear and proactive marketing including information on accessibility would need to be carried out throughout the period. Moreover, disabled people can experience hate incidents and hate crime. This may mean that some disabled members of our staff and audience may require additional support when leaving the venue late at night until they feel it is a safe route back to their vehicles or public transport. Security and Supervisors would need to monitor and adapt and increase support accordingly and the council would also work with Purple Flag partners to ensure audience members feel and are safe.

If we were to not provide a temporary venue, there would be fewer accessible cultural offers in the city for people to access.

(c) Gender reassignment

Some members of our staff and audience may require additional support when leaving the venue late at night until they feel it is a safe route back to their vehicles or public transport. Security and Supervisors would need to monitor and adapt and increase support accordingly and the council would also work with Purple Flag partners to ensure audience members feel and are safe. This might be the case for LGBTQ+ who can experience hate incidents and hate crime.

Gender neutral toilets would need to be provided if there was a temporary venue as well as gender neutral dressing rooms and adjacent shower for performers.

Maintaining an alternative venue during the two years the Corn Exchange and Guildhall are closed would mean there is a greater programme of cultural events, which can include activities around well-established equality, diversity and inclusion dates like LGBTQ+ History Month.

(d) Marriage and civil partnership

No equality impacts have been identified specific to this equality group.

(e) Pregnancy and maternity

The venue would comply with current guidance in the same way as a permanent venue does in relation to the provision of baby changing facilities and level access that people using prams and

buggies would benefit from. There would also be more opportunity to provide quiet spaces and private breastfeeding spaces within the site plan.

(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.

Some members of our staff and audience may require additional support when leaving the venue late at night until they feel it is a safe route back to their vehicles or public transport. Security and Supervisors would need to monitor and adapt and increase support accordingly and the council would also work with Purple Flag partners to ensure audience members feel and are safe. This might be the case for people of racially diverse backgrounds who can experience hate incidents and hate crime.

Providing a temporary venue would enable the council to continue to provide a diverse programme of events, which also embrace and celebrate the ethnic diversity of our audiences and population. This includes activities around well-established equality, diversity and inclusion related dates such as Black History Month.

(g) Religion or belief

Some members of our staff and audience may require additional support when leaving the venue late at night until they feel it is a safe route back to their vehicles or public transport. Security and Supervisors would need to monitor and adapt and increase support accordingly and the council would also work with Purple Flag partners to ensure audience members feel and are safe. This might be the case for people of different religious backgrounds who can experience hate incidents and hate crime.

(h) Sex

The temporary venue would provide female and male toilets, with safety information specific to women and men (e.g. domestic abuse information, Ask Angela). The programme will continue to aim to provide a diverse programme reflecting the diversity of our audiences and population.

Research by the ONS finds that four out of five women and two out of five men felt unsafe walking alone after dark in a park or other open space. Some members of our staff and audience may require additional support when leaving the venue late at night until they feel it is a safe route back

to their vehicles or public transport. Security and Supervisors would need to monitor and adapt and increase support accordingly and the council would also work with Purple Flag partners to ensure audience members feel and are safe.

(i) Sexual orientation

Some members of our staff and audience may require additional support when leaving the venue late at night until they feel it is a safe route back to their vehicles or public transport. Security and Supervisors would need to monitor and adapt and increase support accordingly and the council would also work with Purple Flag partners to ensure audience members feel and are safe. This might be the case for LGBTQ+ who can experience hate incidents and hate crime.

Maintaining an alternative venue during the two years the Corn Exchange and Guildhall are closed would mean there is a greater programme of cultural events, which can include activities around well-established equality, diversity and inclusion dates like LGBTQ+ History Month.

(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_159kt25q).**

Our Zero based hours workforce have a varied profile:

- Approximately a quarter (24%) are students
- 61% are work for the council as secondary employment
- Around 10% are retired and utilise the work for social opportunities and enjoyment
- Around 11% rely on the income from the zero hour work as their only job and work the maximum number of hours for the business they can

10. 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.)

We will monitor through audience survey forms, and staff profiles and recruitment statistics and data to see if there is staff retention issues and take action accordingly. During the delivery of a temporary venue there will be close monitoring on the reality of and perception of safety late at night. If this is a concern, additional security measures can be put in place

Once potential spaces have been identified and as part of the exploration of which space will be best, a new EqIA will be produced. This would also consider the impact of having the temporary venue on a space in light of what already happens there culturally which might be impacted. There is opportunity to partner with those events to enhance a diverse offer for the City. There is the opportunity to work with purple flat partners and street pastors to support staff and audiences. Equality impacts would also need to be considered alongside the design of a temporary structure.

11. Do you have any additional comments?

N/a

12. Sign off

Name and job title of lead officer for this equality impact assessment: Frances Alderton

Names and job titles of other assessment team members and people consulted: Graham Lewis (Community Equity Officer), and Helen Crowther (Equity and Community Power Manager)

Date of EqIA sign off: 10 March 2026

Date of next review of the equalities impact assessment: TBC (in line with further stages of work)

Date to be published on Cambridge City Council website: 16 March 2026

All EqlAs need to be sent to the Community Equity Team at equalities@cambridge.gov.uk