

## Review on progress made on Single Equality Scheme actions during 2017-18

There were 46 actions set for the council to deliver from the beginning of April 2017 to the end of March 2018 in relation to the five objectives of the Single Equality Scheme 2015-18. Details of all the actions and the progress we have made in delivering them are set out in the tables below:

### Objective 1- Top further increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively

In the third year (2017-18) of the Single Equality Scheme 2015-18 we aimed to:	In the third year we:
Continue to support the Equality and Diversity Network in order to develop a robust evidence base of existing community provision and identify where there are gaps and oversupply in provision.	The Equality and Diversity Network has been renamed the Equality and Diversity Partnership, to better reflect that its members want to work more closely to ensure that their service users get holistic support, especially those from more than one protected characteristic. The organisations have been attending training that shares issues experienced by different protected characteristics in Cambridge, which has included sharing where there gaps in provision of support. This training has been delivered by the organisations themselves that have expertise in supporting the equality group in question.
Undertake public consultation with local communities and equalities groups on the draft Community Centres Strategy. Assess the impact of the consultation responses in the preparation of final proposals and a final Community Centres Strategy. Commence implementation of the proposals.	The consultation ran from 15th February to 5th May 2017, and findings informed the final Community Centres Strategy that was agreed at the Community Services Scrutiny Committee on 29th June 2017. A total of 72% of survey responses supported Draft Community Centres Strategy and Vision. As part of the consultation, there was focus group work with equality groups (led by the voluntary sector). For the equality impact assessment of the new strategy, see: <a href="https://democracy.cambridge.gov.uk/documents/s39112/BSC%20Appendix%20B%20-%20Equality%20Impact%20Assessment.pdf">https://democracy.cambridge.gov.uk/documents/s39112/BSC%20Appendix%20B%20-%20Equality%20Impact%20Assessment.pdf</a> . For the analysis of the consultation responses compared to decisions made on the new strategy, see:

	<a href="https://democracy.cambridge.gov.uk/documents/s39111/BSC%20Appendix%20A%20-%20Consultation%20Feasibility%20Analysis%20final.pdf">https://democracy.cambridge.gov.uk/documents/s39111/BSC%20Appendix%20A%20-%20Consultation%20Feasibility%20Analysis%20final.pdf</a> .
Run quarterly Joint Equalities Group meetings and invite all Council Departments to attend these in order to identify common equalities issues or concerns across the Council, and better coordinate the Council's activity to support different equality groups.	The Joint Equality Group (JEG) meetings have been held since 2009 with council officers who champion equality and diversity within their services. This year (2017-18), we have held three meetings in May 2017, September 2017, and January 2018. Themes discussed have included how services can meet communities needs related to the Dementia Action Alliance, results of the community needs assessments, and Safer Spaces. The Joint Equalities Group meeting in January 2018 looked into services' feedback on the development of the Single Equality Scheme for 2018-21.
Use findings from the Children's Summer Survey 2016 to inform the summer programme of activities for children and young people for 2017.	In using findings from the Children's Summer Survey we varied the programme of activities, and this included more bookable activities and more engagement sessions. The take up for this wasn't as good as anticipated but we will continue to listen to the views of children to help us shape our programme in the future.
Explore options with young people aged 12-15 to further their influence on Council decisions.	We've adjusted the target age range to reflect concerns that we had about engaging with older children who are more difficult to engage and because we wanted to build on the work that we started last year with TakeOver Day. This year we have engaged with years 5 & 6 and have asked them their views on local democracy. We have written a report on the TakeOver Day 2017 that included a description of plans to engage young people for 2018. This year there will be 3 events that will include a 4 week project at the Shirley School, a summer project and a repeat of TakeOver Day in November.
Carry out the City Council's 2017 budget consultation, including securing a representative sample of the Cambridge population and analysing	The council wants to identify new ways of working and approaches in delivering services to residents. In order to do so and inform our transformation plans and budget for 2017-18, we commissioned an independent researcher to undertake a consultation with residents. The findings were analysed according to the following demographic groups

<p>the results by equalities group.</p>	<p>that relate to protected characteristics:</p> <ul style="list-style-type: none"> <li>• Respondents were broadly split evenly when comparing responses by gender</li> <li>• A third of respondents were aged between 65-84, whilst over a quarter were aged between 45-64</li> <li>• A fifth of respondents classified themselves as having a long term illness or disability</li> <li>• Almost nine in ten were from a White ethnic background</li> </ul> <p>The full consultation report can be found here:  <a href="https://www.cambridge.gov.uk/sites/default/files/17118_cambridge_budget_consultation_report_final.pdf">https://www.cambridge.gov.uk/sites/default/files/17118_cambridge_budget_consultation_report_final.pdf</a>.</p>
<p>Work with partners (five Cambridgeshire district councils, County Council, and registered providers) to understand current and future need for housing for people with different types of disability. This work should help the Cambridgeshire local authorities, and their partners, to plan more effectively to meet housing needs – whether through new development or through making better use of existing homes.</p>	<p>Cambridgeshire County Council research group are currently undertaking some data analysis around this. We will then test these findings with our partners.</p>
<p>The government is increasing the amount of money available for Disabled Facilities Grants (DFGs). Cambridge City Council is leading on a joint project to develop a Cambridgeshire-wide policy on how the funding awarded to the district councils can be used to</p>	<p>Although the policy was due to be agreed by April 2018 this has taken a little longer than anticipated. We are aiming for as much consistency across the five districts as possible and have developed plans to provide joined up services across housing, health and social care in order to support people to live independently for longer. We aim to consult with key stakeholders and user groups and for adoption by September 2018.</p>

<p>provide more joined up services across housing, health and social care in order to support people to live independently for longer. The policy is due to be agreed by April 2018.</p>	
<p>The government has been consulting on changes to how supported housing schemes are funded, in light of planned welfare reforms which will reduce the amount of benefit that some residents are entitled to. The council will need to work with partners to try to minimise the impact on existing supported housing schemes and their residents, and help to ensure that best use is made of available funding to meet both current and future housing needs and priorities. The government proposes that new arrangements be in place by April 2019.</p>	<p>Although a second round of government consultation took place in autumn 2017, no announcements have yet been made on the outcomes of the consultation, so it is still too early to fully understand what the impact might be and plan for this. The latest consultation document can be found here:  <a href="https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/655990/Funding_supported_housing_-_policy_statement_and_consultation.pdf">https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/655990/Funding_supported_housing_-_policy_statement_and_consultation.pdf</a></p>
<p>Run 5 training sessions for the 15 organisations that are part of the Equality and Diversity Network between May and November 2017. The sessions will help further strengthen the partnership and develop a strengthened understanding of the equality and diversity sector. The sessions will each focus on a different equality group –</p>	<p>These training sessions have been delivered, were well-attended and well received. As a result of the usefulness and popularity of the sessions, the training is being extended to voluntary and community sector organisations that are not currently part of the Partnership in 2018/19. There will be a separate session delivered on mental health awareness training that will be separate from the disability awareness training.</p>

<p>women, sexual orientation, minority ethnic, disabled and LGBTQ.</p>	
<p>Hold a conference in December to develop terms of reference around how the Equalities Network will work in partnership with one another and to invite further voluntary and community sector organisations to take part in the network.</p>	<p>A partnership peer meeting was held by the end of the financial year in order to develop the terms of reference for the Partnership. This meeting was led by the voluntary and community sector organisations within the Partnership.</p>
<p>Support feasibility study into whether there is demand for a Council of Faiths in Cambridge. This would bring faith groups together to help coordinate responses or feedback on social issues in Cambridge, and increase community cohesion between faith groups and other communities.</p>	<p>A total of 56 faith groups and faith-based social actions projects responded to a survey investigating the concept of a 'faith partnership', and 74 voluntary and community sector (VCS), and public sector groups. The study found that there is good foundation, and goodwill for faiths to work and consult together in a more structured way on a city-wide basis. On the whole the faith groups would like to extend their contacts and projects, find and provide information and advice, and speak up for the importance of faith in society. An event reflecting on the feasibility study findings and initiating the faith partnership was held in December 2017.</p>
<p>Work with other Equality Pledge signatories to develop objectives for the Equality Pledge and a communications plan to help signatories share good practice around equalities, and encourage other organisations to become signatories. Actions could include developing a webpage to enable organisations to sign up to the Equality</p>	<p>Met other signatories of Equality Pledge (organisations) on 20<sup>th</sup> July 2017 to decide on objectives of the Pledge and a communications plan. It was decided that Cambridge City Council would host the webpage (<a href="https://www.cambridge.gov.uk/equality-pledge">https://www.cambridge.gov.uk/equality-pledge</a>) for other organisations and individuals to sign up to the Pledge, and that we will need to have meetings with other public sector signatories of the Pledge to communicate about equality and diversity work. Decided that objectives of the Pledge would be for signatories to consider how to improve practices around equality and diversity related to:</p> <ul style="list-style-type: none"> <li>• Training for staff</li> <li>• Providing equal opportunities in recruitment practices and actively support under-</li> </ul>

<p>Pledge on the Cambridge City Council website).</p>	<p>represented groups to enter the labour market/ take up volunteering opportunities</p> <ul style="list-style-type: none"> <li>• Making services and information more accessible to the community, especially socially excluded groups</li> <li>• Support or engage with initiatives that exist across our area to support different protected groups.</li> <li>• Involve the community in the design of services for them</li> </ul> <p>Organisations that are signatories of the Pledge may decide to focus on however many of these areas they wish, as this will depend on the resources of the organisation in question, and the area in which they feel that improvement is needed. Organisations that are signatories of the Pledge are required to communicate to the public that they are signed up so as to be held to account.</p>
<p>Increase visibility amongst service users and staff members in Council locations that we are signatories of the Equality Pledge.</p>	<p>Part of the induction training for new members of staff that is delivered by the Corporate Strategy service includes an introduction to the Equality Pledge, why we are signatories and what this means. In addition, Corporate Strategy has met with managers and attended team meetings for key front-line facing services to raise awareness of the Pledge – including Housing Services, Environmental Services and Customer Services.</p> <p>Corporate Strategy and City Homes also shared information about the Equality Pledge (including how individual members of the public can sign up) at the volunteers fair on 21<sup>st</sup> October 2017.</p>

**Objective 2 – To continue to work to improve access to and take-up of Council services from all residents and communities**

<p><b>In the third year (2017-18) of the Single Equality Scheme 2015-18 we aimed to:</b></p>	<p><b>In the third year we:</b></p>

<p>Re-design the Equality Impact Assessment (EqIA) forms in order to make them simpler to complete and ensure that services include all relevant information. Deliver 2 training sessions around how to complete the EqIAs in 2017/18.</p>	<p>The redesigned Equality Impact Assessment (EqIA) form became live in October 2017. Minor changes to the template have been made and are designed to make the form clearer. The largest change is the 'Action Plan' section, which is now one text box. This will provide council officers with more space to explain how they will monitor equality impacts of the change to a strategy, policy, plan, project, contract or major change for a service going forward. There is also a text box for council officers to explain how they have undertaken research to inform their findings in their EqIA.</p> <p>Three sessions of EqIA training were carried out in 2017-18: training has taken place on 4<sup>th</sup> October 2017, 23<sup>rd</sup> November 2017 and 2<sup>nd</sup> February 2018.</p>
<p>Update Equality and Diversity briefing pack to circulate to Councillors and upload onto staff intranet.</p>	<p>The Equality and Anti-poverty Officer undertook a presentation briefing to councillors on Equality and Diversity on 8<sup>th</sup> November 2017. Around 10 councillors attended the session and the presentation was circulated to all councillors following the session. Themes that the briefing covered were councillors' roles related to equality and diversity, the council's legal commitments related to equality and diversity and how we meet them, an introduction to our Equality Strategy (Single Equality Scheme) and its objectives, some current concerns related to equality and diversity and what we are doing in response, and potential considerations for the 2018-21 Single Equality Scheme.</p> <p>The Equality and Anti-Poverty Officer delivers Equality and Diversity Induction sessions to new members of staff and has done so 10 times this year. This part of the equality and diversity induction for new staff explains the role of and current priorities related to the Single Equality Scheme, and major equality and diversity projects and concerns relating to all council services.</p> <p>The equality and diversity briefing for councillors and equality and diversity induction presentation for staff are on the staff intranet, alongside a link to our equality and diversity policies and plans on <a href="http://www.cambridge.gov.uk">www.cambridge.gov.uk</a>.</p>

<p>Deliver equalities training sessions for staff, including:</p> <ul style="list-style-type: none"> <li>• 4 mental health awareness sessions</li> <li>• 8 mental health first aid sessions (resulting in 4 total courses)</li> <li>• 4 transgender awareness sessions</li> <li>• 11 Corporate Induction – equality and diversity sessions. This will include disability awareness training too.</li> </ul>	<p>We delivered one mental health awareness training session, and one mental health first aid course. This is because the trainer we had been procuring services from decided they could no longer deliver the training. We have been procuring mental health training for the next financial year (2018/19).</p> <p>For the mental health first aid course, there were eight attendees. In evaluation forms, they all reported that the tutor used a variety of training methods and techniques, the quality of the training materials was high and that the course met their learning objectives.</p> <p>There were 19 attendees for the mental health awareness training. Of the 17 who completed evaluation forms, 16 people reported that their knowledge on the subject had improved. Some positive comments made about the course were: “very engaging and pitched at a level which engaged people from roles across the council” and “the course gave an excellent insight into the mental health arena”.</p> <p>Additionally, we ran 6 equality and diversity induction sessions, as we did not have enough delegates between April and September 2017. A total of 43 people attended.</p> <p>Four transgender awareness training sessions were run, attended by 18 people. Feedback from the sessions was very positive, and some comments made were that it was “very thought provoking” and “pitched at a perfect level for someone who (admittedly) does not know much at all about the subject. Further information would be great in this area.”</p>
<p>Identify actions to improve dementia awareness across Council services, as part of the Council’s commitment to the Dementia Action Alliance (DAA). Dementia awareness training will be</p>	<p>Services that have identified actions as part of the Dementia Action Alliance included</p> <ul style="list-style-type: none"> <li>• City Homes – the service has helped fundraise for the Alzheimer’s Society and has been using assistive technology, health and social care services and working with specialist support workers to help individuals become familiar with their local community and feel safe. They help coordinate the DAA work across services.</li> </ul>

<p>part of Equality and Diversity Induction training, which will be delivered 11 times in 2017/18.</p>	<ul style="list-style-type: none"> <li>• Commercial Services - Operate Shopmobility service and provide one-to-one support from member of team for people needing extra assistance in accessing shops and shopping as part of this.</li> <li>• Community Services – Using a dementia friendly environmental checklist for new community centres.</li> <li>• Corporate Strategy – Helping coordinate the DAA work across services and fundraising for the Alzheimer’s Society.</li> <li>• Environmental Health - Look at applying some of the deep writing ideas mentioned in the business guide for Environmental Health – this will largely be around the letters sent out around noise and nuisance as these are standardised letters currently and in some cases this would be beneficial. If this provides valuable could look at expanding this to other standardised letters.</li> <li>• Human Resources - Leave Policy and Career Break policy available for carers, Pam Assist for confidential support and advice for staff members on range of topics that includes dementia, Intranet/ staff bulletin communicates support available, mental health well-being training offered and difficult conversations training offered.</li> <li>• Customer Services – checked facilities provided at Mandela House Customer Contact Centre by going through the dementia friendly environmental checklist.</li> </ul> <p>Many of the services above have also planned dementia friends training for their frontline workers. An introduction to the DAA has been provided to all new staff who have attended the equality and diversity induction training (6 of these sessions were run, not 11 for reasons explained above).</p>
<p>Continue to provide corporate interpreting and translation services for customers that need them and continue to monitor the interpreting and translation contract effectively to ensure that interpreters meet the needs of</p>	<p>The interpretation and translation framework that we were using with Local Government Shared Services (for the past three years) came to an end on 31<sup>st</sup> January 2018. We have signed up to an ESPO (Eastern Shires Purchasing Organisation) framework and procured services from one supplier from the framework for all services apart from British Sign Language (BSL). We will also procure BSL interpreters locally (separate from the ESPO framework), as whilst there is a shortage of BSL interpreters nationally, we have</p>

<p>customers and Council services.</p>	<p>sufficient availability of BSL interpreters locally.</p> <p>In order to procure interpretation and translation services that best meet our requirements, Corporate Strategy worked with the services that used the Local Government Shared Services framework the most on evaluating bids. These services were Customer Services, Housing Services and Community Services. These three services also provided feedback on the previous framework to inform our decisions on next steps. All services were surveyed about requirements of their service users in relation the interpretation and translation that informed our tender specification.</p> <p>Under the Local Government Shared Services framework, monthly usage of interpretation and translation services during 2017 varied from around 3 to 14 instances. Face-to-face interpretation services were the most common services required, and the most common three languages that we have required interpretation and interpretation for are Arabic, Polish and Turkish.</p> <p>We will meet with our new interpretation and translation supplier regularly to help us monitor performance for our service users and seek feedback from Council Officers using the new service.</p>
<p>Provide ESOL classes for Syrian refugees in Cambridge and support for Syrian Refugees where language could become a barrier such as in helping organise appointments with GPs, dentists, benefit offices, housing and so on.</p>	<p>We have been working with all the 17 families resettled in Cambridge via this Home Office scheme. In the coming weeks we will be focusing specifically on supporting mothers with young children to be able to learn English. Also longer-term, we will be looking at developing English skills to a sufficient level to support the resettled community to seek employment opportunities.</p>
<p>In relation to identified need, the Council will coordinate a series of digital access</p>	<p>In 2017 the Council has:</p>

activity across the city in a range of venues and with a range of partners. This includes the following projects:

- 65+ Older Peoples Project offers to people living in sheltered housing and those who are 65+ opportunities to develop digital skills and access to computers, supported by trained volunteers who have attended a 5 week digital champion course.
- Provide training and support around digital access at the Micro Hubs at the Meadows Community Centre and Clay Farm.
- Develop a project to offer courses to social housing tenants in a variety of venues and locations.
- Increase broadband access by working with the private sector to harness joint working and further opportunities for existing tenants and those in the growth areas.
- Digital capacity building training sessions in the voluntary sector working with local partners.

- We provided 535 digital sessions, trained and utilised 81 Digital Champions/ volunteers and had 908 attendees (April 2016 – October 2017).
- Formed a city wide Digital Partnership to share resources, equipment, volunteers and effectively work together to deliver targeted digital support where it is most needed.
- The Digital Partnership has worked with: Cambridgeshire Libraries, Richmond Fellowship, Arthur Rank Hospice, Cambridge United Trust, Cambridge Foodbank, CCVS, Cambridge Housing Society, Cambridge Online, ReadEasy, Akeman Street Asian Women’s Group and council officers from the housing and community development teams. We have provided sessions at Lichfield Road, The Meadows Community Centre, Akeman Street, Brownsfield Community Centre, Mandela House, Arthur Rank Hospice, Princess Court. We have worked to deliver outreach in Cherry Hinton, Coleridge, East Chesterton, Arbury, Kings Hedges wards and have plans to work in others.
- The Independent Living Service delivers a digital inclusion service to people living in the city who are aged 60+ (not just aged over 65) and irrespective of tenure. The project consists of four 2 hour computer sessions held each week in the communal facilities within the ILS sheltered housing schemes, using the broadband provided. The project has been recruiting volunteers since October 2016 and currently has 11 Digital Champions. We have an average of 31 learners attending weekly sessions, some bring along their own devices and many use the equipment provided, also funded by the Digital access fund. We have recently recruited a Digital Champion who started with us a learner at one of our sessions, we have assisted with on line literacy where we have identified learners who cannot read and write. We have had Fuel Poverty sessions in groups to advise those in need of advice and have reduced tariffs for some of our learners. We have provided memory games and sessions to those with Dementia. We have supported several learners to set up email accounts and we have been showing others how to Skype their family and friends abroad.

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**Objective 3 – 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**

<b>In the third year (2017-18) of the Single Equality Scheme 2015-18 we aimed to:</b>	<b>In the third year we:</b>
<p>The advertising signage policy, that would aim to regulate against the over-proliferation of physical obstructions through advertising signage, is due back at Committee in June for a decision on whether the policy is to be implemented.</p>	<p>The proposed policy that had been set out in January 2017, underwent consultation that closed at the end of April 2017. The policy was passed at Committee in June 2017 and details can be found here: <a href="https://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=176&amp;MId=3287&amp;Ver=4">https://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=176&amp;MId=3287&amp;Ver=4</a>.</p> <p>The guidelines contained within the advertising signage policy are applicable to the placing of advertising signs on the public highway and other such public lands and must be met in all cases. The conditions include stipulations that only advertising sign per licensed/ registered business premise will be permitted and must be positioned in a certain way and of a certain size/ type. This applies to Cambridge as a whole and not just the City Centre.</p>
<p>Provide Accessibility and Equality Training for an estimated 800 new and existing taxi licence holders.</p>	<p>We are training both drivers and those classed as 'non-driver proprietors'. The latter are people who legally own (or jointly own) a taxi but don't drive, and also include operators (so have access to data about the business). A total of 92% of drivers have attended the course and 85% have passed. A total of 52% of non-driver proprietors have attended the course and 43% have passed. Around 700 drivers and non-driver proprietors have accessed the course in total.</p>
<p>We have commissioned an independent</p>	<p>The consultation ran from 31<sup>st</sup> July 2017 to 3<sup>rd</sup> September 2017. Equality groups we</p>

<p>consultant to look into the level of unmet demand for Hackney carriage taxis (those you can flag down on the street). We issue a limited number of licences and we will use the consultation findings to ensure that we issue enough taxi plates. The consultation will also consider accessibility of vehicles for people with a range of disabilities and will help identify if disabled people have adequate access to such vehicles.</p>	<p>consulted included Age UK, COPE, Cambridge Ethnic Community Forum, Cambridgeshire Hearing Help, Camsight, Disability Cambridgeshire, Guide Dogs for the Blind, Eddie's, Cambridgeshire and Peterborough Mind, MS Society Cambridge, and Papworth Trust. As a result of consultation feedback, one key decision related to disability was to continue to allow rear loading wheelchair accessible vehicles for Hackney carriages.</p> <p>(For further information see: <a href="https://democracy.cambridge.gov.uk/ieDecisionDetails.aspx?ID=4430">https://democracy.cambridge.gov.uk/ieDecisionDetails.aspx?ID=4430</a>)</p>
<p>We will pay a grant of £10,000 to Cambridgeshire County Council to meet the costs of increasing the lighting levels during the hours of 10pm to 2am for all street lights of Cambridge (excluding those on traffic routes, as these are subject to statutory requirements) from 60% to 80% light output. This will help communities to feel safer on the streets of Cambridge at night.</p>	<p>The County Council did not take the budget saving relating to street lighting and therefore the payment was no longer required to be made.</p>
<p>Develop means to improve accessibility to the city centre as part of City Deal transport proposals.</p>	<p>With the Greater Cambridgeshire Partnership, Cambridge City Council put in a bid for and secured a Spaces and Movement Shared Planning Development to allow the mapping and targeting of investment into public spaces and streets in the City. The project will also result in the preparation of a street design manual to guide future works. It's a cross Council and Greater Cambridgeshire Partnership collaboration, which will include the Council's Access Officer on the project team to provide advice and input</p>

	<p>around accessibility for people with disabilities. The project will be led by a team of consultants that we are currently procuring.</p>
<p>Continue to support older people's groups in a variety of locations and look at the issues of isolation in particular. In 2017/18 we will support projects in the following areas:</p> <ul style="list-style-type: none"> <li>• Akeman St Community rooms</li> <li>• Buchan St Neighbourhood Centre</li> <li>• Lawrence way Community house</li> <li>• Ross St Community Centre – there is a new hub meeting in partnership with the Independent living team</li> <li>• A partnership project aiming to set up a lunch club in Trumpington area</li> <li>• Supporting Abbey People's seniors meetings</li> <li>• Activity for Mayfield seniors group in Castle ward</li> </ul>	<p>We continue to support the following groups in different ways according to the group's needs – including helping with grant applications, programme ideas, trips, volunteers, linking them to other services or support as necessary and being in the building when groups are running in order to be on hand to provide support:</p> <ul style="list-style-type: none"> <li>• 50+ friends at Akeman St</li> <li>• Romsey Hub at Ross Street – that now meets fortnightly and is volunteer-led</li> <li>• Crochet group at Lawrence way</li> <li>• Mayfield seniors – we organised a trip to the theatre</li> <li>• Ran 2 quizzes at Buchan Street Neighbourhood Centre as part of the Broaden Your Horizons project, and there were 60 attendees in total</li> <li>• Ran a programme of 16 events for seniors in partnership with the Museum service – there were 244 attendees</li> <li>• Supported the setting up of a lunch club to be run by different partners in the Trumpington area</li> <li>• Organised cooking skills sessions for a group of older people in conjunction with Cambridge Sustainable Food as part of the Thyme to Cook project</li> <li>• Continued to support the Cambridgeshire Celebrates Age steering group</li> </ul>
<p>Continue to provide support for up to 800 older people aged 65+, working with health and social care services at Cambridgeshire County Council and local housing associations to connect them with services to help them remain</p>	<p>We have supported a total of 509 people in our sheltered housing schemes and through our wider community project (65+ Project). This support has included (but is not limited to) the following:</p> <ul style="list-style-type: none"> <li>• Financial inclusion - helping people to claim monies they were previously unaware they were entitled to. Over the year, the service has assisted 52 people to increase their non-housing related incomes by £206,520.60 This is made up as</li> </ul>

<p>independent and socially active.</p>	<p>follows:</p> <ul style="list-style-type: none"> <li>➤ 15 in sheltered housing were assisted to claim for attendance allowance. 3 were awarded at the lower rate and 12 at the higher rate.</li> <li>➤ 32 “65+” customers were assisted to claim for attendance allowance. 12 were awarded the lower rate and 20 the higher rate.</li> <li>➤ 1 in Sheltered were awarded the Middle rate Carers Allowance</li> <li>➤ 3 in 65+ were awarded the higher rate Disability Living Allowance</li> <li>➤ 1 in 65+ were awarded the Middle rate Disability Living Allowance</li> <li>➤ In addition, we have helped 34 people claim council tax benefit, 12 pension credit and 3 grants.</li> </ul> <ul style="list-style-type: none"> <li>• We have installed 139 community alarms to people living in their own homes within the city (this could be Council owned properties or privately owned or rented homes).</li> <li>• We have referred 14 people for a carers support service or carers assessment so that they can receive extra support.</li> <li>• 116 people have been assisted to access repairs, adaptations and alterations services.</li> <li>• 68 people have been assisted to register on home link and move into new accommodation that better meets their needs.</li> <li>• We directly ran a community hub scheme from one of our sheltered schemes, encouraging the local community to participate in monthly activities, thus reducing social isolation.</li> <li>• We engaged with health and social care services to promote our 65+ service but attending their team meetings and marketing events. We continue to work closely with health and social care colleagues on a case by case basis when necessary.</li> <li>• The Independent Living Service has been working in partnership with the Fitzwilliam museum for the best part of this year to help co-ordinate the project. This has involved tenants from our sheltered schemes and those that attend our community hubs, to help reduce loneliness and social isolation. The hope is to secure more funding to continue to expand the project so that we can include more people. See our youtube video here:</li> </ul>
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	<a href="https://www.youtube.com/watch?v=7V-KHwfSVzk">https://www.youtube.com/watch?v=7V-KHwfSVzk</a>
Continue to provide 400 open access activities for 10,000 children and young people in local neighbourhoods across Cambridge, including a programme of summer activities.	We provided 657 open access sessions for 8,465 children, including a successful programme of events for SummerDaze 2017 (see: <a href="https://www.cambridge.gov.uk/sites/default/files/summerdaze-2017-programme.pdf">https://www.cambridge.gov.uk/sites/default/files/summerdaze-2017-programme.pdf</a> )
Support the Equalities Network to identify how the Voluntary and Community Sector can work together to coordinate work related to equality and diversity.	The network has been renamed the Equality and Diversity Partnership to reflect the intention to work together. We helped them to set up training to support them in building working relations and trust by training them in one another's' specialist areas. We will be running a peer workshop by the end of this financial year for the partners to identify how to work together on this going forward now they have an understanding on what one another does.
Promote the Equalities Pledge within the Voluntary and Community Sector as a means to share good practice around promoting equal opportunities to different equalities groups.	As a result of promoting the Pledge, the following voluntary and community sector organisations have become signatories: Cambridge Citizens Advice, Cambridge Ethnic Community Forum, Cambridgeshire Alliance for Independent Living, Centre 33, Disability Cambridgeshire, Dhiverse, Richmond Fellowship Employment Services and Rowan Arts Centre. There are now 20 organisations signed up as Pledge Signatories, and this includes two private sector organisations – Cambridge Live and Cambridge United Football Club. The Football Club hosted a relaunch event for the Equality Pledge in order to increase publicity in July.  You can find a full list of organisations that are signed up to the Pledge, including their reasons why and some detail about their equality and diversity work, here: <a href="https://www.cambridge.gov.uk/equality-pledge">https://www.cambridge.gov.uk/equality-pledge</a>

<p>Continue to provide £900,000 in Community Grants to projects which reduce social and/or economic inequality for city residents, by reducing barriers for residents with the highest needs. These barriers may be caused by low income or through inequalities caused by disability, gender, ethnicity or other protected characteristics.</p>	<p>Community Grants for 2018/19 were approved in February. Nearly 60 local groups and organisations were recommended to benefit from funds totalling £900,000. Community Grant funds are aimed at voluntary and community groups working on projects to help reduce social or economic inequality among Cambridge residents with the greatest needs. Funding will help to provide a variety of services to residents including financial and legal advice, employment support and community, cultural and sporting activities.</p> <p>Among the groups recommended for grants that support work with protected characteristics, that were subject to the council's budget being approved in February, included amongst others:</p> <ul style="list-style-type: none"> <li>• Cambridge United Community Trust (for walking football sessions targeted at people who are over 50 and people with disabilities)</li> <li>• Arts and Minds (an arts project helping people with mental health issues)</li> <li>• Cambridge Ethnic Community Forum</li> <li>• Cambridgeshire Older People's Enterprise</li> <li>• Centre 33 (supporting young people with mental health issues)</li> <li>• Cambridge Disabled Kids Swimming Club</li> <li>• Cambridge Women's Resource Centre</li> <li>• The Kite Trust</li> <li>• Punjabi Cultural Association</li> </ul>
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**Objective 4 – To tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the city continue to get on well together**

<p><b>In the third year (2017-18) of the Single Equality Scheme 2015-18 we aimed to:</b></p>	<p><b>In the third year we:</b></p>

<p>Work with partners in the developing Equality and Diversity Network to support and deliver a wide range of celebratory activities, including programmes of events to mark 7 key regional or national celebrations (Black History Month, Cambridgeshire Celebrates Age, Disability History Month, Holocaust Memorial Day, International Women’s Day, Lesbian Gay Bisexual and Transgender (LGBT) History Month, and Refugee Week)</p>	<p>The annual programme of celebratory events was delivered in partnership with a wide range of city organisations. It included the following events:</p> <ul style="list-style-type: none"> <li>• Black History Month – 2017 was the 30<sup>th</sup> anniversary of Black History Month, and we this year’s programme was the most varied, with the greatest number of partners, that we have ever seen in Cambridge. Details can be found here: <a href="https://www.cambridge.gov.uk/sites/default/files/black_history_month_flyer_2017_for_email_0.pdf">https://www.cambridge.gov.uk/sites/default/files/black_history_month_flyer_2017_for_email_0.pdf</a></li> <li>• Disability History Month – We promoted exhibitions, talks and events around the theme of Disability and Art ran by local museums, libraries, councils, schools and colleges, work places and trade unions.</li> <li>• For Holocaust Memorial Day we organised our annual Civic event, and the theme this year was around the power of words.</li> <li>• Centenary of Women’s Suffrage Movement – We organised a Civic event at The Guildhall, which also involved the unveiling of the Millicent Garrett Fawcett plaque. A number of other events we helped coordinate collected donations for the Cambridge ‘Millicent’ charities: Cambridge Rape Crisis, Cambridge Women's Aid, Cambridge Women's Resources Centre and Turtle Dove that between them provide resources, skills, education, counselling, confidence and support for women at risk. For more information see: <a href="https://www.cambridge.gov.uk/100-years-of-votes-for-women#event8">https://www.cambridge.gov.uk/100-years-of-votes-for-women#event8</a></li> <li>• LGBT History Month – We raised the rainbow flag and supported the Encompass Network to promote their programme of events.</li> <li>• Mental Health Awareness Week – We ran a market stall to raise awareness amongst the public about where to seek support for mental health problems.</li> <li>• Refugee Week – planning was led by Cambridge Ethnic Community Forum, with administrative support and funding for publicity provided by the City Council.</li> </ul>
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<p>Continue to fund and support local events and festivals which increase community pride and cohesion, such as the Big Weekend, Cambridge Mela, Chesterton Festival, Arbury Carnival and Cherry Hinton Festival.</p>	<p>We have not funded the Big Weekend, Cambridge Mela, Chesterton Festival, Arbury Carnival and Cherry Hinton Festival but have supported some of their activities. For instance, we have worked with Cambridge Live to bring the Mela to Cambridge in 2017. We also worked with car parks, the Police and the Muslim community organising Eid prayers at Kelsey Kerridge. In 2017/18, we also funded some smaller neighbourhood events like street parties and Christmas lights switch on events. The Council has also helped fund Strawberry Fair, which is a music and performing arts festival that is held in the summer.</p>
<p>Continue to participate in the Safer Spaces pilot in partnership with the Encompass Network. Identify actions for different Council services that help people of all genders and sexualities feel welcomed and supported.</p>	<p>All services are aware that we are signed up to the pilot for Safer Spaces in order to make our services more welcoming, accessible and inclusive for LGBT+ people, as Corporate Strategy has met face-to-face with services, presented the information at a Senior Management meeting related to priorities for the Single Equality Scheme Strategy in 2017/18, and presented at a managers' briefing on equality and diversity.</p> <p>Corporate Strategy has met with Human Resources, Community Services, Customer Services, Estates and Facilities, and Environmental Services (Streets and Open Spaces) specifically to look into how we are meeting standards in the Quality Assurance framework related to Safer Spaces. In our self-assessment, we feel that we are meeting minimum commitments of the scheme within these services. We will now explore with The Encompass Network how we can sign up to the live Safer Spaces campaign and develop further work around the commitments related to:</p> <ul style="list-style-type: none"> <li>• values of the organisation contributing to a welcoming and accepting atmosphere for all LGBT+ people</li> <li>• policy and procedures</li> <li>• physical spaces (including visibility that we are signed up to Safer Spaces, and exploring options for gender neutral toilets)</li> <li>• customer service delivery (including adjustment of verbal language and written materials, signposting and challenging discrimination).</li> </ul>

<p>Continue to provide funding and support to projects that celebrate the LGBTQ community in Cambridge.</p>	<p>We funded the Encompass Network to support their work in coordinating activities for LGBTQ History Month that are planned by a range of partners (The Encompass Network also plan some of their own activities too). The Encompass Network promotes a better quality of life for LGBTQ people in Cambridgeshire and surrounding areas by enabling networking and capacity building for the LGBTQ voluntary and community sector.</p>
<p>Continue to provide a Racial Harassment Service to investigate racial harassment and identify appropriate action to reduce it.</p>	<p>We continue to provide a Racial Harassment Service supporting people to report hate crime that is motivated by race. The abuse can exist in many forms and might consist of one incident or a series, can include attacks on property as well as on the person, be written, physical or verbal, and/or involve criminal acts. The Racial Harassment Service finds out what support the person needs and assesses the danger of further incidents. Findings of any inquiry are considered by the Racial Harassment Service who decides on the best way for the council to respond to what has happened.</p>
<p>Continue to work with the Police on strategic issues around Hate Crime and attend the Hate Crime Task Force meetings led by Cambridgeshire Police.</p>	<p>Our Community Cohesion and Racial Harassment Officer attends the Hate Crime Task Force and is also involved in the Stop Search Community Scrutiny Group led by the Police, looking at the equality issues around the use of these powers.</p>
<p>Deliver 4 dates of Prevent Wrap 3 training for Councillors and City Council staff.</p>	<p>We completed 3 Prevent Wrap 3 training sessions by the end of March 2018 for staff (the 4<sup>th</sup> was cancelled due to lack of attendance). We are looking to provide specific date for wrap 3 training for interested councillors that have not yet attended for 2018/19. The Wrap 3 training was developed by the Home Office to explore ongoing grooming from a safeguarding perspective.</p>
<p>Continue participation on the Channel Panel for Peterborough and Cambridgeshire to look at referred</p>	<p>This partnership working has been going well and we will continue to participate in the coming years to ensure that people at risk of radicalisation receive joined up support they need.</p>

<p>cases of individuals identified as a concern under Prevent and identify support for them.</p>	
<p>Continue to support the community as the Prevent Single Point of Contact for referrals of this nature for the City Council.</p>	<p>This is the role of the Community Cohesion and Racial Harassment Officer at Cambridge City Council who works for the Community Development service.</p>
<p>Continue to deliver actions to reduce domestic violence and abuse towards women and men, as set out in the action plan associated with the Council's White Ribbon status.</p>	<p>Safer Communities successfully achieved re-accreditation for Cambridge as a White Ribbon Town from February 2017 until February 2019, which is reflected on the new White Ribbon Campaign website (<a href="https://www.whiteribbon.org.uk/list-of-accreditations">https://www.whiteribbon.org.uk/list-of-accreditations</a>) (Previously this was listed on their old webpage <a href="http://www.whiteribboncampaign.co.uk/node/302">http://www.whiteribboncampaign.co.uk/node/302</a>)</p> <p>In April 2016, a webpage was set up for signposting customers to advice for people affected by domestic abuse (<a href="https://www.cambridge.gov.uk/advice-for-people-affected-by-domestic-abuse">https://www.cambridge.gov.uk/advice-for-people-affected-by-domestic-abuse</a>), which itself links to the County's 'Domestic Violence Directory' (<a href="https://www.cambridge.gov.uk/domestic-violence-directory">https://www.cambridge.gov.uk/domestic-violence-directory</a>)</p> <p>Content was provided and is included in Cambridge City Council's taxi driver licence holders mandatory Customer Awareness, Safeguarding, and Equality &amp; Protection Training being delivered since April 2017 (<a href="https://www.cambridge.gov.uk/safeguarding-and-knowledge-test-for-taxi-drivers">https://www.cambridge.gov.uk/safeguarding-and-knowledge-test-for-taxi-drivers</a>)</p> <p>The Council has appointed 7 White Ribbon ambassadors and a range of activities have been carried out to date, including:</p> <ul style="list-style-type: none"> <li>• Launching a community forum</li> <li>• Holding talks for professionals</li> <li>• Hosting a domestic violence survivors conference (November 2015) and a</li> </ul>

	<p>coercive control conference (June 2017)</p> <ul style="list-style-type: none"> <li>• Public awareness raising activities such as a community big lunch (June 2017) and outside the Guildhall on Saturday 25 November, White Ribbon Day and UN Day for the Elimination of Violence Against Women</li> <li>• Maintaining a webpage and circulating the newsletter produced by Cambridgeshire County Council</li> <li>• Safer Communities supported “Chelsea’s Choice”, a play raising awareness of Child Sexual Exploitation, that was performed at secondary schools and community venues to coincide with National Child Sexual Exploitation Day on 18 March 2018.</li> </ul>
<p>Run a follow-up event in Autumn 2017, to build on the Cambridge Arts Network conference in January 2017, which focused on the Cambridge Case for Diversity. We are working with Cambridge Arts and Cultural Leaders to put together a Diversity Commitment, and the focus of the next event will be practical action - what organisations are doing to increase diversity.</p>	<p>Cambridge Arts and Cultural Leaders launched their Diversity Commitment at the Big Weekend 2017. We did not go forward with a separate event, but instead we are using the CAN website and newsletter to feature work taking place across the city.</p>

**Objective 5 – 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**

<p><b>In the third year (2017-18) of the Single Equality Scheme 2015-18 we aimed to:</b></p>	<p><b>In the third year we:</b></p>

<p>Continue to monitor the profile of the Council's workforce. The Council's Current target for BAME and recommended for disabled people as a percentage of the workforce 9.5% and 7.5% respectively.</p>	<p>The percentage of disabled staff has increased from 6.84% in March 2017 to 6.97% in March 2018.</p> <p>The BAME representation of the workforce has decreased from 7.71% in March 2017, to 7.18% in March 2018. Based on the decline in successful BAME applicants, we will conduct another audit of BAME applications in 2018 to analyse the recruitment process from application to appointment to ensure fair and objective decision making is being continued. In 2018 / 2019, we will also be introducing new means to reach BAME people to encourage them to apply to work at Cambridge City Council such as developing a partnership with the Cambridge Ethnic Community Forum.</p>
<p>Optimise the use of the Council's apprenticeship levy contributions whilst providing a high quality 'Cambridge City Apprenticeship Scheme'. It is proposed that the Council should only recruit new apprentices if there is an identified business case to do so. Where business cases are provided, and approved, the Council will encourage candidates, including from disadvantaged backgrounds, BAME groups and those with disabilities to apply. We will also welcome interest from existing staff employed on parttime contracts to take apprenticeships.</p>	<p>As a Council we have been growing our apprenticeship levy balance since it was introduced this financial year (2017/18). We have now accrued sufficient funds in our apprenticeship levy account to expand the Cambridge City Council Apprenticeship programme.</p> <p>Current plans include the introduction of management development apprenticeships for existing employees and to up-skill over 20 existing employees. All employees have been selected based upon their learning need and the management programme is open to all to apply for. We will monitor the protected characteristics of all those internal applicants for apprenticeships.</p>
<p>Continue to ensure that we are meeting our commitments related to the Fluency Duty, which the government introduced</p>	<p>This is an ongoing commitment that we ensure we continue to meet.</p>

<p>from October 2016, to make sure that all staff in customer facing roles speak English to a level appropriate to their role. Suitability will be assessed at interview for relevant roles, with support available for existing employees if required.</p>	
<p>Register for the Disability Confident Scheme, which will replace the Two Ticks scheme.</p>	<p>We have registered for Disability Confident and have been awarded Level 2 (Disability Confident Employer) for 24 months. We have outlined our internal communications process on Disability Confident. The new Disability Confident Scheme is a three level journey that helps develop recruitment and retention processes for organisations to attract, recruit and retain disabled people. Registration to the scheme demonstrates our commitment and will encourage the organisation to explore other positive actions.</p>