



Cambridge City Council

**Single Equality Scheme
2015 – 2018**

**Year One Review
July 2016**





Introduction

The Council carries out a wide range of work that helps challenge discrimination, advance equality of opportunity and promote good relations between different communities. Cambridge City Council's Single Equality Scheme sets out our objectives in relation to equalities and diversity for 2015-2018.

This review does not seek to capture everything we do in relation to equality and diversity. Instead it:

- Reports on progress against the specific actions we identified for the first year of our Single Equality Scheme (2015/16)
- Sets out some actions for the second year of the Single Equality Scheme (2016-17) that will further help us achieve these objectives.

What have we achieved during 2015-16?

In our Single Equality Scheme, we identified a number of actions for completion during 2015/16 that would help the Council make progress towards achieving its five equalities objectives. Details of all the actions and the progress we have made in delivering them are set out in the tables below:

Objective 1 – To 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 first year of the plan (2015/16) we aimed to: | In the first year we: |
|---|---|
| Use evidence gathered as part of the recent Grants Review to provide a fuller profile for who is in most need in Cambridge | The Grants Review was completed by July 2014 ready for the launch of applications in August 2014. The evidence gathered through the review informed the new funding objectives for the grants, which included helping residents in most need (including those on low incomes) and removing barriers related to disability, gender, ethnicity, and sexual orientation. |
| Using the approach adopted by the LGBTQ needs assessment, work with voluntary and community groups to conduct similar needs assessments for women, men on low incomes, people with disabilities, and BAME/faith communities | Building on the model used for the LGBTQ needs assessment carried out in 2014/15, four surveys were carried out in 2015/16 focussing on: women; men on low incomes; people with disabilities; and BAME and faith communities. A total of 766 survey questionnaires were completed across these four groups. Analysis of the findings of these surveys has been delayed, due to internal |





| In the first year of the plan (2015/16) we aimed to: | In the first year we: |
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| | capacity issues. The Council will commission a partner organisation to analyse the results of the surveys and the findings will be used to inform Council service development and delivery. |
| Improve information available on the housing needs of people with disabilities, through the Cambridge sub-regional Strategic Housing Market Assessment | The Council is leading on a Cambridgeshire-wide project to identify housing needs of people with disabilities. Sub-regional authorities in Suffolk are also engaged, but are pursuing their own piece of work. To date a database of existing provision is almost complete, some data has been acquired from Cambridge County Council's adult social care services, and work is under way to develop an assessment model. |
| Explore opportunities to adopt a more participatory approach to the City Council's annual budget consultation, including securing a representative sample of the Cambridge population | <p>In 2014/15, the council used a tool called YouChoose to carry out its budget consultation. As part of this consultation, residents were asked to say how they would increase or decrease the budget across a range of council services, to meet the council's savings targets and set a balanced budget.</p> <p>In the YouChoose exercise, residents identified a number of services where they thought the biggest savings could be made. In 2015/16 the council held workshops with residents and businesses to explore in more detail at where savings could be made from the services picked out last year. Participants were asked to give their views on a number of costed savings proposals. The workshop participants were recruited to reflect the demographics of the Cambridge population.</p> |
| Analyse the results of the 2014 STAR City Council tenant satisfaction survey to identify groups with lower levels of satisfaction with services and target improvements for them | The 2014 tenant satisfaction survey was published in July 2014. Analysis of the survey results was used to identify groups with lower levels of satisfaction with services and target improvements for them |





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

| In the first year of the plan (2015/16) we aimed to: | In the first year we: |
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| <p>Deliver a series of training sessions on carrying out effective Equality Impact Assessments (EqIAs) and promote them to all services as part of the City Council's corporate Learning and Development programme</p> | <p>3 training courses on conducting effective EqIAs were scheduled during 2015/16. All three sessions were cancelled due to low numbers of bookings from staff. The course was communicated well in advance along with other training events. During 2016/17 officers will promote EqIA training to those Council services that seek the most support when completing EqIAs.</p> |
| <p>Organise an annual briefing session for Councillors on equalities issues as part of the corporate programme of member briefings</p> | <p>A briefing session for Councillors was organised for 9 September 2015 as part of the corporate programme of member briefings. However, the briefing session was cancelled due to limited interest from Councillors. A detailed written briefing on equalities issues was circulated to all Councillors, and we will continue to explore alternative methods of engaging Councillors in equalities issues.</p> |
| <p>Ensure that all new starters understand the importance of equality and diversity, and that staff are able to further their understanding as part of their ongoing development, e.g. through the disability awareness course in the corporate learning and development programme</p> | <p>The Council continued to provide a dedicated induction session on equality and diversity, which was attended by a total of 74 staff during the course of 2015/16. A number of other training courses were provided on specific equality and diversity issues including:</p> <ul style="list-style-type: none"> • Disability awareness training course, which was attended by 11 staff • Mental health first aid training course, which was attended by 11 staff • Transgender awareness training course, which was attended by 90 staff across a number of sessions. |
| <p>Procure a new corporate interpreting and translation contract in collaboration with neighbouring councils and monitor the contract effectively to ensure that interpreters meet</p> | <p>The Council worked with Cambridgeshire County Council to shape a new framework contract with a number of providers of interpreting and translation services. Council services are now able to use a number of different service providers that are on the framework contract. The Corporate Strategy</p> |





| In the first year of the plan (2015/16) we aimed to: | In the first year we: |
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| the needs of customers and Council services | service is actively managing the contract to ensure that the Council and its customers receive a high standard of service. |
| Support residents to access digital services provided by the City Council and other organisations and businesses by enabling residents to access the internet and develop their digital skills. | <p>Using funding from the Council's Sharing Prosperity Fund, a Digital Inclusion Fund was created in 2015/16. A total of £15,000 was allocated to 4 projects:</p> <ul style="list-style-type: none"> • City Homes delivered a series of 5 12-week training course for 34 Council tenants at Browns Field Community Centre, Ross Street Community Centre, The Meadows Community Centre and Rock Road Library. • Camsight provided a package of advice, assessment, training in basic digital skills and ongoing technical support to 28 visually impaired Cambridge residents. • Cambridge Housing Society (CHS) was awarded funding to: develop the specialist IT skills of CHS support staff to enable their clients to get online and practise their digital skills; and work with volunteers from Lloyds bank to support digitally excluded older people living in CHS housing. • Cambridge Online was awarded funding to set up and run Digital Inclusion "Clubs" in various city locations. |

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

| In the first year of the plan (2015/16) we aimed to: | In the first year we: |
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| Conduct a review of accessibility of Cambridge City Centre for people with disabilities, older people and others with mobility issues, including advertising boards and street cafes blocking | The Cambridge City Centre Accessibility Study was completed and presented to the Council's Community Service Committee in March 2016. The review provides a baseline assessment of current accessibility issues in and around the city centre. Key issues included obstructions on streets in the city centre and issues with the |





| In the first year of the plan (2015/16) we aimed to: | In the first year we: |
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| <p>pavements, poor and uneven pavements, location of street furniture and waste bins, location and availability of disabled parking bays, and particular issues facing deaf and blind people</p> | <p>configuration and quality of the public realm. An action plan was subsequently developed by Council officers and approved at Community Services Committee in July 2015. A number of actions have been progressed to date including:</p> <ul style="list-style-type: none"> • Drafting an ‘A board’ policy and carrying out an audit of ‘A boards’ in the city centre. • Re-orienting the on-street cycle parking stands in Sidney Street outside Sainsbury’s store so that they can be easily accessed from the carriageway side, rather than the footway. • Collecting over 1500 abandoned and derelict cycles and carrying out an operation to remove unused cycle locks, which can be a trip hazard. • Developing an online reporting procedure for abandoned bicycles to speed up the notification process. |
| <p>Work with taxi trade representatives to develop and promote a Disabled Access policy for taxis in Cambridge, which will ensure a reliable service for customers who require wheelchair accessible taxis. The policy will address a range of identified issues including: tackling drivers who refuse to accept disabled passengers; vehicle standards; and training needs of taxi drivers on using ramps and safe accommodation of wheelchairs in taxis.</p> | <p>The Council is currently reviewing the full taxi policy, including the disabled access element. A demand survey was carried out in 2013 which identified issues around the behaviour and attitude of some taxi drivers towards disabled passengers. Since then, we have met with taxi drivers through the taxi forum and engaged with disabled groups.</p> <p>The full taxi policy is going to the Council’s Licensing Committee in July 2016 for permission to carry out consultation, including on the disabled access element. The final policy will then go to Licensing Committee in October 2016, taking account of the consultation responses. The new policy will focus on training and awareness on disability issues as part of mandatory safeguarding training for all taxi drivers.</p> |
| <p>Ensure that the diversion of footpaths and creation of alternative routes on Parkers Piece during the redevelopment of the University Arms Hotel</p> | <p>The redevelopment of the University Arms Hotel on Regent Street in Cambridge commenced in the summer of 2015. The construction contractor was granted a temporary license by the Council to occupy a small section of Parker’s Piece,</p> |





| In the first year of the plan (2015/16) we aimed to: | In the first year we: |
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| <p>does not restrict access for people with disabilities, older people, and others with mobility issues, and that improvements to Parkers Piece include provision for disabled access (e.g. benches, signage and location of bins and cycle racks)</p> | <p>including existing foot and cycle paths, to facilitate the demolition of elements of the hotel and construction of the new building over the next two years. A temporary accessible foot and cycle path was constructed around the perimeter of the site on Parker's Piece to ensure that the construction works do not restrict public access, including for people with disabilities, older people, and others with mobility issues.</p> |
| <p>Respond to the National Accessible Britain Challenge, which aims to engage and work with disabled people to remove barriers that can prevent them being full and active contributors in their community.</p> | <p>The Council submitted examples of its work on disability and accessibility issues to the Department for Work and Pensions for inclusion in a list of good practice case studies for the Accessible Britain Challenge in 2015.</p> <p>The Council has also signed the Cambridgeshire and Peterborough Mental Health Crisis Concordat, which supports the national Mental Health Crisis Concordat. In signing the Concordat, the Council has committed to work with partners, including Cambridgeshire Police, Cambridgeshire County Council, Cambridgeshire MIND, and NHS bodies to ensure that vulnerable individuals in mental health crisis can receive the right care, in the right place, at the right time.</p> <p>The Council has also signed up to the Local Authority Mental Health Challenge scheme, which was established by seven mental health charities (Centre for Mental Health, Mental Health Foundation, Mind, Rethink Mental Illness, Royal College of Psychiatrists and YoungMinds). As part of the scheme, the Council has identified two Councillors as Mental Health Champions (Councillor Lewis Herbert and Councillor Gerri Bird).</p> |
| <p>Work with Citizen's Advice Bureau to develop a pilot project at East Barnwell Medical Practice to provide advice sessions, including a focus on mental health issues due to low</p> | <p>£25,000 was allocated from the Sharing Prosperity Fund for a pilot outreach project during 2015/16. A CAB advice worker has been in post since April 2015. She has taken referrals from GPs at East Barnwell Medical Practice of clients who are experiencing mental health issues as a</p> |





| In the first year of the plan (2015/16) we aimed to: | In the first year we: |
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| income, debt or addiction. | <p>result of debt or other financial issues. The advice worker has advised clients on debt issues and been able to identify unclaimed benefits.</p> <p>64 patients have been seen to date who attended 83 appointments. Clients usually attend with multiple issues and 128 advice subject areas have been recorded for those patients. It is estimate that £160,420 of additional income has been generated for the patients.</p> |
| Continue to provide move on accommodation for adults recovering from mental ill health, in conjunction with Cambridgeshire County Council and Metropolitan Housing Group | During 2015/16 40 people who are recovering from a mental health condition have been housed by the Council in this specialist supported housing and have received support from Metropolitan Housing Group. |
| Work with partner organisations to provide a range of awareness raising activities on mental health issues for City Council staff and local communities.as part of World Mental Health Day in October 2015. | <p>The Council ran a number of internal and external awareness raising activities in October 2015, including:</p> <ul style="list-style-type: none"> • Unison ran 2 sessions of mindfulness workshops 2 sessions of Pilates and some short daily walks during lunch breaks for their members. • Mental Health Training sessions for staff commenced, including Mental Health First Aid Training delivered by Cambridgeshire County Council • A tea dance was held at Ditchburn Place in partnership with the Cambridge Arts Salon • Dedicated mental health resources were included on the Councils website and intranet |
| Continue to run and support groups for older people in Trumpington, Abbey, Arbury, Akeman Street Community Centre, and Ross Street Community Centre | <p>The Council has led on the 'Broaden your Horizons' project at Buchan Street Neighbourhood Centre, which has involved older people in a programme of events . The Council has also continued to support a number of groups for older people in 2015/16, including:</p> <ul style="list-style-type: none"> • a computer group for older people to reduce |





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| | <p>isolation at Trumpington</p> <ul style="list-style-type: none"> • a 50+ Friends Group at Akeman Street Community Centre, including intergenerational work with the SmartArt Group • some limited outreach work with older BAME people at Buchan Street Neighbourhood Centre <p>The Council has also provided space at its community centres for a number of older people's groups including:</p> <ul style="list-style-type: none"> • a Chinese Welfare Group for older Chinese people at Akeman Street Community Centre • a group for older LGBT people at Ross Street • a bingo group at Trumpington pavilion • a community singing group for older people Ross Street Community Centre |
| <p>Work with partners and voluntary groups to develop and deliver the annual "Cambridgeshire Celebrates Age" festival, which provides a range of inclusive and accessible events</p> | <p>The Council was represented on the Steering Group for the Cambridgeshire Celebrates Age festival in 2015/16 by the Communities Arts and Recreation Service, and helped shape a programme of 31 inclusive and accessible events delivered by a range of providers. Events ranged from fitness and mobility classes to craft and creative workshops.</p> |
| <p>Continue to provide support for 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 independent and socially active</p> | <p>During 2015/16, the Council's Independent Living Service has reached 835 older people who live in Cambridge. 535 of these have received direct support from the ILS staff, including help to access care services, claim suitable benefits, and provide alarms and assistive technology to ensure their home is a safe environment</p> <p>Outcomes from this work range include</p> <ul style="list-style-type: none"> • increasing access to a total of £192,000 in non-housing related benefits to help people to remain independent. • referrals to agencies such as the Home Improvement Agency (HIA) for the installation of assistive technology; and |





| In the first year of the plan (2015/16) we aimed to: | In the first year we: |
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| | <ul style="list-style-type: none"> supporting use of community alarms which reduces the need for upstream services such as residential care. |
| Continue to provide targeted sports development work to complement NHS services in the community, including work to reduce falls amongst older people and weekly Forever Active exercise classes for people with mobility problems | <p>The Council has continued to deliver a programme of 15 classes per week around Cambridge for the over 55s in partnerships with Forever Active and the Cambridgeshire and Peterborough Clinical Commissioning Group's Falls Prevention Team. There have been 4,976 attendances by older people at these classes to date.</p> <p>These classes include 7 strength and balance sessions designed to help reduce falls amongst older people. Over the last 2 years participation in these classes has increased by around 100 attendances per month</p> |
| Actively promote volunteering and befriending schemes delivered by voluntary and community organisations such as AgeUK and CamSight. | <p>The Council promoted volunteering through holding a Volunteer Fair in January 2016 which was attended by 872 people. The Fair included 94 stalls.</p> <p>4 new volunteers were recruited to work with the Council's Independent Living Service (ILS). 34 older people were referred to agencies for help with befriending and the ILS has engaged with church groups and Anglia Ruskin University to further explore opportunities for befriending.</p> |
| Continue to provide open access activities for children and young people in local neighbourhoods across Cambridge, including a programme of summer activities | <p>The Council provided 561 open access play sessions for children and young people, which were attended by 13,289 children. We also:</p> <ul style="list-style-type: none"> included play sessions in the holiday lunch programme provided in the community centres provided targeted activities in areas of greatest need, including boat activities, cooking, and art and crafts Delivered a very busy and successful programme of summer activities through SummerDaze 2015. |
| Provide free swimming lessons at Council-owned pools for | The Council has provided free swimming lessons for 290 children who either come from low income |





| In the first year of the plan (2015/16) we aimed to: | In the first year we: |
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| younger children (pre-school and key stage 1 children) from low income families and children who cannot swim at the key stage 2 assessment point. | families or cannot swim at the key stage 2 assessment point. The scheme has gone well with most age groups and schools, and regular referrals are being made both via the schools and lesson programmes. |
| Continue to provide 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 | The funding objectives for the Council's Community Grants in 2015/16 continued to be focussed on these outcomes and objectives. The application form asked for details of barriers faced by these groups and the evidence of need. This information was then considered as part of the assessment of all bids. The full £900,000 Community Grants budget was allocated to projects meeting the criteria. |

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.

| In the first year of the plan (2015/16) we aimed to: | In the first year: |
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| Continue to support and deliver a wide range of celebratory activities, including programmes of events to mark 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>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"> • Black History Month - the programme included lectures, storytelling, performance poetry, live music and film. The Council convened and facilitated the steering group, and funded the publicity • Disability History Month – the Council ran a civic event at the Meadows Centre with a national speaker, stalls and discussion. • Holocaust Memorial Day – the Council funded a civic held at the Cambridge Corn Exchange, which included speakers and performances featuring local schools. • International Women's Day City Council – the Council organised an event at Ross Street Community Centre which was attended by 55 women where food and dance traditions were |





| In the first year of the plan (2015/16) we aimed to: | In the first year: |
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| | <p>shared.</p> <ul style="list-style-type: none"> • LGBT History Month – The Council provided significant officer support for the launch of LGBT History Month at a public event at Queen's College, and support for the steering group continued through to the main events. • Refugee Week - planning was led by Cambridge Ethnic Community Forum, with administrative support and funding for publicity provided by the City Council. |
| <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> | <ul style="list-style-type: none"> • The Big Weekend 2015 took place from 10-12th July, with a total estimated attendance of 30,000 people. The event included a range of elements designed to increase community pride and cohesion, including a Cambridge Mela, the Pink Festival cabaret, and the Museum of Cambridge tea tent marking the 70th anniversary of the end of World War II. • Strawberry Fair, a one day volunteer run festival was supported through the Community Grants programme to take place on Midsummer Common. • Mill Road Winter Fair, Cherry Hinton Festival and Romsey Art festival were supported through Area Committee Grants. • The Museum of Cambridge project, Capturing Cambridge, was supported through a community grant, and has been training community volunteers to capture oral histories from across the city. |
| <p>Including Pink activities in the Big Weekend to raise awareness of LGB&T issues and supporting local voluntary groups to organise a Pink festival in May 2016</p> | <p>Encompass Network liaised directly with Cambridge Live regarding opportunities to raise awareness of LGB&T issues at the Big Weekend. Encompass had a presence at the Big Weekend, including a Pink Festival Cabaret and a ping pong disco.</p> |
| <p>Supporting the development of the 'Safer Spaces' project by the Encompass Network, which will ask local businesses and</p> | <p>The Council has taken a number of steps to ensure that the Council is a 'Safer Space' for LGB&T customers, including:</p> |





| In the first year of the plan (2015/16) we aimed to: | In the first year: |
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| organisations to display a symbol and sign a pledge to be a welcoming place for LGB&T customers | <ul style="list-style-type: none"> • Commissioning Encompass Network to deliver a transgender awareness training course over a number of sessions. The training was attended by 90 staff, mainly from frontline services, and was very well received. • Producing a guide for managers on making their facilities a safer space, including: advice on Council forms; use of gender neutral pronouns; and resources available including rainbow stickers, posters and badges. |
| Working with Encompass and the Ethnic Community Forum to arrange events to bring together BAME and LGB&T communities as part of Black History Month and LGBT History Month | <p>The Council provided funding and supported a voluntary organisation which is a member of the Encompass Network to host a Black History Month event. This event was attended by members of LGB&T and BAME voluntary groups and was the most highly attended event of Black History Month in 2015.</p> <p>The Council also invited Encompass Network, Cambridge Ethnic Community Forum and Cambridgeshire Alliance for Independent Living to run a joint information day for staff as part of the Council's Customer Awareness Week.</p> |
| Work with Cambridgeshire County Council's Crime Research Team to use available data on hate crime to improve our understanding of the local issues. | The Council's Safer Communities team has contributed to reports by Cambridgeshire County Council's Crime Research Team, including the Community Safety Partnership Annual Strategic Assessment, which includes a focus on hate crime data |
| Provide regular outreach surgeries at Cambridge Mosque and the Addenbrookes Hub on services to address racial harassment and anti-social behaviour | Outreach surgeries were provided at Cambridge Mosque and the Addenbrookes Hub on services to address racial harassment and anti-social behaviour. The surgeries were provided for a period of a year, but have been discontinued due to declining demand and take-up at the end of this period. |
| Deliver a 'Prevent' event which will bring community representatives together to look at the issue of radicalisation | The Council worked in partnership with Cambridgeshire Police to put in place a local 'Prevent' initiative. We produced an action plan for working together following an initial community engagement event. As part of this we have |





| In the first year of the plan (2015/16) we aimed to: | In the first year: |
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| | delivered awareness raising workshops for the community and conducted training for over 160 frontline staff on their responsibilities under 'Prevent'. A training session has been booked for Councillors after the May 2016 election. |
| Work to achieve White Ribbon status for the City Council and reduce domestic violence and abuse towards women and men | <p>The Council gained "White Ribbon Campaign" status and started to deliver on the first year of its associated Action Plan. This included:</p> <ul style="list-style-type: none"> • Working with partners in the Community Safety Partnership to organise a Domestic Abuse and Sexual Violence Awareness Event in June 2015. • developing a new Council webpage and sharing this with the community. This contains advice for anyone who may be affected by domestic abuse and is looking for help, together with information on spotting the signs of domestic abuse or relationship abuse. The webpage provides information on how the Council's Housing Advice service can help, and links to local support agencies. |

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.

| In the first year of the plan (2015/16) we aimed to: | In the first year: |
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| Continue to monitor the profile of the workforce, recruitment, and training attendance by equality group and report annually to the Equalities Panel | The Equality in Employment report was produced and presented to the Equalities Panel in June 2015. The report provided data and analysis of trends in relation to the workforce, recruitment and training attendance by equality group. |
| Analyse the results of the 2014 Employee Survey and if appropriate identify any actions to be taken in response to issues identified for particular equality groups | <p>The results of the 2014 Employee Survey did not highlight any issues that were particular to staff with protected characteristics. Overall:</p> <ul style="list-style-type: none"> • 67% of respondents to the survey felt that the Council 'treats all employees equally regardless of their background' (with 18% |





| In the first year of the plan (2015/16) we aimed to: | In the first year: |
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| | <p>saying that they neither agreed nor disagreed with this statement, and 15% disagreeing). This represented a 7% increase in those agreeing with the statement compared to 2011 when the previous survey was carried out</p> <ul style="list-style-type: none"> 82% of respondents to the survey in 2014 felt that the Council 'provides equality of opportunity regardless of age', compared to 74% in 2011. |
| <p>Analyse the results of the recruitment survey into BAME community groups in Cambridge and identify any steps that need to be taken in to address issues identified in the research</p> | <p>The recruitment survey was undertaken to help develop targeted approaches to increase the representation of people from BAME communities (especially the Chinese community) within our workforce, along with people with disabilities and younger people. From the analysis of the limited responses to that survey there did not appear to be anything raised by respondents to indicate that the Council is creating barriers to employment for members of the BAME community, people with a disability or those with other protected characteristics.</p> |
| <p>Deliver an apprenticeship programme, which will increase the number of apprenticeship opportunities in City Council services</p> | <p>The Council's apprenticeship programme was progressed during 2015/16. We currently have 7 apprentices in post and are scheduled to recruit a further 8 apprentices in 2016/17. It took longer than anticipated to set up apprenticeship arrangements, which delayed the first appointments, so it is expected that the programme will now be completed by 2018. We are also currently preparing for the implications of introduction of the national Apprenticeship Levy from April 2017.</p> |
| <p>Review the Council's Procurement Guide for officers on 'Equalities, Social Value and the Living Wage' and update it to reflect any relevant changes in equalities or procurement legislation and guidance</p> | <p>The Council's Procurement Guide for officers on 'Equalities, Social Value and the Living Wage' has been reviewed and three separate guides on 'Equalities', 'Social Value' and the 'Living Wage' have been published on the intranet for staff carrying out procurements to refer to. The Equalities guide has been updated to reflect relevant changes in equalities or procurement legislation and guidance.</p> |





| In the first year of the plan (2015/16) we aimed to: | In the first year: |
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| As part of a wider audit of the Council's contract management processes, audit a sample of contracts to determine whether equalities considerations are being monitored effectively by contract managers | The audit of the Council's contract management processes is currently underway. The audit is likely to be concluded and reported on in summer 2016, including an assessment of whether equalities considerations are being monitored effectively by contract managers. |





What actions do we intend to carry out in year two of the Single Equality Scheme?

We have identified a number of actions for the second year (2016/17) of the Council’s Single Equality Scheme. These actions will help us to achieve the six equality and diversity objectives identified in the Scheme. Some of these actions pursue the same themes as those identified for 2015/16, while other actions are new, or build on our learning during the first two years of the scheme.

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

| To achieve this over the next three years we will | In the second year of the plan (2016/17) we will | The service(s) that will lead on this is |
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| 1.1 Develop an equalities evidence base to inform the planning and delivery of Council services and improve monitoring of outcomes from projects and service delivery | Commission a partner organisation to analyse the results of needs assessments of women, men on low incomes, people with disabilities, and BAME/faith communities, and disseminate findings to services so that they can be used to inform service planning | Community, Arts and Recreation, Corporate Strategy |
| | Continue to lead the Cambridgeshire-wide project to increase information available on the housing needs of people with disabilities | Strategic Housing |
| | Work with developing Equalities and Diversity Network to collect data, develop a robust evidence base of existing community provision, and identify where there are gaps and oversupply in provision. This evidence base will be used to inform a strategic review of community provision and ensure that the Council's resources are being targeted | Community, Arts and Recreation |





| To achieve this over the next three years we will | In the second year of the plan (2016/17) we will | The service(s) that will lead on this is |
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| | most effectively at delivering existing and future needs. | |
| 1.2 Use information gained through City Council consultation exercises to identify the needs of different groups and communities and inform decision making on services | Carry out the City Council's 2016 residents survey and budget consultation, including securing a representative sample of the Cambridge population and analysing the results by equalities group | Corporate Strategy |
| 1.3 Develop and contribute to a city wide Equalities and Diversity Network, building on the Equality Pledge, to enable shared learning, a strong cross sector voice, and effective partnership working | Work with partners across the city to establish an effective Equalities and Diversity Network | Community Arts and Recreation |

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

| To achieve this over the next three years we will | In the second year of the plan (2016/17) we will | The service(s) that will lead on this is |
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| To achieve this over the next three years we will | In the second year of the plan (2016/17) we will | The service(s) that will lead on this is |
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| 2.1 Ensure that we assess the equality impacts of all decisions on policies and projects which have an impact on residents, visitors and customers in Cambridge | Deliver 2 training sessions on carrying out effective Equality Impact Assessments (EqIAs) and promote them to all services as part of the City Council's corporate Learning and Development programme | Human Resources, Corporate Strategy |
| 2.2 Ensure that Councillors and staff understand equality and diversity principles and are able to apply these to their work | Produce and circulate a briefing pack on equalities issues and circulate this to all new Councillors | Corporate Strategy |
| | Ensure that all new starters understand the importance of equality and diversity, and that staff are able to further their understanding as part of their ongoing development, by delivering: <ul style="list-style-type: none"> • Equality and diversity induction courses • 2 disability awareness training courses • 2 mental health awareness training courses • 4 mental health first aid training courses • 3 transgender awareness training courses | Human Resources, Corporate Strategy |
| 2.3 Ensure that language does not act as a barrier for residents to accessing services or understanding their responsibilities | 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 customers and Council services | Corporate Strategy |





| To achieve this over the next three years we will | In the second year of the plan (2016/17) we will | The service(s) that will lead on this is |
|--|---|---|
| 2.4 Support residents to access digital services provided by the City Council and other organisations and businesses by enabling residents to access the internet and develop their digital skills | Develop the Council’s digital inclusion strategy and work with Cambridgeshire County Council and voluntary groups to deliver a series of digital inclusion clubs for residents in community centres | Customer Services |

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

| To achieve this over the next three years we will | In the second year of the plan (2016/17) we will | The service(s) that will lead on this is |
|---|--|---|
| 3.1 Tackle barriers to accessing the city centre and playing an active part in the community for people with disabilities | Implement key actions identified for 2016/17 in the action plan which was developed following the review of accessibility of Cambridge City Centre for people with disabilities, older people and others with mobility issues. | Planning, Environmental Services |
| | Carry out consultation on the Council’s new draft taxi policy, including the disabled access element, and seek approval for the finalised policy at the Council’s Licensing Committee in October 2016. It is proposed that the new policy will focus on training and awareness on disability issues as part of mandatory safeguarding training for all taxi drivers. | Environmental Services |





| To achieve this over the next three years we will | In the second year of the plan (2016/17) we will | The service(s) that will lead on this is |
|---|--|--|
| | Sign the Cambridgeshire and Peterborough Mental Health Crisis Concordat, and implement the actions that the Council is responsible for | All services (Co-ordinated by Corporate Strategy) |
| | Work with Citizen's Advice Bureau to expand the outreach advice project to cover three additional GP practices in Cambridge in addition to East Barnwell Medical Practice. The project will provide advice sessions for up to 300 residents experiencing mental health issues due to low income, debt or addiction. It aims to identify £450,000 in additional income for these residents. | Corporate Strategy |
| | Continue to provide move on accommodation for up to 40 adults recovering from mental ill health, in conjunction with Cambridgeshire County Council and Metropolitan Housing Group | City Homes |
| | Work with partner organisations to provide 5 awareness raising activities and events on mental health issues for City Council staff and local communities as part of World Mental Health Week in May 2016. | All services (Co-ordinated by Corporate Strategy) |
| 3.2 Provide activities to promote physical activity and help reduce the social isolation experienced by some older people in the city | Continue to run and support groups for older people in Trumpington, Abbey, Arbury, Akeman Street Community Centre, and Ross Street Community Centre | Community, Arts and Recreation |





| To achieve this over the next three years we will | In the second year of the plan (2016/17) we will | The service(s) that will lead on this is |
|---|---|--|
| | Work with partners and voluntary groups to develop and deliver a programme of up to 30 inclusive and accessible events for older people as part of the annual “Cambridgeshire Celebrates Age” festival for 2016 | Community, Arts and Recreation |
| | 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 independent and socially active | City Homes |
| | Work with Forever Active and the Clinical Commissioning Group’s Falls Prevention Team to reach 5000 attendees at the 15 sports development classes currently offered to older people to help them to stay active and reduce falls, and explore opportunities to expand the number of classes into the new growth sites community centres. | Community, Arts and Recreation |
| 3.3 Provide positive activities for children and young people | Continue to provide 325 open access activities for 5000 children and young people in local neighbourhoods across Cambridge, including a programme of summer activities | Community, Arts and Recreation |
| | Continue to provide free swimming lessons at Council-owned pools for 300 children who are from low income families or who cannot swim at the key stage 2 assessment point, and expand the programme to include additional sessions for those attending Sure Start sessions at Abbey | Community, Arts and Recreation |





| To achieve this over the next three years we will | In the second year of the plan (2016/17) we will | The service(s) that will lead on this is |
|--|--|--|
| | and Kings Hedges Pools | |
| 3.4 Work with voluntary and community groups to deliver activities which promote equal opportunities for residents | 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 | Community, Arts and Recreation |

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.

| To achieve this over the next three years we will | In the second year of the plan (2016/17) we will | The service(s) that will lead on this is |
|---|--|--|
| 4.1 Work with partners to support and organise a range of events to raise awareness of and to celebrate the different communities that live in Cambridge. | 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) | Community, Arts and Recreation |





| To achieve this over the next three years we will | In the second year of the plan (2016/17) we will | The service(s) that will lead on this is |
|--|---|--|
| | 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 | Community, Arts and Recreation |
| 4.2 Working with partners to celebrate LGB&T communities in Cambridge and tackle discrimination and harassment they experience | Use publicity materials to promote Council buildings and sites as Safer Spaces for LGB&T customers and services users, and continue to support the wider development of the 'Safer Spaces ' initiative by the Encompass Network | Community, Arts and Recreation Corporate Strategy |
| | Continue to support the development of the Pink Festival by LGB&T voluntary and community groups | Community, Arts and Recreation |
| 4.5 Work with local communities in Cambridge to reduce domestic violence and abuse | 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 | Community, Arts and Recreation |
| 4.6 Work with the arts and cultural sector in Cambridge to develop their role in valuing and celebrating diversity | Use the Cambridge Arts Network annual conference to focus on diversity issues and the arts and cultural sector | Community, Arts and Recreation |





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

| To achieve this over the next three years we will | In the second year of the plan (2016/17) we will | The service(s) that will lead on this is |
|---|---|---|
| 5.1 Analyse available data to understand how representative the City Council workforce is and identify any issues that need to be addressed | Continue to monitor the profile of the Council's workforce, in particular the Council's 2016/17 targets for BAME (9.5%) and disabled (6.5%) staff as a percentage of the workforce. | Human Resources |
| | Continue to deliver an apprenticeship programme, providing a further 8 apprenticeship opportunities in City Council services by 2018 | Human Resources |

