



## Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equality and Anti-Poverty Officer at [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) or phone 01223 457046. Once you have drafted the EqIA please send this to [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, ([graham.saint@cambridge.gov.uk](mailto:graham.saint@cambridge.gov.uk) or 01223 457044).

### 1. Title of strategy, policy, plan, project, contract or major change to your service:

Anti-Poverty Strategy Annual Report 2017/18

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

A report to the Council's Environment and Community Scrutiny Committee on 28 June will provide an update on delivery of the Council's Anti-Poverty Strategy in 2017/18. The report is available on the Council website here:

<https://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=476&MIId=3563&Ver=4>

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

The Council produced a revised and updated Anti-Poverty Strategy for the period from April 2017 to March 2020. The Council's Anti-Poverty Strategy aims to: improve the standard of living and daily lives of those residents in Cambridge who are currently experiencing poverty; and to help alleviate issues that can lead households on low incomes to experience financial pressures.

The revised Anti-Poverty Strategy sets out 5 key objectives and 57 associated actions to reduce poverty in Cambridge over the next three years. This report provides an update on progress in delivering key actions identified for 2017/18, with a particular focus on new areas of activity introduced in the strategy.

#### 4. Responsible Service

Corporate Strategy

#### 5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

- Residents of Cambridge City
- Visitors to Cambridge City
- Staff

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

Residents in poverty or on low incomes

#### 6. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

- New
- Major change
- Minor change

#### 7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)

- No
- Yes (Please provide details):

The Anti-Poverty Strategy is a corporate strategy, so many of the City Council's services have contributed to the delivery of the Strategy, either through delivering particular actions or through refocussing existing services. However, the key services which are currently represented on the Project Board are Housing Services, Community Services, Corporate Strategy, Environmental Services, and Revenues and Benefits. We have also engaged with a wide range of partners as part of the development and delivery of the Strategy to date.

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

A report to the Council's Environment and Community Scrutiny Committee on 28 June will provide an update on delivery of the Council's Anti-Poverty Strategy in 2017/18

**9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?**

The revised Anti-Poverty Strategy for 2017-2020 was informed by internal and external consultation, including:

- Consultation with academics, statutory partners and voluntary and community groups through a half-day Anti-Poverty Summit, which was held on 30 June 2017 and was attended by more than 50 delegates.
- Consultation with City Council managers, including through a workshop held in November 2016 and subsequent meetings of the Council's Anti-Poverty Strategy Project Board in March and June 2017.
- Consultation with City Council frontline staff with experience of working with low income residents through workshops held on 4 and 11 August 2017.
- Consultation with members of the Equalities Panel at the Panel meeting on 20 November 2017 regarding the impact of poverty on the protected characteristics under the Equality Act 2010

**10. Potential impacts**

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

**(a) Age - Any group of people of a particular age (e.g. 32 year-olds) , or within a particular age range (e.g. 16-24 year-olds) – in particular, please consider any safeguarding issues for children and vulnerable adults**

As part of the development of the revised Anti-Poverty Strategy, we reviewed available evidence on the nature of poverty. This suggests that some age groups of people in Cambridge may be more likely to experience poverty. For example:

- Older people are more likely to be living in households receiving benefits than the population as a whole. For example, 16% of pensioners in Cambridge are living in a household claiming Housing Benefit and/or Council Tax support in 2017<sup>1</sup>, compared to 10.6% of all Cambridge residents.
- More than one in five (22%) of all children in the city in 2017 are living in households that are claiming Housing Benefit and/or Council Tax Support

On 20 November members of the Council's Equalities Panel also suggested that young people in low paid employment face a number of challenges such as: the high cost of housing in the city forcing them to remain in the family home, lack of life skills and job insecurity.

One of the objectives for the revised strategy focusses explicitly on helping address the

<sup>1</sup> Cambridge City Council, 2017, Housing Benefit and Council Tax support data

**(a) Age - Any group of people of a particular age (e.g. 32 year-olds) , or within a particular age range (e.g. 16-24 year-olds) – in particular, please consider any safeguarding issues for children and vulnerable adults**

impact of poverty on children and older people:

- Objective 5 - Supporting groups of people that are more likely to experience poverty and social isolation, including children and young people, low income families, people with disabilities, older people, women, and BAME residents.

A number of actions in the revised strategy have had a positive impact on children and young people during 2017/18 including:

- Continuing to provide open access activities for children and young people in local neighbourhoods across Cambridge, including low income neighbourhoods
- Commissioning a theatre production delivered in secondary schools and community settings in Cambridge, to raise awareness of money issues and financial decisions and the effect these can have on young people's lives
- Continuing to provide free swimming lessons for children who either come from low income families or cannot swim at the key stage 2 assessment point
- Continuing to work with Cambridgeshire County Council to provide nursery provision at Ross Street Community Centre and Buchan Street Neighbourhood Centre
- Continuing to provide a programme of free lunches in community facilities and other venues with partners for low income families during school holidays, to reduce costs for families when free school meals are not available, reduce social isolation and provide opportunities for families to access other services

A number of actions in the revised strategy have had a positive impact on older people during 2017/18, including:

- Continuing to support the Cambridgeshire Home Improvement Agency (HIA), along South Cambridgeshire and Huntingdonshire District Council, to provide people living in Cambridge who are elderly or vulnerable, who have disability needs, or who are on a low income, to repair, maintain or adapt their homes
- Continuing to provide good quality modern sheltered housing schemes for older people
- Continuing to provide a city-wide support service for older people, working with health and social care services at Cambridgeshire County Council and local housing associations
- Funding a dedicated post to provide additional support for older people in Cambridge who are in financial need to maximise their access to low income benefits
- Continuing to run and support groups for older people in community facilities operated by the Council and partner organisations in low income areas of Cambridge
- Working with partners and voluntary groups to develop and deliver a programme of inclusive and accessible events as part of the annual "Cambridgeshire Celebrates Age" festival
- Recruiting volunteers to work with the Council's Independent Living Service and provide social support for older people, and signpost older people to befriending schemes

**(a) Age - Any group of people of a particular age (e.g. 32 year-olds) , or within a particular age range (e.g. 16-24 year-olds) – in particular, please consider any safeguarding issues for children and vulnerable adults**

delivered by voluntary and community organisations

- Continuing to provide targeted sports development work in partnership with Forever Active and Cambridgeshire and Peterborough Clinical Commissioning Group (CCG), including work to reduce falls amongst older people

**(b) Disability - A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. (In this section please also include impacts of policies on carers.)**

Evidence identified in the revised Anti-Poverty Strategy shows that having a disability or long-term health condition can limit an individual's ability to work, reduce their income, and increase their dependence on benefits. For example:

- People with disabilities are less likely to be economically active. 39.5% of working age people with disabilities (Equality Act core work-limiting disabled) in Cambridge were economically in 2016, compared to 20.1% of the working age population in Cambridge as a whole<sup>2</sup>.
- A recent report by the Joseph Rowntree Foundation found that once account is taken of the higher costs faced by those who are disabled, half of people living in poverty nationally are either themselves disabled or are living with a disabled person in their household<sup>3</sup>

On 20 November members of the Council's Equalities Panel suggested that mental health issues can be exacerbated by poverty and vice versa.

One of the objectives for the revised strategy focusses explicitly on helping address the impact of poverty on disabled people:

- Objective 5 - Supporting groups of people that are more likely to experience poverty and social isolation, including children and young people, low income families, people with disabilities, older people, women, and BAME residents.

A number of actions in the revised strategy have had a positive impact on disabled people during 2017/18, including:

- Continuing to support the Cambridgeshire Home Improvement Agency (HIA), along South Cambridgeshire and Huntingdonshire District Council, to provide people living in Cambridge who are elderly or vulnerable, who have disability needs, or who are on a low

<sup>2</sup> Office for National Statistics, 2017, Annual Population Survey

<sup>3</sup> Tinson, Aryton, Barker, Born, Aldridge and Kenway, 2016, "Monitoring Poverty and social exclusion", JRF <https://www.jrf.org.uk/report/monitoring-poverty-and-social-exclusion-2016>

**(b) Disability - A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. (In this section please also include impacts of policies on carers.)**

income, to repair, maintain or adapt their homes

- Continuing to fund an expanded 'Advice on Prescription' project, to provide outreach support for residents experiencing mental health issues due to low income, debt or addiction at East Barnwell Health Centre, Nuffield Road Medical Centre, Arbury Road Surgery, and Trumpington Medical Centre
- Continuing to provide move on accommodation for adults recovering from mental ill health, in conjunction with the Cambridgeshire County Council and Metropolitan Housing Group
- Developing and contributing 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. 5 training sessions will be delivered for the 15 organisations that are part of the Equality and Diversity Network. The sessions which will focus on different equalities groups, including BAME, women, people with disabilities and LGBTQ.

**(c) Sex – A man or a woman.**

Available quantitative evidence and feedback from stakeholders suggests that women are more likely to experience low income and poverty than men. This is for a variety of reasons, including:

- Women in Cambridge are less likely to be in employment than men. Employment rates were lower for working age women (71.5%) in Cambridge than for working age men (82.6%) in 2016.
- Women in Cambridge earn less on average than men, because they are more likely to be working in lower paid occupations and are more likely to be working part-time. The average earnings for women in Cambridge with the lowest 25% of earnings is £214.50 per week or less, compared with £419 or less for men with the lowest 25% of earnings .
- The majority of lone parents are women, and it is more difficult for single parents to cover basic costs, and luxuries such as family holidays, as they tend to have lower incomes than couples. Lone parent families are more likely to be receiving benefits than other households, with almost 4 out of 5 (77%) of lone parent families in the city receiving Housing Benefit and/or Council Tax support in 2017 .

A number of actions in the revised strategy have had a positive impact on women during 2017/18, including:

- Promoting the living wage within the City, which should result in more employers within the City paying a Living Wage to their staff. This will have a positive impact on those residents who are currently not paid the Living Wage, including women on low incomes. Research by the Resolution Foundation (Low Pay Britain, 2012) found that a higher proportion of women (25%) receive less than the living wage than men (15%).
- Continuing to provide regular free health sessions for BAME women.

**(c) Sex – A man or a woman.**

- Continuing to work with Cambridgeshire County Council to provide nursery provision at Ross Street Community Centre and Buchan Street Neighbourhood Centre.
- Developing and contributing 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. 5 training sessions will be delivered for the 15 organisations that are part of the Equality and Diversity Network. The sessions will focus on different equalities groups, including BAME, women, people with disabilities and LGBTQ.

**(d) Transgender – A person who does not identify with the gender they were assigned to at birth (includes gender reassignment that is the process of transitioning from one gender to another)**

On 20 November 2017, members of the Council's Equalities Panel suggested that transgender people are more likely to experience bullying, harassment, hate crime and discrimination. This could lead to reduced confidence or mental health issues, which could make it more difficult for some transgender people to secure higher value employment.

There are currently no actions in the Anti-Poverty Strategy which focus specifically on transgender people. No differential impact on transgender people has been identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently being delivered.

**(e) Pregnancy and maternity**

On 20 November 2017, members of the Council's Equalities Panel highlighted that maternity and associated costs, including loss of income during maternity leave and increased transport costs, could result in poverty for some residents.

There are currently no actions in the Anti-Poverty Strategy which focus specifically on pregnancy and maternity. No differential impact on those who are pregnant or on maternity leave has been identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently being delivered.

**(f) Marriage and civil partnership**

No differential impact on people due to their marriage or civil partnership status has been identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently being delivered.

**(g) Race - The protected characteristic 'race' refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.**

Cambridge continues to be one of the most ethnically diverse places in the country outside of London, with an increasing proportion of its population made up of ethnic groups that are not white. In the 2011 Census, 17.5% (or 21,700 people) identified themselves as belonging to other ethnic groups, compared to 10.0% in 2001. The largest of these groups in 2011 were Bangladeshi, Chinese and Indian, representing an aggregated proportion of the population of 7.9% (or 9,716 people).

As part of the development of the revised Anti-Poverty Strategy, we reviewed available evidence on the nature of poverty. While ethnic minority residents in Cambridge have a range of income levels, evidence suggests that some ethnic groups in Cambridge may be more likely to experience poverty. For example, BAME residents are less likely to be employed than the population as a whole. 67.1% of BAME working age residents were in employment in 2016, compared to 77.4% of the working age population as a whole<sup>4</sup>.

Stakeholders consulted as part of the development of the original strategy suggested that some ethnic groups are more likely to be on low incomes or find it hard to access work due to language or skills barriers.

On 20 November members of the Council's Equalities Panel identified the following issues:

- Language barriers can result in social isolation for some BAME groups in Cambridge, such as Bangladeshi women. Targeted work with specific groups that are more likely to experience social isolation could therefore be successful.
- Language barriers, or not knowing the right terms to use, can make it difficult for some people, including some BAME people, to access City Council services and other public services.
- People with some protected characteristics, including BAME people, are more likely to live in housing that is in disrepair or overcrowded Houses in Multiple Occupation (HMOs). They may also be socially isolated due to language barriers. The Council could consider what can be done to engage and support these groups in the private rented sector.
- Refugees and asylum seekers can be at risk of poverty, if they are not able to work and are not eligible for support from the state.

A number of actions in the revised strategy are likely to have a positive impact on BAME residents including:

- Developing and contributing 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. 5 training sessions will be delivered for the 15 organisations that are part of the Equality and Diversity Network. The sessions will focus on different equalities groups, including BAME, women, people with disabilities and LGBTQ).
- Continuing to provide regular free health sessions for BAME women

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<sup>4</sup> Office for National Statistics, 2017, Annual Population Survey



**(g) Race - The protected characteristic 'race' refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.**

A number of other anti-poverty projects which are not currently captured in the Anti-Poverty Strategy will have an impact on the issues identified above:

- A two year project is being taken forward to commission services for asylum seekers and refugees in Cambridge not included in the Government schemes under which the Council is resettling refugees. Services include: providing effective information and translation services; tackling economic and social marginalisation; and finding accommodation.
- The Council will be carrying out work to engage communities living in private rented sector housing that do not currently tend to raise private-sector housing standards issues with the Council's Environmental Health service.

**(h) Religion or belief**

No differential impact on people due to their religion or belief has been identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently being delivered.

**(i) Sexual orientation**

On 20 November 2017, members of the Council's Equalities Panel suggested that LGB people are more likely to experience bullying, harassment, hate crime and discrimination. This could lead to reduced confidence or mental health issues, which could make it more difficult for some LGB people to secure higher value employment.

There are currently no actions in the Anti-Poverty Strategy which focus specifically on LGB people. No differential impact on people due to their sexual orientation has been identified through this assessment, particularly as a result of the objectives for the strategy and the projects that are currently being delivered.

**(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty**

The overall aim of the Anti-Poverty Strategy is to improve the standard of living and daily lives of those residents in Cambridge who are currently experiencing the impacts of poverty. The action plan sets out 57 initial actions which aim to have a positive impact on people on low incomes.

On 20 November members of the Council's Equalities Panel suggested that

**(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty**

'intersectionality' could have an impact on poverty. Members of the panel suggested that there are issues which affect people in poverty who have a number of protected characteristics. For example, it may be difficult for some BAME women to access employment or health opportunities due to a combination of discrimination or language, cultural and religious barriers.

**11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqlA accordingly.)**

Not applicable – no negative impacts identified

**12. Do you have any additional comments?**

No

**13. Sign off**

Name and job title of lead officer for this equality impact assessment: David Kidston, Strategy and Partnerships

Names and job titles of other assessment team members and people consulted: Equalities Panel members, November 2017

Date of EqlA sign off: 15 June 2017

Date of next review of the equalities impact assessment:

Sent to Helen Crowther, Equality and Anti-Poverty Officer?

Yes

No

Date to be published on Cambridge City Council website (if known): 18 June 2018