

Cambridge City Council Equality Impact Assessment (EqIA)

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

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

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk or phone 01223 457046.

Once you have drafted the EqIA please send this to equalities@cambridge.gov.uk for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, (graham.saint@cambridge.gov.uk or 01223 457044).

1. Title of strategy, policy, plan, project, contract or major change to your service
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Anti-Poverty Strategy 2020-2023

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
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https://www.cambridge.gov.uk/anti-poverty-strategy

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

The Council has produced a revised and updated Anti-Poverty Strategy for the period from April 2020 to March 2023. 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.
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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 all that apply)

- Residents
- Visitors
- Staff

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

Residents in poverty or on low incomes

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

- New
- Major change
- Minor change

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

- Yes
- No

If 'Yes' please provide details below:

The Anti-Poverty Strategy is a corporate strategy, so many of the City Council's services have contributed to the delivery of the Strategy to date, either through delivering particular actions or through refocussing existing services. However, the key services which are responsible for the majority of the actions included in the revised strategy are Community Services, Corporate Strategy, Environmental Services, the Greater Cambridge Shared Planning Service, Housing Services, Repairs and Maintenance, and Revenues and Benefits. We have also engaged with a 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 covering report will go to the Council's Environment and Community Scrutiny Committee on 2 July 2020, together with the revised strategy and action plan.

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 Anti-Poverty Strategy has been informed by:

- A review of relevant reports and research by relevant research bodies (e.g. the Joseph Rowntree Foundation), and a review of data held by national bodies (e.g. Office for National Statistics, Department for Business, Energy and Industrial Strategy) and local organisations (e.g. Cambridge City Council, Cambridgeshire County Council, Cambridge City Foodbank).
- Engagement with residents at a range of community groups in Abbey, Arbury, Kings Hedges, and Trumpington (facilitated by Abbey People, North Cambridge Community Partnership, Hands on the Circle, and the City Council's community development team).
- Workshops with Cambridge Ethnic Community Forum staff who support BAME people on low incomes.
- A stakeholder workshop attended by representatives from 18 public, private and voluntary sector organisations that support people in poverty.
- Meetings with key partner organisations (including Cambridgeshire County Council, Cambridgeshire Constabulary, JobCentre Plus and Healthwatch)
- Presentations to the Cambridgeshire and Peterborough Financial Capability Forum and Cambridge Commons.
- Two workshops for City Council frontline staff who support residents in poverty and engagement with management teams in key Council services (Community Services, Environmental Services, Housing Services, Planning, Repairs and Maintenance, and Revenues and Benefits)

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

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. 16% of pensioners in Cambridge were living in a household claiming Housing Benefit and/or Council Tax support in 2017, compared to 10.6% of all Cambridge residents¹
- National research shows that over 65s are far more likely to be 'offline' in comparison to other age groups. Almost half of those aged 75+ have never been online.
- There is an educational attainment gap in Cambridge, which may impact on longer term life chances for young people from low income households. In 2019 only 43% of pupils receiving Free School Meals achieved the Key Stage 4 benchmark (Grades 9 to 4 in GCSE English and Maths), compared to three quarters (75.3%) of children not eligible for free school meals in the city.²
- More than one in five (22%) of all children in the city in 2017 were living in households that are claiming Housing Benefit and/or Council Tax Support³
- In Cambridge, the number of visits on behalf of children made to food banks has risen significantly – 1,502 in 2014 to 3,438 in 2019⁴.

The Committee report highlights a number of actions delivered as part of the 2017-2020 Anti-Poverty Strategy that have had a positive impact on older people, including:

- Providing support through the Cambridgeshire Home Improvement Agency to enable older, disabled and low income residents across all tenures to access support to repair, maintain or adapt their homes. The time taken to complete Disabled Facilities Grant adaptations has reduced by half from 2017/18 to 2019/20.
- Providing 2,814 older people with support from 2017/18 to 2019/20, in our sheltered housing schemes, through our visiting support service, or with a community alarm.
- Supporting 13 volunteer digital champions to deliver a total of 446 digital inclusion sessions from 2017/18 to 2019/20 in City Council for older people in sheltered housing schemes.

The Committee report highlights a number of actions delivered as part of the 2017-2020 Anti-Poverty Strategy that have had a positive impact on older people, including:

¹ Cambridge City Council, 2017, Housing Benefit and Council Tax support data

² Cambridgeshire County Council, 2020, Educational attainment data

³ Cambridge City Council, 2017, Housing Benefit and Council Tax support data

⁴ Cambridge City Foodbank, 2020, Foodbank usage data

- Providing 2,251 universal, open access play sessions for children in neighbourhoods across the city, including low income neighbourhoods, from April 2017 to December 2019. There were a total of 76,694 child visits to these universal sessions.
- Working with North Cambridge Community Partnership and Raspberry Pi to set up a Code Club in Kings Hedges. In the early part of 2020 25 children and young people from low income families regularly attended sessions and developed coding skills.
- Working with 5 local arts and cultural organisations to provide 41 young people on free school meals with a programme of arts and cultural workshops as part of the Activate project.
- Funding Cambridge Junction to deliver the Act Up project, which worked with 19 young people who were having difficulty with education or anti-social behaviour to develop their theatre and film skills and create and perform a multi-media piece.
- Commissioning a theatre company to develop and deliver a play focussing on financial literacy issues. In 2017/18 and 2018/19 a total of 21 performances of 'Money Matters' were delivered in schools, which reached a total of 2,960 students. 'Reality Cheque', a financial literacy board game was developed and distributed to 16 schools.
- Engaging 743 pupils, parents and siblings at 4 Cambridge schools and 2 East Cambridgeshire schools to use a prototype of the Cambridgeshire Culture Card digital infrastructure and repurposed library card. The Culture Card will build on the existing Library Card to promote arts and cultural activities to children and young people, with a specific focus on those from low income backgrounds, and help raise educational attainment and skills.
- Providing a programme of free swimming sessions for low income families with young children at the Kings Hedges and Abbey swimming pools, which had 8,200 attendances from 2017/18-2019/20.
- Top-up swimming teachers were also provided for 6 Primary schools within the City to support school swimming lessons to pupils from low income households at Abbey Pool, Kings Hedges Learner Pool and Parkside Pool.

The revised Anti-Poverty Strategy action plan identifies a number of actions that will have a positive impact on older people and children and younger people:

- Support digital inclusion sessions for City Council tenants and leaseholders, and older residents in sheltered housing schemes and more widely

- Work with local businesses to identify ways in which they might use their skills, capacity and resources to support achievement of shared objectives around tackling poverty and disadvantage, including engaging in schools
- Continue to jointly fund the Signpost2Skills service and the Greater Cambridge Apprentices service with partners in the Greater Cambridge Partnership
- Seek funds to continue the Activate project, working with local arts and cultural organisations to deliver a programme of cultural activities for a cohort of young people on free school meals.
- Work with organisations in the MyCambridge Partnership and beyond to develop and implement a fundraising strategy for the next stage of the Culture Card project
- Provide free swimming sessions for low income families with children, and free and discounted swimming sessions for young people
- Provide additional swimming teachers to support school swimming lessons for pupils from low income households at Abbey Pool, Kings Hedges Learner Pool and Parkside Pool
- Provide a programme of free lunches with local partners for low income families during school holidays in areas of highest need in Cambridge

(b) Disability

Evidence identified in the revised Anti-Poverty Strategy and the related Digital Access 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:

- Disabled people are less likely to be economically active. 58.1% of disabled people in Cambridge are economically active compared to 81.1% of the total city population.
- National evidence and feedback from local stakeholders suggests that disabled people can experience barriers to employment, including discrimination and prejudice, inaccessibility of buildings, and lack of reasonable adjustments.
- In the UK, disabled adults face extra costs of £583 per month (even after controlling for Personal Independence Payments), which is equivalent to almost half of their income on average. Extra costs can include aids and adaptations, therapies, higher energy usage and costs, and specialist toys for families with disabled children.

- Disabled people are less likely to use the internet than people without disabilities. In 2016, 25% of disabled adults in the UK had never used the internet⁵.
- Disabled people also less likely to continue using the internet after they have first accessed it. There were 0.5 million disabled adults in the UK who had last used the internet over 3 months ago, making up more than half of the 0.9 million lapsed internet users⁶.

The Committee report highlights a number of actions delivered as part of the 2017-2020 Anti-Poverty Strategy that have had a positive impact on disabled people, including:

- Providing support through the Cambridgeshire Home Improvement Agency to enable older, disabled and low income residents across all tenures to access support to repair, maintain or adapt their homes. The time taken to complete Disabled Facilities Grant adaptations has reduced by half from 2017/18 to 2019/20.
- Funding Cambridge Online to provide 1,230 drop-in 'Microhub' digital inclusion sessions from 2017/18 to 2019/20 at City Council community centres and other community venues, which were attended by a total of 727 people, including disabled people.
- Funding CAB to provide an outreach advice service at GP practices and community settings to support residents with mental health problems (such as anxiety or stress) resulting from debt, employment and welfare rights matters. From April 2017 to September 2019 the adviser supported a total of 979 clients, and generated £1,617,000 in financial gain for them (including additional income and debt write-offs).

The revised Anti-Poverty Strategy action plan identifies a number of actions that will have a positive impact on disabled people, including:

- Support partner organisations and community groups to develop sustainable activities to support low income residents to access the internet and develop digital skills.
- Support outreach advice and support for residents experiencing stress and anxiety due to low income and debt.
- Provide funding to voluntary and community groups through the Council's annual Community Grants programme for activity focussed on reducing social or economic inequality. In 2020/21, this included funding activity by VCS groups that support disabled people, such as Camsight, Disability Cambridgeshire, Cambridge Disabled Kids' Swimming Club, Lifecraft and Rowan Humberstone.

⁵ Office for National Statistics, (2016) – Statistical Bulletin: Internet users in the UK: 2016

⁶ Office for National Statistics, (2016) – Statistical Bulletin: Internet users in the UK: 2016

- Support an annual programme of events which celebrate diversity and promote community cohesion, in partnership with local equality and diversity organisations. This includes a programme of events to mark Disability History Month.

More broadly, the Council also carries out a range of activities to address discrimination and harassment. The Council promotes and is a signatory of the Cambridgeshire-wide Equality Pledge, and is a hate crime reporting centre.

(c) Gender reassignment

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 paid employment.

There are currently no actions in the revised Anti-Poverty Strategy for 2020-2023 which focus specifically on transgender people. However, the Council is a hate-crime reporting centre, and the strategy includes an action to support outreach advice and support for any residents experiencing mental health issues such as stress and anxiety due to low income and debt.

(d) Marriage and civil partnership

No differential impact on people due to their marriage or civil partnership status has been identified as a result of the objectives and actions in the Anti-Poverty Strategy for 2020-2023.

(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 for 2020-2023 which focus specifically on pregnancy and maternity. No differential impact on those who are pregnant or on maternity leave has been identified as a result of the objectives and actions in the strategy.

(f) Race – Note that the protected characteristic ‘race’ refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

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). More up to data on ethnicity is expected through the 2021 Census.

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 BAME people in Cambridge may be more likely to experience poverty. Overall, BAME residents in Cambridge have a much lower employment rate (71.4%) than the employment rate for the whole population (80.3%).

As part of the consultation on this strategy, staff from Cambridge Ethnic Community Forum explained that some BAME people in Cambridge are not able to secure employment due to a variety of factors, including discrimination and confidence at interviews, literacy and qualification levels, and requirements for recently arrived BAME people to prove their qualifications are valid in this country at their own cost.

National evidence suggests that Gypsy, Roma and Traveller communities are particularly affected by poverty and discrimination. Gypsies and Travellers have the lowest rate of economic activity of any ethnic group (at 47%, compared with 63% for England and Wales overall)⁷, the lowest life expectancy of any ethnic group (10 to 12 years less than that of the non-traveller population)⁸ and the lowest levels of educational attainment of any ethnic group nationally.

The revised Anti-Poverty Strategy for 2020-23 includes a range of actions which will help increase incomes and reduce costs for residents in poverty, including BAME people. It also includes specific actions to:

- Provide funding to voluntary and community groups through the Council’s annual Community Grants programme for activity focussed on reducing social or economic inequality. In recent years this has included funding [Cambridge Ethnic](#)

⁷ Office for National Statistics, ‘2011 Census analysis: What does the 2011 Census tell us about the characteristics of Gypsy or Irish travellers in England and Wales?’, accessed 19 February 2019

⁸ Royal College of General Practitioners, Improving access to health care for Gypsies and Travellers, homeless people and sex workers, September 2013

[Community Forum](#) to help support refugees not part of the formal Home Office resettlement schemes, for their capacity building service for groups supporting BAME people in the city, for race equality services, and for their CHESSE service, which provides advice, support and advocacy for those who have experience discrimination, harassment and victimisation.

- support an annual programme of events which celebrate diversity and promote community cohesion, in partnership with local equality and diversity organisations. This includes a programme of events to mark Black History Month each year, and in 2020 events to mark South Asian History Month will be held in Cambridge for the first time.
- provide 30 free health sessions per year for women, including BAME women, with an average of 20 women attending each session.

More broadly, the Council also carries out a range of activities to address racism, discrimination and harassment. The Council promotes and is a signatory of the Cambridgeshire-wide [Equality Pledge](#), is a hate crime reporting centre, and [runs a racial harassment service](#).

(g) Religion or belief

No differential impact on people due to their religion or belief has been identified as result of the objectives and actions in the Anti-Poverty Strategy.

(h) Sex

As part of the development of the revised Anti-Poverty Strategy, we reviewed available evidence on the nature of poverty. This suggests that on average women in Cambridge earn less than men. The gender pay gap (42%) is bigger in the bottom 20% decile of wages, as men in this group are paid £414.90 per week on average and women are paid £238.90. National research links the gender pay gap to childbirth, as women are more likely to work part-time or stop working after the birth of a child than men.

According to national statistics, lone parents are more likely to experience poverty than other household types⁹ and 90% of lone parents are women¹⁰. 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 Cambridge receiving Housing Benefit and/or Council Tax support in 2017¹¹.

⁹ Joseph Rowntree Foundation (2020), 'UK Poverty 2019/2020'

¹⁰ ONS (2019), 'Families and Households'

¹¹ Cambridge City Council, 2017, Housing Benefit and Council Tax support data

The revised Anti-Poverty Strategy for 2020-23 includes a range of broader actions which will help increase incomes and reduce costs for residents in poverty, including women and single parents. It also includes specific actions to:

- Provide funding to voluntary and community groups through the Council's annual Community Grants programme for activity focussed on reducing social or economic inequality. In 2020/21, this included funding activity by VCS groups that support women in poverty and on low incomes people, such as Cambridge Women's Aid, Cambridge Women's Resources Centre, Homestart Cambridgeshire, the Meadows Children and Family Wing and Cambridge Housing Society's Corona Housing project for vulnerable women.
- Support an annual programme of events which celebrate diversity and promote community cohesion, in partnership with local equality and diversity organisations. This includes a programme of events to mark International Women's Day.
- Embed improvements identified in the Council's Domestic Abuse Housing Alliance (DAHA) accreditation improvements into service delivery.
- Provide 30 free health sessions per year for women, with an average of 20 women attending each session

(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. Available evidence also suggests that a significant proportion of LGB people experience homelessness:

- National statistics from Stonewall reveal that in 2018 almost one in five LGBT people (18 per cent) had experienced homelessness at some point in their lives.
- Research by the Albert Kennedy Trust in 2014 found that 24% of homeless young people were LGBT. 77% of these young people believed that their sexual/gender identity was a causal factor in their rejection from home.

The revised Anti-Poverty Strategy for 2020-23 includes a range of broader actions which will help increase incomes and reduce costs for residents in poverty, including LGB people. It also include the following more specific actions:

- Provide funding to voluntary and community groups through the Council's annual

Community Grants programme for activity focussed on reducing social or economic inequality. In recent years, this has included funding activity by VCS groups that support women in poverty and on low incomes people, such as Encompass Network and the Kite Trust.

- Support an annual programme of events which celebrate diversity and promote community cohesion, in partnership with local equality and diversity organisations. This includes an annual programme of events to mark LGBT History Month.

More broadly, the Council also carries out a range of activities to address discrimination and harassment. The Council promotes and is a signatory of the Cambridgeshire-wide [Equality Pledge](#), is a hate crime reporting centre, and has signed up to the Safer Spaces initiative to ensure that its services and buildings and welcoming to LGBT people.

(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

On 20 November members of the Council’s Equalities Panel suggested that ‘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 EqIA 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 Manager

Names and job titles of other assessment team members and people consulted: Helen Crowther, Equality and Anti-Poverty Officer

Date of EqlA sign off: 17 June 2020

Date of next review of the equalities impact assessment: 1 July 2020

Date to be published on Cambridge City Council website: 22 June 2020

All EqlAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer. Ctrl + click on the button below to send this (you will need to attach the form to the email):

Send form

ⁱ Joseph Rowntree Foundation (2020), 'UK Poverty 2019/2020'