

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
Cambridge Community Safety Partnership Community Safety Plan 2021-22

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

3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
The Cambridge Community Safety Partnership brings together a number of agencies concerned with tackling and reducing crime and antisocial behaviour in Cambridge. Some members, like Cambridge City Council and the Police, are statutory members but voluntary groups and businesses are also represented and play an important role.

The Cambridge Community Safety Partnership's Plan does not set out all the work that is carried out by the different partners to tackle crime and disorder; instead it focuses on what actions should be taken collectively.

The Cambridge Community Safety Partnership Plan is reviewed annually, following Strategic Assessments, which provides information about trends in crime and provides evidence to help the Partnership agree the priorities. Public consultation is undertaken and also the Partnership is mindful of the Cambridgeshire Police and Crime Commissioner (PCC)'s Police and Crime Plan 2017-2020 and its objectives for the county. The new PCC's Plan will be developed following the election in May 2021, which had been delayed following government guidance due to the international coronavirus pandemic.

The Cambridge Community Safety Partnership Board decided that the priorities for 2021-2022 would be:

- Safeguarding young people against violence and exploitation
- Listening to community needs and responding together to reduce harm.

The aim of the Cambridge Community Safety Partnership's Community Safety Plan is:

- To tackle and reduce crime and anti-social behaviour in Cambridge
- To understand the community safety issues Cambridge is experiencing
- To decide which of these are the most important to deal with

To decide what actions we can take collectively, to add value to the day-to-day work undertaken by individual agencies and organisations, within the Cambridge Community Safety Partnership

4. Responsible service

Community Services

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):

The Plan will impact on people who work in Cambridge

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:

- Bedfordshire, Northamptonshire, Cambridgeshire and Hertfordshire Community Rehabilitation Company (BeNCH CRC)
- Cambridge Council for Voluntary Service
- Cambridgeshire Constabulary
- Cambridgeshire County Council
- Cambridgeshire Fire and Rescue Service
- Cambridgeshire and Peterborough Clinical Commissioning Group
- Cambridgeshire and Peterborough NHS Foundation Trust
- Anglia Ruskin University
- British Transport Police
- Cambridge Business Against Crime (CAMBAC)
- Cambridge University Hospitals NHS Foundation Trust
- University of Cambridge
- Cambridgeshire Office of the Police and Crime Commissioner

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

No

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?

Strategic Assessments produced by Cambridgeshire County Council's Research Group, which provides research and analysis available at website links:

Cambridgeshire Insight: <https://cambridgeshireinsight.org.uk/>

Cambridge Community Safety Partnership:

<http://cambridgeshire.wpenline.com/communitysafety/community-safety-partnerships/cambridge-city/>

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

The plan will have a positive impact to improve the safety of residents and visitors of all ages. The previous priority: Safeguarding people against violence and exploitation has been amended to focus on safeguarding young people as analysis of police recorded crime victims' data for Cambridge shows that victims who experienced violence were more likely to be children. 7% of all Cambridge resident victims of crime in 2019 were aged under 16, however, when looking just at victims of Violence Against the Person this rises to 12% being aged under 16. Work will include Youth Consultation - revisiting initiatives for engaging with young people in the City such as with the Cambridgeshire Youth Panel to better understand the needs of young people in Cambridge - as well as the Transformation Topic: County Lines and Young People. No negative impact has been identified.

(b) Disability

The plan will have a positive impact to improve the safety of all residents and visitors. The priority: Listening to community needs and responding together to reduce harm will include reasonable adjustments to be able to seek views of people with disabilities. For example, the Area Committee meetings have extra staff available to assist and are held in accessible venues, or if held online, there are accessible documents, which are screen friendly and with subtitles available. For online and other meetings, there could also be an option to have a British Sign Language (BSL) interpreter.

(c) Gender reassignment

No impacts have been identified specific to this equality group and there will be consultation as part of the priority: Listening to community needs and responding together to reduce harm.

(d) Marriage and civil partnership

No impacts have been identified specific to this equality group.

(e) Pregnancy and maternity

There are no impacts specific to this equality group.

(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.

The plan will raise awareness within different cultures using a Think Communities approach to be able to listen to and respond to the different community needs in the city.

It is noted that recorded hate crime continues to increase, this is both locally and nationally. Cambridge City Council Community Safety team receives hate crime reports directly and is a member of the Cambridgeshire and Peterborough Hate Crime Strategic Group as well as working closely with the police.

Cambridge City Council runs a [Racial Harassment Service](#), which offers a confidential service to any person who believes they may be subject to racial harassment. The service can also put people in touch with organisations which offer counselling and support.

(g) Religion or belief

No impacts have been identified specific to this equality group.

(h) Sex

Within the Business as Usual Operational Groups, in support of the [White Ribbon Campaign](#), the [Office For National Statistics](#), which brings together national and local domestic abuse data, for England and Wales identify nearly twice as many victims to be women than men. For this reason, the White Ribbon Campaign is targeted towards getting males to act as role models in encouraging respectful and appropriate treatment of women and girls.

The CSP works closely with local and county organisations to address and tackle issues such as concerns about women's safety generally on the streets of the city.

From 18 March 2021, the government has said it will "on an experimental basis" ask the police to record crimes of violence motivated by a person's sex or gender known as misogyny to be recorded as a hate crime in England and Wales. A Hate Crime (Misogyny) Bill is currently going through the Parliamentary process.

Services for all victims, regardless of gender, are being promoted working with the [Cambridgeshire and Peterborough Domestic Abuse and Sexual Violence Partnership](#).

(i) Sexual orientation

No impact has been identified specific to this equality group.

(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 plan has no cost implication and will improve the safety of all residents and visitors. In relation to the priority: Safeguarding young people against violence and exploitation, organised crime gangs are targeting young people across all income brackets.

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.)

Monitoring will be through Strategic Assessments.

12. Do you have any additional comments?

[Click here to enter text.](#)

13. Sign off

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

Louise Walker, Community Safety Partnership Support Officer

- Names and job titles of other assessment team members and people consulted:
- Lynda Kilkelly, Community Safety Manager
- Tulat Raja, Senior Community Safety Officer (Community Cohesion)
- Helen Crowther, Equality and Anti-Poverty Officer

Date of EqlA sign off: [Click here to enter text.](#)

Date of next review of the equalities impact assessment: February 2022

Date to be published on Cambridge City Council website: [Click here to enter text.](#)

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