



Cambridge City Council Equality and Diversity Policy Addendum: Cambridgeshire and Peterborough Region of Learning (ESF project)

This document is an addendum to Cambridge City Council's Comprehensive Equalities and Diversity Policy, and applies directly to the Cambridgeshire and Peterborough Region of Learning ESF funded project.

Statement of commitment to promote equality in line with legislation

The council actively promotes and builds a culture of equality and diversity within the council through [our vision](#). Moreover, our [Comprehensive Equalities and Diversity Policy](#) sets out how we promote equality as an employer and provider of services, in line with the Equality Act 2010 (and S149 of the Act – Public Sector Equality Duty). Included in the principles of the Policy that directly relate to legislation are the following bullet points:

- We will comply with all our legal obligations and follow best practice guidance
- We recognise nine main equality strands as recognised in UK law, giving all equal importance. These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- We will recognise and treat people with the protected characteristic of gender reassignment according to the gender in which they present unless it is necessary, in exceptional circumstances, to use the services and employment exceptions as a proportionate means to achieve a legitimate aim in line with the Equality Act 2010.
- We aim to eliminate unlawful discrimination and to promote equality of opportunity and good relations between people of different and diverse communities

Within its scope, the policy states it also applies to “partnerships with other organisations”, which in this case would include the ESF and other partners involved in the delivery of the Cambridgeshire and Peterborough Region of Learning project.

The Public Sector Equality Duty requires the council to publish its equality objectives, at least every four years, which we do every three years through our Single Equality Scheme (current one is for 2018 to 2021). We are also required to demonstrate compliance with the public sector equality duty, which we do on an annual basis in setting out actions under each objective in our Single Equality Scheme and feeding back progress around competing the actions.

Region of Learning project and relationship to Cambridge City Council's Equality and Diversity policies

Equality is a cross-cutting theme embedded into the Region of Learning project, and is applied to all areas of development and directly. Specifically, to “target recruitment of groups most likely to face inequality of access to learning, skills, and employment opportunities.” This is in line with Objective 3

of our Single Equality Scheme 2018 to 2021 that is to “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”. The project is aimed at supporting young people who are not in employment, education, or training (NEET). In relation to protected characteristics, as well as improving social mobility for young people from disadvantaged backgrounds, included in this the project wants to target Black, Asian, and Minority Ethnic communities and disabled people as these groups are more disproportionately likely to face inequalities to accessing learning, skills, and employment opportunities.¹

How we will commit to, and promote equality for both staff and participants

The council actively promotes and builds a culture of equality and diversity within the council through [our vision](#) of ‘One Cambridge - Fair for All’, in which economic dynamism and prosperity are combined with social justice and equality. Also, our commitment to equality as a council is communicated simply via the Equality Pledge, which we are a co-founder of and a signatory. We promote the Pledge publicly in press releases and during our Equality and Diversity calendar of events as it can be signed up to by organisations and individuals as a simple commitment to promote equality and celebrate diversity. It states: “We believe in the dignity of all people and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution that diversity brings to our community. Our aspiration is for Cambridge and the wider region to be safe, welcoming, and inclusive.” For more information, see: <https://www.cambridge.gov.uk/equality-pledge>. If this project is funded by the ESF, staff who are involved shall promote the Pledge to participants.

Our Comprehensive Equalities and Diversity Policy sets out our commitments as an employer, as a service provider, and as a community leader. It includes our commitment to the Equality Pledge. All Council employees are responsible for complying with this policy and must follow it as part of their conditions of service and our [Equalities Value statement](#) sets out responsibilities of our staff. In the Comprehensive Equalities and Diversity Policy we commit to “ensure that all job applicants, employees and service users have access to this policy and our equality values statement.”

Our [Comprehensive Equalities and Diversity Policy](#) sets out Cambridge City Council’s commitments as an employer, and as a service provider to residents (that would include commitments towards participants in this project), and as a community leader. (Our [Equalities Value statement](#) sets out responsibilities of our staff themselves.)

Equality and diversity monitoring and review arrangements

We monitor how we meet objectives of our Single Equality Scheme 2018 to 2021 on an annual basis – and reports can be found here: <https://www.cambridge.gov.uk/our-equality-and-diversity-performance>. The Cambridgeshire and Peterborough Region of Learning project will be included in each yearly report for the duration of the project, with detail on how the initiative is helping us to meet our equalities objectives (especially 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). The annual reports and the Single Equality Scheme three-year strategy itself go to the Environment and Community Scrutiny Committee for approval. Any changes to the Comprehensive Equalities and Diversity Policy goes to this Committee for approval as well. The next changes to the Policy and the next Single Equality Scheme (for 2021 to 2024) will be taken to Committee on 1 July 2021.

¹ For instance, see the Runnymede Trust’s report Ethnicity, [Race and Inequality in the UK](#) pages 93 to 148, House of Commons Research briefing on [People with Disabilities in Employment](#) and the Office for National Statistics report [Disability and Education UK 2019](#)

Our commitment to anti-harassment and anti-bullying

Our [Equality Values statement](#) shares that as an employer, we will ensure that:

- Employees do not discriminate against anyone, or influence another employee to discriminate, tolerate or condone discriminatory practices, harass or abuse other employees or members of the public
- We provide a safe, supportive and accessible working environment free from harassment and discrimination for existing and potential employees where individuals' values, beliefs, identities and cultures are respected

Changes to Cambridge City Council Equality and Diversity policies

Any changes to our Comprehensive Equalities and Diversity Policy, and our Single Equality Scheme 2018 to 2021 (referenced throughout this addendum) are agreed at our Environment and Community Scrutiny Committee by Councillors (for details about this committee see: <https://democracy.cambridge.gov.uk/mgCommitteeDetails.aspx?ID=476>).

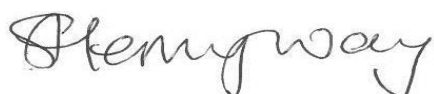
Policy/plan date and version control number

Date this addendum document has been produced: 8 February 2021

Single Equality Scheme 2018 to 2021: Taken to Committee and approved on 28 June 2018

Comprehensive Equalities and Diversity Policy: Last updated January 2019

This policy has been approved by:



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February 2021
Version 1.0