

**Community Impact
Assessments**





Community Impact Assessments

1. Introduction

The Equality Duty set out in S149 of the Equality Act requires the Council to think about the following three aims as an integral part of developing policy, making decisions, and providing services:

- **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the act.
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it.
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

The Council takes very seriously the need to be aware of the impact that our policies, decisions and services have on communities across Cambridgeshire, and the importance of using this information to inform the preparation of the Business Plan. Where relevant, for each of the detailed proposals, services have undertaken a Community Impact Assessment (CIA).

CIAs have been prepared alongside the development of detailed proposals and are published separately to the Plan. They can be found at

<http://www.cambridgeshire.gov.uk/council/business-planning/>

2. Structure of assessment

Our CIA process is a local development of national Equality Impact Assessment procedures, allowing us to consider locally significant issues such as rural isolation and deprivation alongside nationally prescribed issues such as age and disability.

Each assessment considers the following areas:

- Aims and objectives of service, document or function.
- What is changing.
- Who is involved in the impact assessment.
- What the impact will be. This includes an indication as to whether the impact on each of the following protected characteristics is positive, neutral or negative.
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race
 - religion or belief
 - sex
 - sexual orientation
 - Plus additional characteristics for Cambridgeshire of
 - rural isolation
 - deprivation
 - For each of the stated characteristics where there is a positive or negative impact, details are required to evidence this view.
 - Issues or opportunities that may need to be assessed.
 - If relevant, any community cohesion issues.

3. Preparation and review

The Community Impact Assessments were undertaken by senior officers, alongside relevant partners, stakeholders and communities, to inform Cabinet members as part of the budget preparation.

The Equality Duty is a continuing duty and the Council must have regard to the aims of the Duty, not only when a decision is taken or a policy developed, but also during implementation and review. Therefore, these CIAs are dynamic documents and will be continually reviewed and updated accordingly as the agreed Business Plan is implemented.

