

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

Civic Quarter Project

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

<https://cambridgecivicquarter.co.uk/>

[Committee report – 29th January 2024](#)

Committee report – 21st November 2024 to follow when live

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

The project considers the future of three key Council assets: The Guildhall, the Market Square and the Corn Exchange. There are three primary objectives for the project.

1. Creating a more attractive central Cambridge destination for residents that would increase visitor numbers for the market, the Corn Exchange, and businesses in the area
2. Enhancing revenue streams across these three sites and reducing operational costs to ensure we can preserve services that our residents need and value most
3. Helping the council to meet its net zero carbon by 2030 target.

The project will be delivered in phases with the Council having the opportunity to review outputs at key gateways before commitment to subsequent phases. This phase relates to the completion of RIBA Stage 2 (concept designs) for the Civic Quarter and development of the associated financial business case.

Guildhall

The [committee report](#) in January 2024 highlights the potential to transform the Guildhall into a more open and accessible space that retains the character and heritage of its grade II listing, meets the council's civic and administrative and customer services needs and generates commercial revenue. The required investment could be funded by the sale of Mandela House on Regent Street and the use of reserves.

Corn Exchange

The project provides the potential to make the Corn Exchange a more modern and appealing venue with improvements to the facilities, exploring new commercial opportunities and reducing operational costs.

Market Square

A vision for the Market Square was agreed by councillors in 2022 following consultation in 2021. This consultation showed support for changes to the Market Square to make it a more accessible, attractive, welcoming, exciting and safe place to visit, shop and gather both during the day and into the evening. This project will take the next steps towards fulfilling the vision.

The project outputs for RIBA stage 2 will be complete in October 2024. If the outputs are approved by Strategy and Resources Scrutiny Committee in November 2024, indicative dates for future gateways are as follows.

January 2025 - Detailed design work commences

Spring 2025 – Community Engagement

Summer 2025 – Submission of a planning application

Summer 2026 – Approval to enter a works contract and decant of buildings

Summer 2028 – First handover of completed works.

4. Responsible team

Development Team, Economy & Place Group

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| <p>5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?</p> <p>(Please tick all that apply)</p> | <input checked="" type="checkbox"/> Residents <input checked="" type="checkbox"/> Visitors <input checked="" type="checkbox"/> Staff |
| <p>There are a wide range of stakeholders that will be affected</p> <ul style="list-style-type: none"> • General public and residents • Market Traders • Surrounding businesses, including Arts Theatre, pubs & restaurants and shops • Customers of Corn Exchange, the Market and surrounding businesses • Event promoters and performers • Cambridge University as they own many buildings close by • Visitors to the City centre • Trades people working in the area • Existing tenants of the Guildhall • Councillors and the democratic use of the Guildhall • Council staff and shared services staff who currently work out of Mandela House <p>The design work for this phase (up to RIBA Stage 2) will include community engagement and stakeholder workshops and consultation on the developing concept designs for the 3 assets. This will be delivered by a design team consortium (Architects, commercial expertise, place marking consultants etc) that were appointed in April 2024.</p> | |

| | |
|------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| <p>6. What type of strategy, policy, plan, project, contract or major change to your service is this?</p> | <input checked="" type="checkbox"/> New <input type="checkbox"/> Major change <input type="checkbox"/> Minor change |
|------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|

| | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
| <p>7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)</p> | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|

The project will be managed by the Development Team, Place & Economy Group and the Assistant Director (Development) is the Sponsor.

There are several subject matter experts from across the Council that will feed into the project, particularly from Property, Procurement, Policy, HR, Customer Services, Cultural Services, Transformation, Greater Cambridge Planning Service, Democratic Services, Economic Development, City Services and Communications

External partners include, the County Council (including Highways) and the Combined Authority, and Greater Cambridge Partnership. The Council will work with the Design Team/Consortia as a key partner throughout the project.

October 2024 Update: Cartwright Pickard were appointed as design consortia lead in April 2024. Their design team includes communications consultants, Engage Communicate Facilitate (ECF), who will led on the community engagement and consultation process (17 June – 26 July 2024).

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

Strategy and Resources Scrutiny Committee - [Committee report – 29th January 2024](#)

There was an [overarching report](#) that went to Strategy and Resources Scrutiny Committee in October 2022 on the Council's Future Office Accommodation Strategy.

October 2024 Update: The next report to Committee will be on 21 November 2024, which will set out the outcomes of the RIBA stage 2 design work and recommendations setting out the next phase of the project.

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?

Corn Exchange

- Information on age of the audiences
- [Cultural Strategy](#) – committee report and strategy document
- Number requesting disabled seating as audience members

Guildhall

- Information on staff members' protected characteristics from the [Equality in Employment report](#)
- [Staff Accommodation Survey- November 2023](#) – feedback on a range of design considerations including wellbeing facilities (internal document)
- **Workplace Design Guide (Government Property Agency)** [best practice design guide](#)
- Internal staff workshops on initial design requirements – April 2024 (also attended by Access Officer and Equality and Anti-Poverty Officer)

Market Square

The public consultation on the Market Square project in May 2021 reached out to women's groups, community safety and street outreach teams in relation to perceptions and realities of using the market square at different times of the day and night and what would improve it, and to the Business Improvement District and University to obtain views of visitors, and Cambridge Ethnic community forum to explore how the space is perceived and used by people of different ethnicities.

- Previous [consultation and engagement work](#) on the Market Square improvement project, which included capturing information on the protected characteristics of those that responded.
- [Market Square Project](#) was discussed at the Equalities panel on 21 January 2020
- There is the potential to capture equalities monitoring information for those that apply and continue to trade from the Market but this is not captured at present.

To inform all three areas of the Civic Quarter project, we also have community and residents' insight from the [Rich Picture](#) work in 2023, which includes what people think is needed to make Cambridge a better place to live and work in.

June 2024 Update: Community Engagement Strategy

A comprehensive engagement programme has been developed by ECF (the comms lead in the Design Team Consortia). This will include: -

- Community Workshops and Webinars
- Specific workshops
 - Youth workshop
 - Accessibility workshop
- City wide roadshow
 - Locations include Grafton, Cambridge Urban Room, Meadows Community Centre, St Andrews Church (East Chesterton), Abbey Leisure Complex.
- Stakeholder workshops for Market Traders, Transport, Sustainability/Environmental, Heritage, Arts and Leisure
- There will also be a number of online opportunities with a range of stakeholders
- Citizens Lab portal will be used for an online survey
- Staff workshops looking at the developing design for office space at Guildhall vs design requirements that were collated in April 2024.

Comprehensive stakeholder mapping produced by ECF to ensure all local groups, including those representing individuals with protected characteristics, and this will be reviewed by the Civic Quarter project governance, project team, board, members steering group and Leadership team.

The engagement process itself is designed to encourage participation, meaning that both digital and hard-copy/in-person materials and methods will be deployed. All documents and online/offline content will be accessibility checked. A range of accessible locations for the roadshow/workshops have been selected. Further work will be undertaken by ECF to work with the relevant community groups, and they will also link in with existing planned events during the consultation period wherever possible.

Internal project board/team workshops will review community feedback with the design consortia during September 2024 and the outcomes will be published and shape the final designs that will go to committee in November 2024.

October 2024 Update: Community Engagement Strategy Outcomes

The Council's online consultation portal encourages those who register to share equalities monitoring data. Not everyone will do so or complete all the questions. Other methods of engagement provided means to hear from seldom heard voices/ those less likely to respond to us using online platforms.

885 online survey responses, through the Council's online consultation portal were received, 863 individuals and 22 responses from representatives of organisations. 15 feedback emails received from individuals, 4 formal written responses from groups. 60+ market traders engaged through a roadshow, dedicated workshop, webinar, surveying and online engagement. 6 pop-ups organised across Cambridge, and 100+ people engaged.

1 youth workshop organised, and 14 young people engaged, 1 BID workshop and 4 community workshops. 3 themed workshops were also organised on Sustainability, Transport and Heritage.

A [report](#) setting out the outcomes from the engagement was published on 10 October 2024, which contains comprehensive analysis.

Section 10 of this EqIA has been updated accordingly to reflect any impacts that are no longer relevant. We have also identified the proportion of respondents from protected characteristic groups and compared this to proportion of people from those groups living in

the city according to the Census 2021. This will indicate how far our responses are representative of Cambridge population.

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 - Please also consider any safeguarding issues for children and adults at risk

Corn Exchange

The average age of patrons is quite high (46) and the civic quarter work will enhance our ambition in our Cultural Strategy to attract younger audiences – especially aged between 18 to 35.

Guildhall

The concept design creation of a new “heart space” if approved, within the entrance area will make the building feel more inclusive and the potential of a Café and informal workspaces would attract a wide range of ages.

Potential improvements to the large and small halls could increase the wedding market, and this could lead to attracting more families to use the space.

Community uses for refurbished space in the basement, potentially a visitor attraction could also attract more families and those from a wider age range.

Safeguarding will be relevant relating to access for visitors to a customer service centre – including recognising vulnerable customers will use same main entrance as people attending any events.

In relation to impacts for staff, the workforce is becoming older in the over 55 categories, rising from 247 (31 March 2022) to 272 as of 31 March 2023. If staff have a long length of service, they may find it harder to adapt to changes in how spaces are used (19.53% of staff (166) have 20+ years' service and 21.06% (179) have between 10 and 20 years.

Market Square

With regards to older people who may be more likely to have mobility issues or other disabilities, there are plans to increase seating in the market square and, for ease of access, to increase the open space and improve the surface of the market square.

We are aware that currently the market stalls are close to each other and are not aligned. This makes it difficult to move around, especially for older people who may be more likely to have visual or mobility impairments due to dropped curbs, cobbles and the general layout of the space and not having clear through-routes.

October 2024 Update: Youth workshop with the Kite Trust provided some insight as to how younger people perceive the Market Square and provided feedback as to improvements and issues that need to be looked at. This included: -

Market Square - Improving the CCTV and spaces between stalls to reduce anti-social behaviour, enhancing the greenery and installing additional flowerbeds. Increasing the number of cultural activities and improving the cleanliness.

Guildhall – Improving the lighting outside and installing cycle racks. Use more of the space internally for community value e.g. art exhibitions, play area, safe space for young teenagers to socialise.

Engagement exercise

- The age groups with the largest number of respondents were people aged between **65-74 (21%)** and people aged between **45-54 (21%)**.
- In the census data the median age for Cambridge was 31 years and 17% of the Cambridge population are between the ages of 45 and 74. The engagement, showed that respondents from an older age range are more likely to engage and share their views. Further work needs to be done to ensure a greater representation from all sections of the Cambridge community in future consultation/engagement on the Civic Quarter Project.

(b) Disability

Corn Exchange

The concept design plans included improvements to the lifts and interventions to improve seating, access and improve toilet facilities.

Guildhall

The concept designs plans include replacement lifts and the provision of platform lifts at the main entrance and Guildhall Street. It will be important to consider needs of people with different disabilities when considering how to design the space and those that cannot independently use the platform lifts.

7.37% of staff have declared they have a disability (as at 31 March 2023) and people can become disabled or develop a long-term illness at different points in their lives (so at different points in their working life). It will be important to create office space that is accessible for staff supporting the council's Disability Confident commitment, that is fit for the future and can support us to attract disabled people into the workforce.

The design work of the staff office space, has considered a range of spaces to reflect a range of working styles and those that require reasonable adjustments. The provision

of/access to a quiet space for staff will be factored into the overall design requirements that can support staff members wellbeing.

Reasonable adjustments specific to customers' needs will also be considered. For instance, customer service provision will be provided with level access.

In the design, keeping customers who might be vulnerable due to their disability and having care needs will be important (safeguarding), as well as keeping disabled people safe from hate crime.

of/access to a quiet space for staff will be factored into the overall design requirements that can support staff members wellbeing.

Reasonable adjustments specific to customers' needs will also be considered. For instance, customer service provision will be provided with level access.

In the design, keeping customers who might be vulnerable due to their disability and having care needs will be important (safeguarding), as well as keeping disabled people safe from hate crime.

Market Square

The concept design work has established that the improvement to the cobbled areas is a priority. In the market's design we want to increase open space and improve surfaces for ease of access, especially for people with mobility and sight impairments. This makes it difficult to move around, especially for people with visual or mobility impairments and for those negotiating the space in wheelchairs or with buggies and prams; due to dropped curbs, cobbles and the general layout of the space and not having clear through-routes.

Surface consistency and contrasting colours are important for the mobility and visually impaired and advice sought from the City Access Officer from the Greater Cambridge Planning Service.

The council would plan to increase seating that will benefit people with mobility impairments. We are aware that currently the market stalls are close to each other and are not aligned.

October 2024 Update: The community engagement feedback has reinforced the areas across the Civic Quarter that need attention and improvement. 17% of respondents have physical or mental health conditions or illnesses lasting or expected to last 12 months or more. The key areas of feedback are set out below:

Market Square

Respondents strongly advocated for improved pedestrianisation and better accessibility for people with mobility issues. Specific suggestions included smoother pavement surfaces, more drop-down kerbs, and additional disabled parking spaces with easier access to pavements. The feedback also highlighted the need for more ramps, flat walking areas, and accessible public facilities.

Guildhall

Accessibility was a concern, with suggestions for easier access for people with mobility issues and the provision of amenities like Changing Places toilets and baby-changing facilities. Participants also mentioned the need for better facilities, such as improved lighting, modernised equipment, information centre etc

Corn Exchange

Respondents were critical of the uncomfortable and inaccessible seating, suggesting it should be revamped to make the venue more user-friendly for all attendees. The need for ground-floor toilets and better access for those with disabilities was also mentioned.

As part of concept design work, improvements across all areas of accessibility have been captured this includes:-

- New lifts for the Guildhall, and platform lifts at the main entrance and Guildhall Street. Consideration as to how to make the Council Chamber more accessible. Inclusion of changing places facilities and improvements to toilets.
- The surfacing of the Market Square and how to improve this has been explored through early pre-application meetings with the Greater Cambridge Planning Service and follow up discussions with Historic England are planned.
- For the Corn Exchange, improvements to seating, disability access to balconies, replacement lifts and inclusion of additional toilet facilities have been included.
- Further detailed design work will take place if approval is given to proceed with the project in November 2024.

(c) Gender reassignment

Corn Exchange

There are plans to provide additional facilities, which could potentially have an impact for gender reassignment and non-binary and gender fluid people, further work is required in the detailed design stage. Consideration of safety of people using the building will be important, which is also important in light of how transgender people are subject to hate crime.

Guildhall

There are plans to provide additional facilities, which could potentially have an impact for gender reassignment and non-binary and gender fluid people, further work is required in the detailed design stage.

Consideration of safety of people using the building will be important, which is also important in light of how transgender people are subject to hate crime.

Market Square

The renovation of the market square may help to improve feelings of safety at night for transgender and gender variant people by looking at lighting, spatial design, and night-time uses. Safety at night was a concern raised by attendees at the Youth Workshop held with the Kite Trust as part of the summer engagement programme.

October 2024 Update: Feedback received through the community engagement has particularly focussed on the Market Square and anti-social behaviour, which can encompass hate crime.

The concept designs for Guildhall and Corn Exchange have set out improvements to toilet facilities primarily increasing the number of and the provision of gender neutral toilets.

Further detailed design work will take place if approval is given to proceed with the project in November 2024.

(d) Marriage and civil partnership

Corn Exchange

No impact has currently been identified for this protected characteristic group.

Guildhall

A future outcome could see the event spaces being used for more marriages and civil partnerships as part of the council's commercial offer, which could be a positive impact for this group.

Market Square

No impact has currently been identified for this protected characteristic group.

October 2024 Update: As part of the concept designs, the Large and Small Halls will be refurbished, which may mean they can be used for marriage and civil partnership ceremonies.

(e) Pregnancy and maternity

Corn Exchange

Looking at access will also consider accessibility for prams and buggies.

Guildhall

Looking at access will also consider accessibility for prams and buggies. Breast feeding facilities will also be considered.

Market Square

We will work with women's organisations, community development and community groups to further understand any access or usage implications and any perceptions around the safe use of the space particularly at night; and any issues for those who are pregnant, and nursing and parents of young children may have, to ensure their needs are considered and factored into the design.

For those who are pregnant or who have recently had a baby, the planned increased seating as part of the project may be of benefit. Open space and provision of a level surface to move pushchairs or buggies around would also benefit people who are pregnant or who have young children.

October 2024 Update: The design work has factored in the provision of breast-feeding facilities within updated facilities on the ground floor of the Guildhall.

Further consultation work is planned in Spring 2025 as part of the detailed design work and this will include reaching out to women's organisations and other community groups.

Further detailed design work will take place if approval is given to proceed with the project in November 2024.

(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.

Corn Exchange

Any improvement work (alongside the implementation of the Cultural Strategy) will help with attracting a diverse programme of events.

Consideration of the safety of people using building will be factored into design work, which is also important from perspective that people can be subject to hate crime motivated by hatred towards their ethnicity.

Guildhall

In relation to who will be impacted by changes to office space, 9.09% of staff Percentage of staff declaring themselves as from an ethnic minority background (as of 31 March 2023).

Consideration of the safety of people using the building will be factored into design work, which is also important from perspective that people can be subject to hate crime motivated by hatred towards their ethnicity.

Market Square

The market provides a very diverse range of service offer suited to diverse community and cultural backgrounds.

October 2024 Update: Most survey respondents (74.2%) identified themselves as white which correlates with the 2021 census data (74.5%).

| Ethnic group or background | Count | Percentage |
|----------------------------------------------------------|-------|------------|
| White: English/ Welsh/ Scottish/ Northern Irish/ British | 497 | 74.2% |
| White: Any other White background | 85 | 12.7% |
| Prefer not to say | 39 | 5.8% |
| White: Irish | 9 | 1.3 % |
| Any other ethnic group | 9 | 1.3 % |
| Mixed: White and Asian | 7 | 1 |
| Asian or Asian British: Indian | 6 | 0.9% |
| Asian or Asian British: Chinese | 6 | 0.9% |
| Asian or Asian British: Any other Asian background | 6 | 0.9% |
| Mixed: Any other mixed background | 2 | ~0% |
| White: Gypsy or Irish Traveller | 1 | ~0% |
| Mixed: White and Black Caribbean | 1 | ~0% |
| Black or British: Caribbean | 1 | ~0% |
| Black or British: African | 1 | ~0% |
| Total number respondents | 670 | 94.1% |
| Did not respond to this question | 215 | 24.2% |

Table of ethnic groups/backgrounds and the number and percentage of survey respondents who identify with each.

There were very few respondents that identify themselves as Black or Asian, which is disproportionate to the make-up of the city. There was no specific mention of issues facing different cultures in the engagement feedback. There was a general reference to anti-social behaviour in the Market Square.

(g) Religion or belief

Corn Exchange

Consideration of the safety of people using building will be factored into design work, which is also important from perspective that people can be subject to hate crime motivated by hatred towards someone's religion.

Guildhall

In relation to the profile of staff who will be impacted by changes to office space, the most common religions of staff as at 31 March 2023 were Christianity (327, 44.6%) and Muslim (18, 2.5%). 343, 46.7% do not have a religion. The provision of/access to a quiet space/prayer room for staff should be factored into the overall design requirements. Consideration of the safety of people using building will be factored into design work, which is also important from perspective that people can be subject to hate crime motivated by hatred towards someone's religion

Market Square

The market will continue to offer a wide variety of stalls and is an inclusive trading space with an ethnic diversity of stallholders, especially in terms of cuisine that bring broad appeal.

October 2024 Update: Concept designs include provision for prayer space at the Guildhall on the Ground floor in a publicly accessible part of the building. Market Square improvements in the design stage include lightning and alignment of stalls, creating opportunities for more of an evening presence. Further detailed design work will take place if approval is given to proceed with the project in November 2024. The Markets team are also reviewing their balance of trade policy to ensure that the market remains a vibrant space with a range of stalls.

(h) Sex

Corn Exchange

As part of the concept designs there are plans to improve and increase the number of toilet facilities and this will provide a positive impact.

Guildhall

In the relation to the profile of staff who will be impacted by changes to their working environment, the current proportion of women (48%) employed compared to men (52%) as of 31 March 2023.

Market Square

The space is being re-designed for broad appeal, but particular emphasis will be paid to engaging with women, as research indicates that women can often use space differently to men but predominantly, spaces are designed by men so their needs are not adequately taken into account. The space needs to be inclusive and consider the needs of the whole community. We need to understand any access or usage implications and any perceptions around the safe use of the space particularly at night; and with pregnant and nursing mothers/fathers and parents of young children to ensure their needs are considered and factored into the design.

The Council has received funding for improvements to sight lines, CCTV, lighting and safety call points to enhance safety and security. This has had an impact for improving safety of women using the space at night.

October 2024 Update: The concept designs have set out improvements to toilet and shower facilities for the Guildhall. Increased numbers of male and female toilets for the Corn Exchange, and updated toilets for the Market Traders.

Further community engagement on the overall detailed designs for all the three spaces will be undertaken in Spring 2025 and will be subject to planning consultation in Summer 2025.

(i) Sexual orientation

Corn Exchange

Consideration of safety of people using the building will be important, including in light of how people can be subject to hate crime motivated by hatred towards sexuality.

Guildhall

Consideration of safety of people using the building will be important, including in light of how people can be subject to hate crime motivated by hatred towards sexuality.

Market Square

Consideration of safety of people will be important, including in light of how people can be subject to hate crime motivated by hatred towards sexuality.

October 2024 Update: Youth workshop with the Kite Trust provide additional feedback particularly around anti-social behaviour in the Market Square and suggestions for improvements.

(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.**
- **People of any age with care experience – this refers to individuals who spent part of their childhood in the care system due to situations beyond their control, primarily arising from abuse and neglect within their families. The term “Care experience” is a description of a definition in law, it includes anyone that had the state as its corporate parent by virtue of a care order in accordance with the Children Act 1989 and amendments.**
- **Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: https://media.ed.ac.uk/media/1_159kt25q).**

Corn Exchange

No impacts have been identified at the time of producing this draft EqIA.

Guildhall

As part of or balancing with the commercial offer, consideration is being given to potential to co-locate services. This could have a positive impact for supporting people on low incomes/ in poverty, with care experience, and people with more than one protected characteristic that taken together can create complex disadvantages/ issues requiring holistic support to address more effectively.

Market Square

The space is being designed to allow for spontaneous community led free events to take place and entertainment in the form of buskers will continue. There is also the potential to hold or host events that are part of the Equality and Diversity programme and for temporary

public art projects to be displayed which can help capture a wider audience and include people who may not otherwise engage with these events where they are in an enclosed/ booked space.

The diverse market offer provides quality produce at affordable prices for those on low incomes, which we would like to continue.

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.)

Update EqIA as part of design teams work on developing community engagement approach
June 2024 - Added section updates as to the Community Engagement activity

Update EqIA, as part of producing the outcomes report/business case and committee report

October 2024 - community engagement outcomes have helped to shape the concept designs for RIBA stage 2. Further engagement will take place in Spring 2025 as the detailed design work is undertaken. Accessibility remains one of the key priorities across the Civic Quarter.

We will consider creating separate EqIA's for each asset once the design proposals are firmed up at RIBA Stage 3 and progress to the planning application stage.

12. Do you have any additional comments?

No

13. Sign off

Name and job title of lead officer for this equality impact assessment: Paul Boucher (Capital Project Manager), Civic Quarter Project

Names and job titles of other assessment team members and people consulted:

Tom Conlon, Project Management Lead, Civic Quarter

John Richards, Project Team, Civic Quarter, Technical & Specialist Services Manager

Frances Alderton, Project Board, Cultural Services and Events Manager

Helen Crowther, Equality and Anti-Poverty Officer

Date of EqlA sign off: 29 April 2024, Updated 6 June 2024, Updated 7 October 2024

Date of next review of the equalities impact assessment: **January – March 2025**

When design team have been appointed and the approach to community engagement is designed.

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

All EqlAs need to be sent to the Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk