

Katherine Hyett

From: laviniaedwards@aol.com
Sent: 27 October 2024 11:49
To: Katherine Hyett
Subject: District Report 29th October, 2024 - Lavinia Edwards

Council - It was agreed unanimously at Full Council that the Council Leader write to the Chancellor of the Exchequer urging a review of the decision to means test the Winter Fuel Payment and ask the Government to take steps to ensure that vulnerable pensioners who don't receive Pension Credit are protected from fuel poverty.

It was also agreed unanimously that the commencement of a new East Cambridgeshire Local Plan be started with immediate effect.

Cllr Lorna Dupré

MONTHLY REPORT NOVEMBER 2024

BE WINTER WISE

Be Winter Wise returns for the winter season, helping Cambridgeshire residents keep warm, safe and healthy throughout the colder months.

The focus of the campaign is on preventing winter illnesses, coping with the cost of living, and staying safe during the winter weather. It will provide practical help and guidance with the issues that face so many people at this time of year.

The Cambridgeshire County Council led campaign will have advice on:

- Help with the cost of living such as warm hubs and Pension Credit
- Ways to protect your health, including vaccinations
- Tips on how to heat your home efficiently
- Where to find free physical activities for all the family
- Advice on preparing for extreme weather, such as freezing and flooding
- Winter gritting schedules and staying safe on our roads

Supermarket vouchers will once again be available for children eligible for free school meals during the school holidays, and the council will be signposting to partner organisations who provide essential winter support.

Social media posts will feature campaign motif Olly the Owl.

FULL COUNCIL

The council debated four motions proposed by councillors, and agreed them all unanimously.

1. A call for fairer police funding and awareness of domestic abuse.
Cambridgeshire is the fourth lowest funded police force in the country, and local taxpayers fund around half of Cambridgeshire's policing budget.
2. A proposal seeking changes to planning processes in cases where schemes are delivered over many years yet planning designs and decisions are not able to be changed to accommodate new situations.
3. A proposal from me about safety risks from lithium-ion batteries in items such as e-bikes and e-scooters, for householders and for waste collection and disposal crews. It endorses the work being done by Lord Foster and the charity Electrical Safety First to seek to ensure third party independent approval testing for these items entering the UK market, regulations for safe disposal of used lithium-ion batteries, and controls to address specific fire concerns such as charging points.

4. A proposal for a review of the aftermath of National Highways' project on the A14 so that issues are clear and documented, and calling for National Highways to be more responsive and to resolve outstanding matters.

The council also agreed:

- To apply to Government for a Transport & Works Act Order to progress the Cambridge South East Transport project for a busway between a new travel hub near the A1307 / A11 and the Cambridge Biomedical Campus, connecting with Granta Park, and the villages in between. The law requires the support of a majority of the whole council to proceed, regardless of how many are present, so a minimum of 31 votes; the proposal passed with 33 votes in favour and fifteen against.
- To establish a new Shareholder Sub-Committee of the council's Assets & Procurement Committee, to improve governance and accountability where the council is a shareholder with a significant holding.

STRATEGY, POLICY & RESOURCES

Quality of Life Survey

Most Cambridgeshire residents continue to feel happy and safe in the county, well connected to their local communities, and believe it's a great place to raise children, according to the County Council's second annual Quality of Life survey.

However, cost of living remains the issue of most concern, with almost half of residents using less heating, and a quarter cutting back on nutritious food in the past twelve months.

The survey was commissioned from national independent market research agency Think Insights. This year the council carried out this work in partnership with Cambridgeshire & Peterborough Combined Authority, South Cambridgeshire District Council, and Cambridge Ahead. 5,500 residents took part in the survey—1,100 in each of Cambridgeshire's five districts to give a representative view across the county.

In addition to the survey, this year the council engaged with some specific groups including those with lived experience of homelessness, the criminal justice system and drug or alcohol dependency as well as those under the age of 18. A general online public survey allowed any resident to take part.

The council will use the survey to increase its understanding of what is important to local residents and to inform council decisions.

In numbers

- 72 per cent of residents have high or very high levels of happiness. The average happiness score was 7.21, higher than the national average 7.0.

- Residents continue to feel positively about their local community; 85 per cent feel safe and 75 per cent feel they belong.
- Fewer residents report struggling with mental health this year (37 per cent down to 29 per cent) and a lower proportion report issues with physical health (40 per cent down to 31 per cent).
- Significant numbers of young people (43 per cent of 25–34-year-olds and 40 per cent of 18–24-year-olds) continue to be more likely to report mental health struggles.
- The proportion of residents reporting that they often feel lonely remains higher than national data, at 31 per cent of residents.
- Younger residents are again more likely to report loneliness (53 per cent of 18-24 year olds).
- Cost of living remains residents' highest concern, with 87 per cent of residents concerned this year.

Budget

The council's current position forecasts an overspend of £9.6M for the current financial year—that's 2 per cent of its budget. The county council's estimated budget gap for next year (2025/26) has increased from £23.5M to more than £39M, largely due to a combination of increasing demand for services, inflationary pressures, and uncertainty over future funding from Government.

Over the last ten years, the council's core government funding has reduced by 70 per cent in real terms. Combined with more steep rises in inflation and a surge in demand for services supporting some of our most vulnerable residents, this has added further cost pressures to the council.

ADULTS & HEALTH

Health scrutiny

The county council's Adults & Health Committee commissions public health services from drug and alcohol treatment and wellness checks to vaccinations—but it also scrutinises NHS health care.

The Rosie

At their recent meeting, the committee received a report on maternity services at the Rosie in Cambridge. The Care Quality Commission (CQC) inspected two 'domains' (*Safe and Well Led*) at the Rosie in May 2023. Safe care was rated as 'Requires Improvement', with Well Led receiving 'Good'. The CQC issued one 'must do' and '13' should do actions.

The report covered developments in training, staffing, wait times, and the CQC's finding that 'Maternity staff felt respected, but did not always feel supported and valued'. It also considered how service user feedback was encouraged and used to influence improvement, and how the Rosie benefits from and shares learning.

Hinchingbrooke redevelopment

The committee also heard an update on plans to provide a new hospital on the existing Hinchingbrooke Hospital site by 2030. Work has begun to develop an outline business case and the programme currently remains on track to open the new hospital in late autumn 2030.

Young adult social care

For some time now I have been working with a number of parents of young adults in receipt of care, either from the council or the NHS. Their experience of the services their adult sons or daughters have received has been, to put it mildly, poor, stemming from systemic behaviours in the two organisations going back many years.

Following many meetings, telephone calls, and exchanges of emails with parents and with council and NHS staff, I'm pleased to say that there are glimmers of positive change, particularly in the NHS Integrated Care system which has held some very open and honest meetings with parents. I'm hoping that the county council will also be open to the same kind of self-challenge.

The Firs

I was pleased to receive the news that The Firs residential care home in Little Downham is now rated Good by Care Quality Commission inspectors, and has been removed from special measures. The home, run by Barrels UK Care Ltd, caters for older and younger adults and people with dementia and physical disabilities.

ASSETS & PROCUREMENT

The council's Assets and Procurement Committee has voted to close five county council offices and invest in other council office accommodation.

Among the offices to be closed is Noble House in Ely, on the business park at Angel Drove.

The plans will generate capital savings of nearly £11M over the next two years, with much of that reinvested in council buildings including community facilities. This decision will help continue to shrink the council's carbon footprint, and deliver around £2M in annual savings.

These closures are the first phase in the council's Accommodation Improvement Programme. This project has reviewed under-used council offices throughout the county where the average occupancy is less than 25 per cent across the working week—part of the Joint Administration's drive for value for money.

CHILDREN & YOUNG PEOPLE

Rackham Ofsted

Rackham Church of England Primary School received notification late last month that it would be inspected on 22–23 October 2024. Very best wishes to Rackham for a successful inspection.

COMMUNITIES, SOCIAL MOBILITY & INCLUSION

Poverty Strategy Commission

A new commission involving organisations from across Cambridgeshire has been launched to tackle poverty in the county.

The Cambridgeshire Poverty Strategy Commission will work independently to make recommendations to partners across the county who are supporting people currently in, or at risk of, poverty.

A group of eleven independent commissioners with extensive professional experience supporting residents will:

- look at data and evidence relating to poverty in Cambridgeshire and how the system currently responds to this
- hear from residents who have personally experienced poverty
- produce a series of recommendations for local organisations to consider as an approach to recognising and tackling poverty.

The commission will meet regularly and determine what it will focus on within the timescales. It will deliver a report in early 2025 which will include a review of the evidence submitted and a set of recommendations.

Pension Credit

A campaign has been launched to make sure everyone who is eligible for Pension Credit in Cambridgeshire is claiming it.

Pension Credit is extra money to help with living costs for those over State Pension age and on a low income. It could mean an extra £186 per month for the average household.

In Cambridgeshire as many as one in three people who are eligible for Pension Credit may not be claiming it. Cambridgeshire County Council is appealing to everyone who may be eligible to check.

Claiming Pension Credit can also unlock other benefits, such as the Winter Fuel Payment, a free TV licence for those aged over 75, help with NHS dental treatment, glasses and hospital transport costs and other benefits depending on circumstances.

Pensioners can get a Winter Fuel Payment this year if they are entitled to Pension Credit at any point between 16 and 22 September 2024.

To be eligible for Pension Credit, you must:

- live in the UK
- be over State Pension age
- have a weekly income below £218.15 if you're single, or £332.95 if you're part of a couple.

The county council has set up a dedicated webpage with advice, guidance, and links to Government websites where people can check if they are eligible and apply for Pension Credit <https://www.cambridgeshire.gov.uk/pension-credit>

Road closures for Remembrance events

The council has agreed to produce a toolkit to raise awareness of the support available from the Council for those organising Remembrance events. This consists of waiving the fee for any Temporary Traffic Regulation Order, and providing access to free training for traffic management volunteers.

ENVIRONMENT & GREEN INVESTMENT

East West Rail consultation

East West Rail (EWR) have announced that their Non-Statutory Consultation will begin on 14 November 2024, closing on 24 January 2025. More information, including details of consultation events, can be found at <https://eastwestrail.co.uk/consultation2024>

HIGHWAYS & TRANSPORT

Mepal viaduct

The council is preparing to carry out essential planned maintenance repairs to the drainage system on Mepal Viaduct in the spring. This will be a long job, including replacing 700 metres of kerb drainage and sub-deck associated works. Parapet maintenance will also be carried out. Officers are currently considering the best pattern of road closures to enable them to complete this task.

Mepal flooding

Flood risk officers have now reviewed the CCTV survey carried out by the council's Highways Drainage & Resilience Team in Bridge Road and New Road Mepal. They have made recommendations including works to repair pipework and further investigation of the flooding issues there.

Coveney Main Street

Closure of the main road through Coveney is expected Wednesday 13 and Thursday 14 November 9:30AM-2:30PM for patching between Long Lane and

Gravel End. Dates may be subject to change—check notices on site or if you live in the affected area use the contact details on the letter you should have received for further information.

Co-op access road

I have been liaising for some time with council officers over the classification of the access road from Ely Road to the Sutton Co-op. This road is in fact adopted though it does not show as such on the council's mapping systems. I've been promised that the mapping system at maps.cambridgeshire.gov.uk will be updated to show the road as adopted.

Gravel End to Downham Hythe

Authority has now been given to order the works to repair the bridge on Footpath 3 between Gravel End and Downham Hythe. Design will begin imminently, but with a number of components requiring lengthy fabrication times, construction is set to begin at the end of January and be completed by the end of March. This has all taken far too long but at last is finally under way.

MEET YOUR COUNCILLORS

- **Sutton:** Cllr Mark Inskip and I will be in the school Community Room on Monday 4 November and Monday 2 December at 6:30-7:30PM.

I hope to attend

- **Sutton** Timebank coffee morning Tuesday 19 November 10:00
- **Witchford** coffee morning Wednesday 20 November 10:30
- **Coveney** coffee Wednesday 27 November 10:30
- **Little Downham** book café Friday 29 November 10:00

Please note that these dates may be subject to change.

I can also be contacted

- by email at lorna@lornadupre.org.uk
- on Facebook
- by phone on 07930 337596

Cllr Lorna Dupré

County Councillor for the Sutton division

Katherine Hyett

From: Ormond-Bones, Emma <emma.ormondbones@nationaltrust.org.uk>
Sent: 18 October 2024 13:46
Subject: Wicken Fen Community Liaison Forum - Meeting Notes 12.09.24
Attachments: Wicken Fen Community Mapping Progress Update.pdf; WWV CLF Presentation - Sept. 2024.pdf; Community Liaison Forum - Notes 120924.pdf

Good afternoon,

Thank you to those of you who were able to join the most recent meeting of Wicken Fen's Community Liaison Forum.

Please find attached the notes of this meeting as well as two relevant presentations.

Please note that the next meeting details are as follows and an Outlook link has been shared:-

17.00 – 18.30
Thursday 10th April 2025
Learning Centre at Wicken Fen Nature Reserve

If you have any queries please do let me know.

Thank you as always for your support.

Best wishes,



Emma Ormond-Bones
General Manager
Fenland Portfolio
National Trust

Follow us on Twitter/Facebook/Instagram
[@HoughtonMillNT](#) | [@WickenFenNT](#) | [@nationaltrust](#)



Thanks? No thanks! If each adult sent one less email a day, Britain could reduce its carbon output by 16,433 tonnes. 71% of Britons said they wouldn't mind not receiving a 'thank you' email if it helped the environment – this includes me!

Please consider the environment - do you really need to print this email?

I am someone who likes to work flexibly. I'm sending this email now because it suits how I balance my working hours. So I don't expect that you will read, respond to, or action this email outside of office hours

WICKEN FEN RESERVE/VISION COMMUNITY MAPPING EXERCISE 2023-2024

Priority Activities	What we Have so far?	What We Need to Move Forward?
1. Community Mapping Database	A comprehensive list of 50 policy makers, 200+ community organisations and leaders, local schools, colleges and local networks.	Review the database to identify most relevant stakeholders to Wicken Fen Reserve/Vision. Identify and fill any gaps.
2. Community Conversation Questionnaire	A list of questions relevant to our community engagement objectives and reviewed by Workstream Members.	Finalise the questionnaire based on the review and design an online survey form.
3. Community Conversation Activities Plan	A framework of conversation activities including Writing on the Wall, Voting, Option Sticker, and a Wishing Tree.	Identify relevant questions to fit within the conversation activities and design conversation activities accordingly.
4. Community Conversation Delivery Plan	A framework of Community Conversation Delivery Plan to reach out to the communities across the Wicken Fen Reserve/Vision area.	Identify priority consultees using the database, and secure collaboration to deliver the conversation activities from community bases and on Wicken Fen site.
5. Community Conversation Engagement Team	Community Workstream Members and Research Volunteers to deliver conversation.	Community Conversation Training for Staff and Volunteers.
6. Community Conversation Data Analysis	List of National Trust approved external consultancies for data analysis.	Approach the Board for £1500 for data analysis by external consultancy.
7. Community Mapping/ Conversation Presentation	Community Workstream Project Board.	Complete the Community Mapping Exercise.

Wicken Fen Community Liaison Forum - Minutes

5pm to 6.30pm on Thursday 12th September 2024

Wicken Fen Visitor Centre

24/9. Welcome, Introductions and Apologies

Attendees

Andrew Powell (Chair), John Covill (Swaffham Prior Parish Council), Matthew Hudson (NT), Emma Ormond-Bones, (NT), Bill Pepper (Wicken PC), David Smith (EA), Jill Tuffnell (Cambridgeshire Local Access Forum), Paul Webb (Burwell PC)

Guests

John Hughes (NT)

Apologies

Nick Acklam (Wicken Fen Advisory Group and Reach resident), Joy Fuller (Fenland Bridleways), Julia Hammond (NT), Jenny Hopkins (Burwell PC), Giles Merritt (Natural England), Mark Peck (Wicken Fen Ringing Group / PROW), Erika Wedgewood (Cambridgeshire Local Access Forum) Fay Whitehouse (Fenland Bridleways), Cllr. Woodbridge, Soham Town Council, David Woricker, Soham Town Council

24/10. Minutes and matters arising

Minutes of the last meeting

Agreed.

Matters arising

24/2. (1): Following recent reparations, further vandalism has taken place on Reach Lode Bridge. PW shared that similar incidents have taken place in Burwell parish and has extended to arson; CCTV has now been installed at Pauline's Swamp. NT and Burwell PC have informed police of upon occurrence.

24/2. (5): Relevant badger sett access points have been meshed or been fitted with one-way doors. This will remain for 21 days following which, the setts will be dug out from embankment and further mesh will be installed. Tertiary setts will then be re-opened at Guinea Hall together with an artificial sett which has been built in-field. Ultimate action will be to reinstate footpath.

24/3. (a): Footprints Community Project presentation from April 2024 meeting to be shared. **Action: EOB**

24/3. (c) (1): AP shared training information regarding capturing stories which has been passed to relevant NT colleagues with thanks.

24/5. (a): Action regarding shared access signage to be carried forward to future meeting for discussion. **Action: MP**

24/5. (b): Wicken PC has agreed to progress with Neighbourhood Plan with parameters to be kept tight in recognition of limited resources.

24/6: Some CLF attendees would like to share contact details with each other for direct communication. **Action: MH**

24/8. (b): BP provided an update on discussions regarding Wicken Lode maintenance. Meeting has taken place involving EA, NT and Wicken PC. Confirmed EA do not dredge the 'dead arm' of the lode. NT producing a plan to re-instate management to be shared with CLF. It was recognised that a balance is required which supports community access and biodiversity, e.g. nesting Reed warblers. **Action: AK**

24/11. Wider Wicken Vision

See presentation circulated with Notes. PW suggested EDF may be interested in discussing land management and is comfortable introducing JHu on behalf of NT. **Action: JHu.** Discussion was held regarding engaging with community groups identified through Footprints Community Project via CLF. Further consideration required regarding next steps. **Action: All** AP observed that reference to working with the farming community should be reflected in WWV promotional material and PW suggested that local community social media pages should also be used to engage local farmers.

24/12. Community

a. Fairs, Fetes and Other Events

MH provided an overview of attendance in 2024, including that method of engagement depends on audience and proximity to WWV and Wicken Fen and sometimes focusses on 'myth busting' regarding NT intentions and actions. CLF were advised that feedback from events varied and was more formal for externally funded attendance, e.g. NHLF-funded Footprints Community Project. Feedback tends to be less formal for internally funded attendance and consists of notes, observations, comment cards and online reviews. MH agreed to consolidate available feedback for 2024 events and share this, together with the attendance schedule for 2025, with CLF. **Action: MH**

b. Wicken 125

See presentation shared with notes.

c. Community Mapping

See presentation shared with notes. AP offered the support of CLF in terms of reviewing the list of stakeholders, finalising the questionnaire and interpreting the results. **Action MH**

24/13. Projects

See presentation shared with notes. In addition, the following points were shared in relation to 'Voices of the Fen':-

- £96,000 has been awarded by Arts Council England to the project
- The first installation, 'Soundpools' was launched on World Listening Day on 18th July 2024 and is to be removed at the end of September.
- NT is working in partnership with Babylon Arts to deliver project outcomes.
- Internationally renowned sound artist, Kathy Hinde has been commissioned.
- Deep listening walks with Kathy are underway and key volunteers have been trained to lead these in Kathy's absence.
- Second installation due to be in place in spring 2025.

Questions were received and answered in relation to the upgrading of Burwell Lode Bridge. EOB confirmed that plans have been reinvigorated and resource allocated by both parties, with NT and CCC working on a programme and further updates to follow at the next CLF meeting, which was welcomed by CLF.

24/14. Public Rights of Way and Permissive Paths

The condition of Lodes Way was raised as a particular concern to be flagged to the NT Countryside Manager. **Action: AK**

24/15. Planning

Solar farm battery bank: Environmental Impact Assessment (EIA) underway with no planning application submitted to date. CLF expressed an interest in receiving updates as relevant. **Action: All**

Anglian Water waste treatment plant: awaiting Development Consent Order (DCO) expected 17th October 2024.

A discussion took place regarding Chatteris reservoir proposals. EOB explained that whilst any proposals would not directly impact Wicken Fen, NT would consult on plans at a regional level.

24/16. AOB

Nothing raised.

Details of next meeting: 17.00 - 18.30
Thursday 10th April 2025
Learning Centre, Wicken Fen Nature Reserve

Wicken Fen
National Nature Reserve

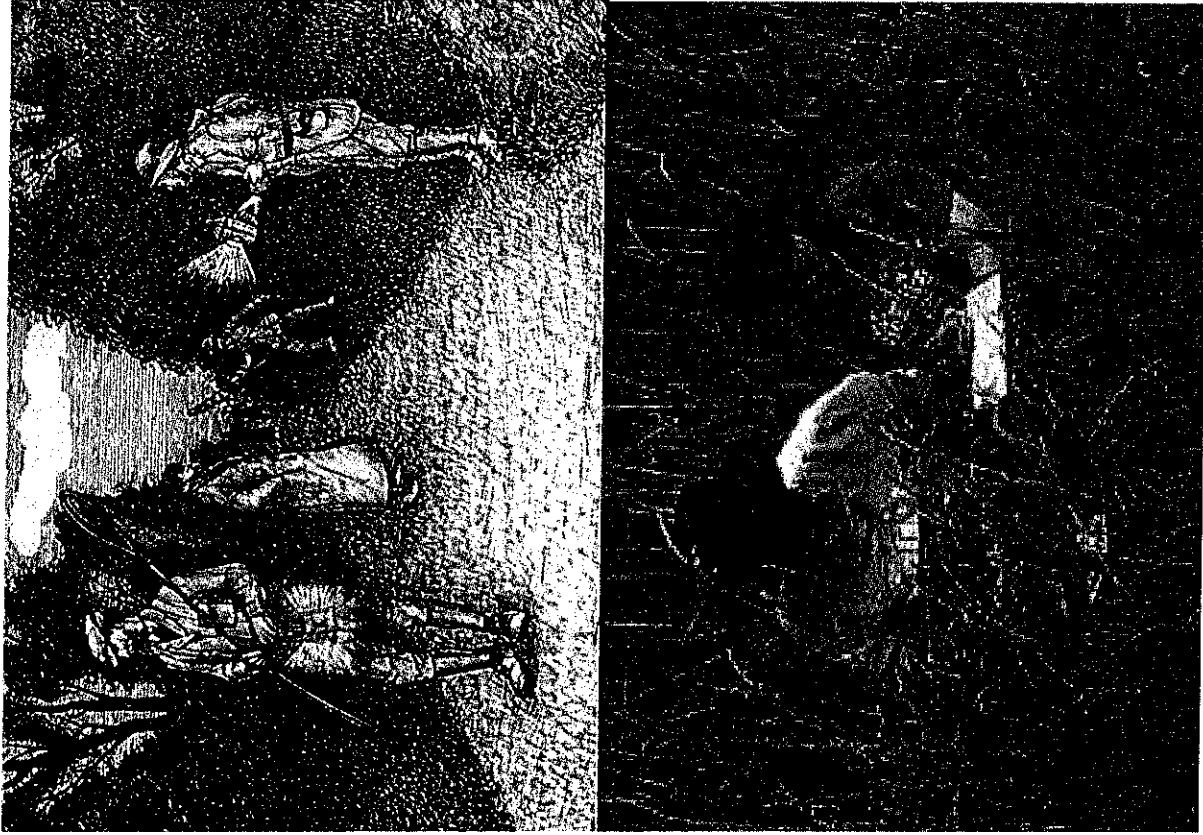


Wicken Fen

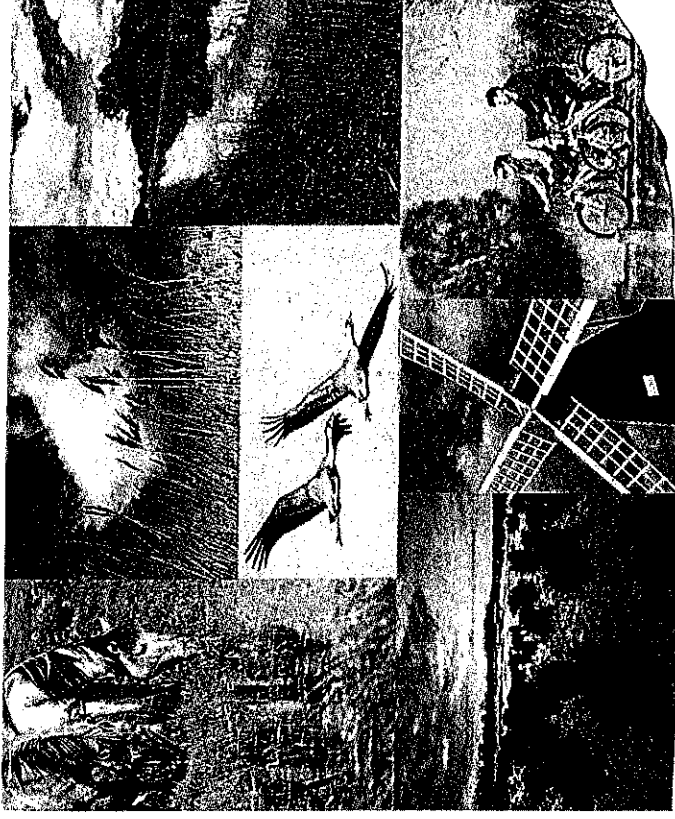
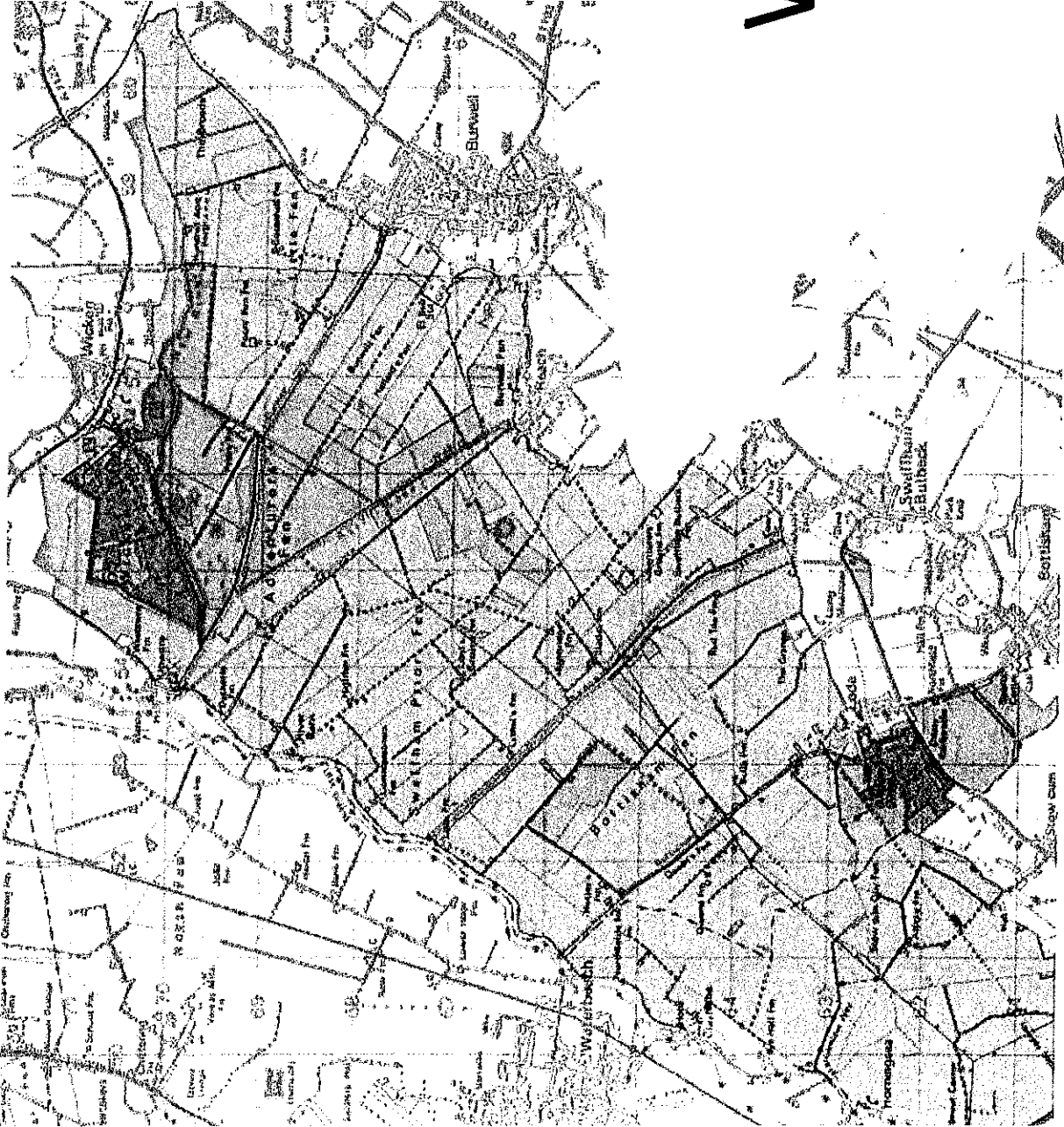
125

'899 - 2024

RA



- Acquired in 1899
- National Trust's first nature reserve
- 2 acres → 2,000 acres
- Europe's most important wetland
- Last remaining fragment of undrained fen
- ≥ 9,300 species recorded
- Significant on-property restoration work



Wider Wicken Vision

- Created in 1999
- 100-year Vision

Wicken Fen

Fragmentation / isolation /

wider impacts

- Lawton Report principles
- Wicken Fen → Cambridge
- Acquisition / partnership

100+

Konik ponies and highland cattle grazing

474 ha

Land purchased by the National Trust
since the start of the Vision



80%

The reduction in peat carbon
emissions caused by National
Trust land management

48 km

of public
access created
or improved

5000+ wintering
waterfowl using new habitat

Footprints' Community Engagement

National Heritage Lottery funding

Completed March 2024

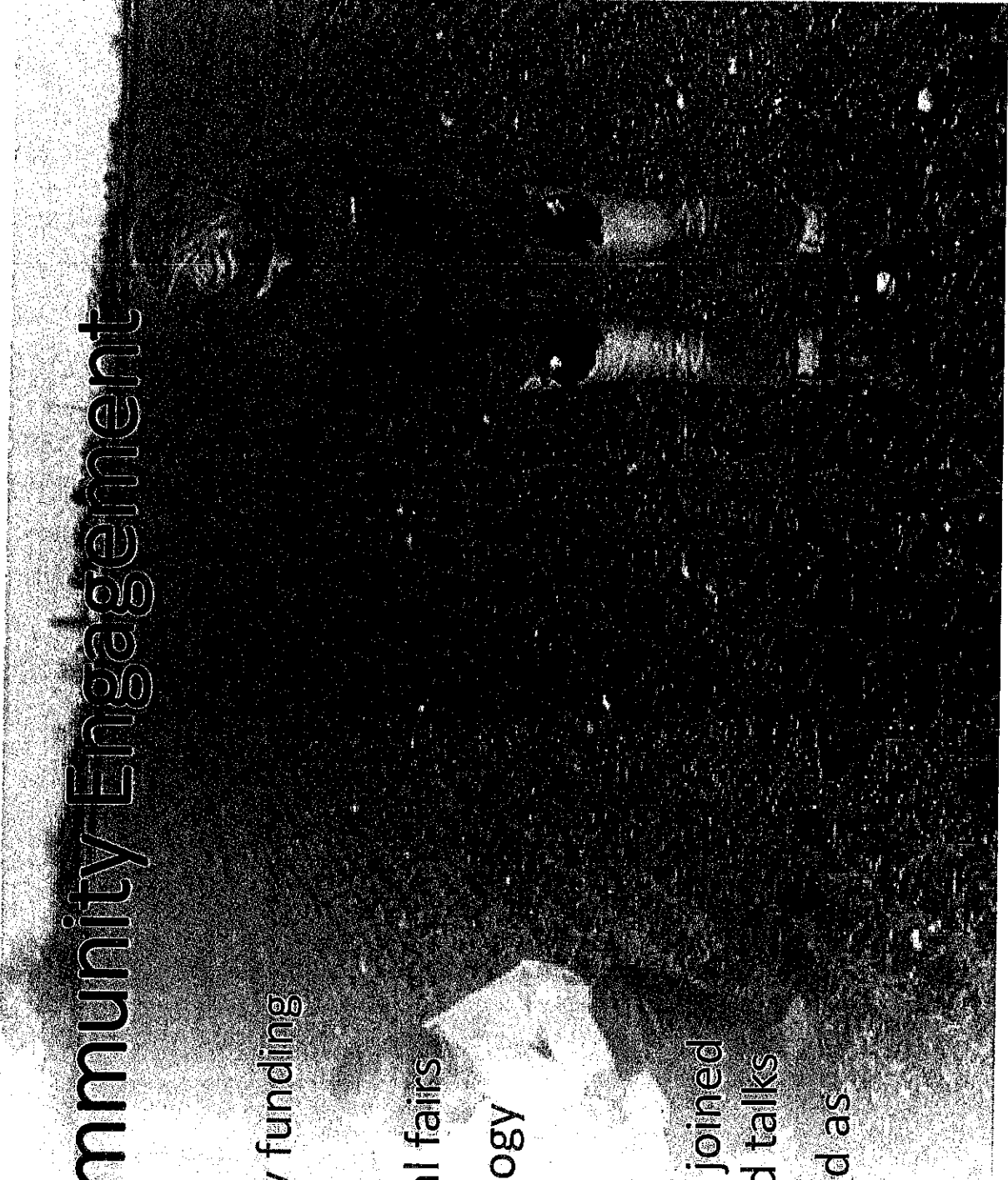
1,390 interactions at local fairs

224 community archaeology participants

656 'wellbeing' walkers

211 older people visited, joined interactive calls, attended talks

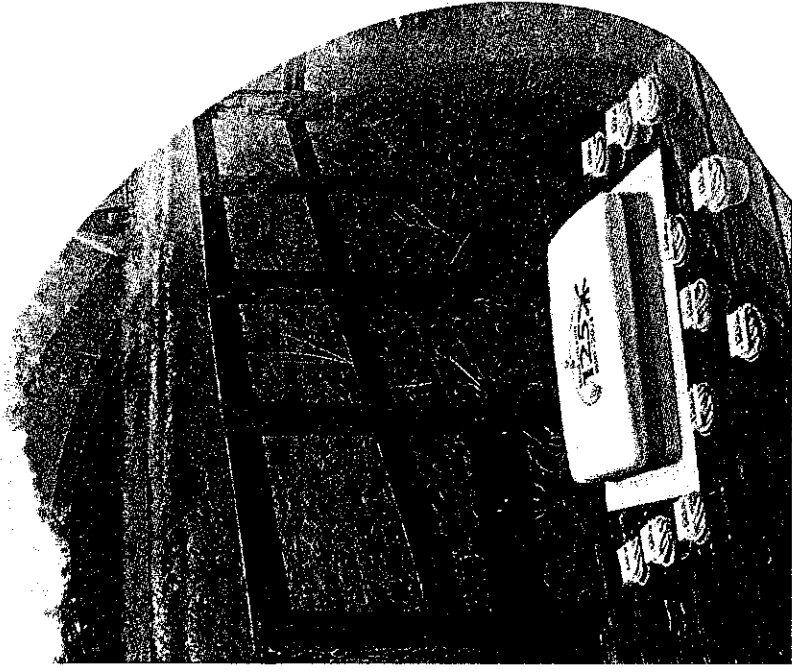
15 young people recruited as volunteers

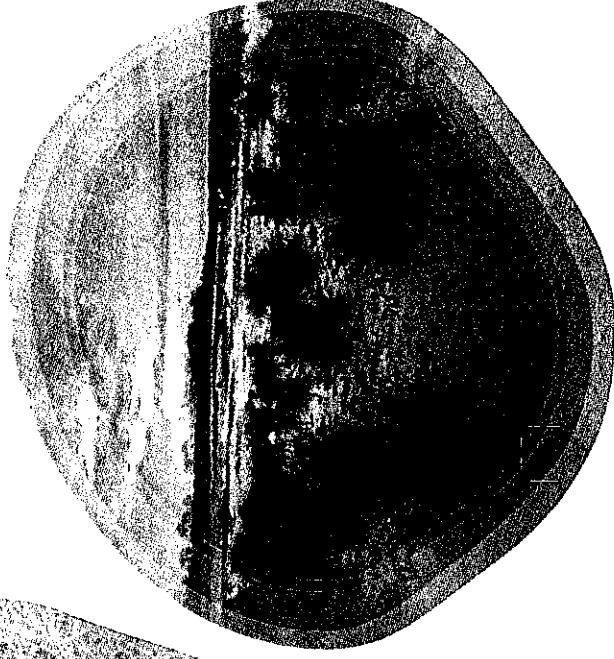
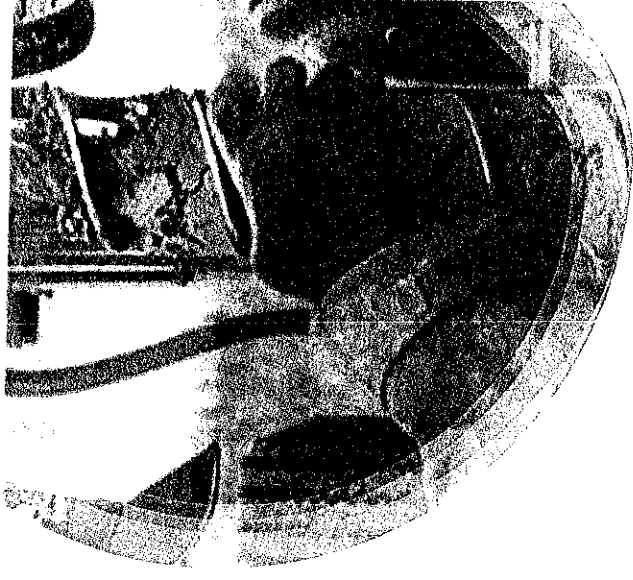
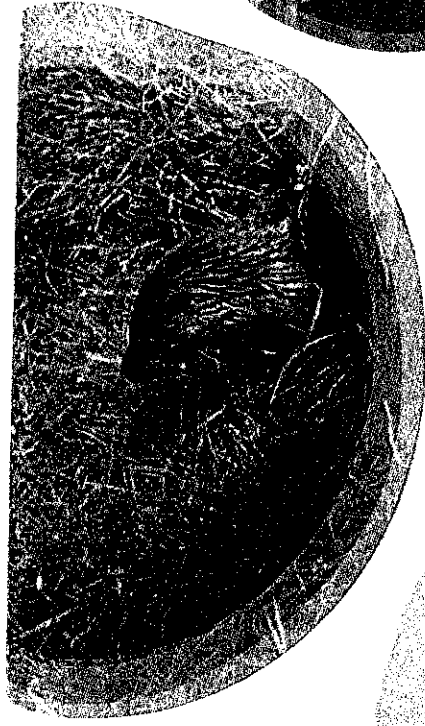


Wicken 125 Celebrations

*“buzzing”, “friendly”, “helpful”, “fascinating”, “amazing”,
“interesting”, “accessible trails”, “magical place”, “something for
everyone”, “a million points!”*

- 1,618 visitors
- Stakeholders and high value donors
- Retail: circa. £4,500 net
- F&B: circa. £14,000 net
- Media: Telegraph, Express, BBC Look East, ITV Anglia, BBC Online, That's TV, Ely Standard, Newmarket Journal, Cambridge News, Cambridge Independent, Star Radio, Greatest Hits Radio, BBC Radio Cambridgeshire (and Herefordshire, Shropshire, Coventry & Warwickshire, Derbyshire, London, Lincolnshire, Wiltshire, Kent) and Countryfile Magazine
- Evening offers (cycle tours, pizza, late night openings)



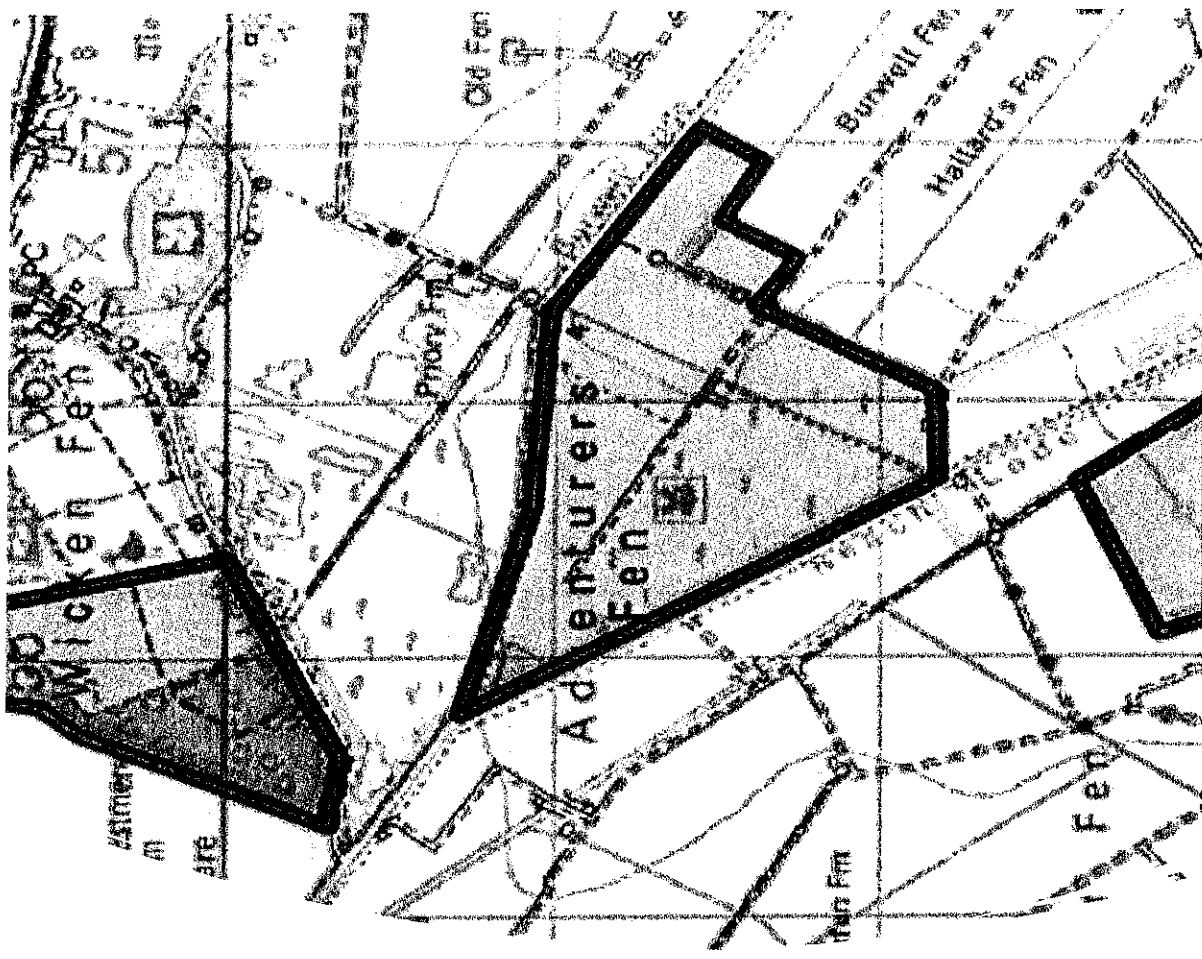



Wider Wicken Vision 2024 to...

Fens East Peat Partnership

3CN Wildlife Trust, Lincolnshire Wildlife Trust, Natural England, Norfolk Wildlife Trust, RSPB

- £1.8m, NT's largest lowland peatland protection project
- 215ha of Peat in restoration
- Sedge Fen, Burwell, Tubney Fen
- Consents received
- Delivery to commence ASAP



- 
- Other Projects:-
 - Burwell Lode Bridge
 - Dragonfly Centre
 - Experience Design
 - Spp. Recovery (Turtle doves)
 - Tractor Shed
 - Voices of the Fen
 - Peat / hydrological research
 - New relationships and partnerships
 - Landscape Recovery Scheme
 - Local Nature Recovery Strategy
 - BDS Hotspot – 30th June 2024

Katherine Hyett

From: Nicole Pema <Nicole.Pema@eastcambs.gov.uk>
Sent: 11 October 2024 15:53
To: HRTeam
Subject: East Cambridgeshire District Council: Equality, Diversity and Inclusion Policy 2025-2028 Consultation

To all consultees –

East Cambridgeshire District Council seeks views on updated Equality, Diversity and Inclusion Policy 2025-2028

East Cambridgeshire District Council is launching a consultation to gather views on their updated Equality, Diversity and Inclusion policy.

The consultation will give residents, community groups, partner organisations, parish councils and other associations the opportunity to review and submit their comments on the updated policy. Following the consultation, responses will be collated and incorporated into the policy which will be presented to the Finance and Assets Committee in January 2025 for formal adoption.

The consultation is open for comments until **24 November 2024**.

[View the updated Equality, Diversity and Inclusion policy 2025 to 2028](#)

To take part in the consultation, please **[respond online via Survey Monkey](#)**

Alternatively, please email your comments to the HR team at **HRTeam@eastcambs.gov.uk** or by post to:

HR Team
East Cambridgeshire District Council
The Grange
Nutholt Lane
Ely, Cambs
CB7 4EE

The closing date for responses is **24 November 2024**.

Data Protection

In line with the General Data Protection Regulation (GDPR) and the Data Protection Act 2018, East Cambridgeshire District Council is fully committed to protecting the privacy of respondents, click here for the Council's [Privacy Notice](#). No individual responses will be identifiable. Following the consultation, responses will be collated and incorporated into the policy which will be presented to the Finance and Assets Committee in January 2025 for formal adoption. Your responses will be retained in line with the appropriate data retention periods.

If you have any questions about the consultation, please contact me.

Thanks

Nicole Pema



East Cambridgeshire
District Council

Equality Diversity and Inclusion Policy

Written by HR Manager

Published in January 2025

Revision due in December 2027

Contents

1.	Our vision for equality and inclusion in East Cambridgeshire	page 4
2.	Our responsibilities	page 5
3.	Meeting our responsibilities	page 6
4.	Our progress so far	page 8
5.	The council as an employer	page 10
6.	Our Equality Objectives for 2025 to 2028	page 12
7.	Gathering data and using information	page 13



1. Our vision for equality and inclusion in East Cambridgeshire

East Cambridgeshire District Council is committed to eliminating discrimination, providing equality of opportunity and challenging prejudice in order to advance the achievement of equality and foster good relations between diverse groups in East Cambridgeshire.

The council plays an important role in tackling inequality. We will continue to ensure services are provided to those people experiencing greatest disadvantage and we will work with people to reduce their exclusion and ensure equality of opportunity.

We are committed to increasing equality, opportunities and fairness inside our organisation, within our services and in the district, and to eliminating discrimination. We will promote and support good relations and cohesion between all communities across East Cambridgeshire.

Councillor Anna Bailey

Leader of the Council

John Hill

Chief Executive

2. Our responsibilities

As a public sector organisation, the council has a statutory duty to ensure that equality and diversity are embedded into all its functions and activities as required by the Equality Act 2010. The Equality Act legally protects people from discrimination in the workplace and in wider society. It is underpinned by the public sector Equality Duty, which supports good decision-making by ensuring public bodies (and others providing public services) consider how different people will be affected by their activities, helping them to deliver policies and services which are efficient and effective, accessible to all and which meet different people's needs.

The Equality Act legally protects people from discrimination in the workplace and in wider society. It introduced 9 'protected characteristics', making it unlawful to discriminate against someone on the grounds of age, disability, race, sex, sexual orientation, gender re-assignment, marriage and civil partnership, religion or belief, and pregnancy or maternity (see Appendix 1).

The Equality Act introduced a Public Sector Equality Duty. This Duty includes the General Duty and the Specific Duties. The General Duty requires public bodies to consider how the decisions that they make, and the services they deliver, affect people who share different protected characteristics. The specific duties require public bodies to publish information to show they did this.

The General Duty has three main aims. It requires public bodies to have 'due regard' to:

- eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Having due regard means consciously thinking about the three aims of the duty as part of the decision-making process. This means that consideration of equality issues must influence the decisions reached by the public bodies in ways that include in how they act as employers, how policies are developed, evaluated and reviewed, how services are designed, delivered and evaluated and how services are commissioned and procured from others.

Advancing equality of opportunity means considering the need to remove or minimise disadvantage suffered by people due to their protected characteristics, meet the needs of these people and encourage people to participate in public life where participation is low from people within the protected characteristics.

Fostering good relations means tackling prejudice and promoting understanding between people who share a protected characteristic and others. East Cambridgeshire District is a very rural district and people living outside the larger towns can find it difficult to access services. We will treat people fairly wherever they live and make sure they get the services they need.

3. Meeting our responsibilities

To meet our equality responsibilities, the council makes the following commitments.

- 3.1. We will comply with Equality Act 2010 and any future equalities legislation.
- 3.2. We will ensure Elected Members, employees, union representatives, volunteers, contractors, suppliers (and others as relevant) are made fully aware of the council's commitment to equity, diversity and inclusion and how that affects their work.
- 3.3. We want to be an organisation that embeds equity and removes barriers to participation across everything we do. Equity recognises that people may have different advantages and barriers in society, and that we do not all have the same starting point. It is the ongoing process of acknowledging that inequality and taking steps to correct that imbalance.
- 3.4. We will collect data on our service users and workforce and publish these annually (see Appendix 2).
- 3.5. We will take proactive steps to reduce social, economic and geographical disadvantage or exclusion.
- 3.6. We have adopted the International Holocaust Remembrance Alliance working definition of anti-Semitism. In adopting this definition we have undertaken to oppose all forms of anti-Semitism, hatred and harassment towards people who belong to the Jewish faith, and people with a Jewish ethnic or cultural background (see Appendix 3).
- 3.7. We have committed to being an anti-racist organisation and we will actively work in partnership and stand together to end all forms of violence and racism.
- 3.8. We will provide training/development and updates as appropriate.
- 3.9. We will use information and talk to people to identify where inequality exists so that we can plan to tackle it.
- 3.10. When it will help us to improve our services and understand how we are meeting our equality duties, we will ask questions about people's protected characteristics. We will always make it clear that people do not have to answer these questions and that they will still receive the services they need. We will keep personal data confidential.
- 3.11. We will consider equality issues when we deliver our services.
- 3.12. We will publish our equality objectives every four years, which will help us focus on some of the areas which we want to improve.
- 3.13. When we think about changing our services, we will make sure that those people making the decisions know how the change could affect people with any of the protected characteristics. We will collect information about how people might be affected before making decisions. If the change might cause difficulties for people with a protected characteristic, we will do our best to find ways to reduce this impact. If we cannot do so, then we should think carefully about whether we need to make the change to achieve a legitimate aim.

- 3.14. We have a duty to make reasonable changes to the way we do things so that disabled people can use our services and work for us. We recognise that everyone is different and we will treat people as individuals.
- 3.15. We will make sure that anyone who provides a service for us treats people fairly. We will do this through our procurement process and by monitoring their work.
- 3.16. We will recruit, select, train and promote staff fairly. We will try to ensure that the make-up of our staff matches that of our community. We will have clear systems for staff to complain if they are treated unfairly.
- 3.17. We will make it easy for customers to complain if something goes wrong and we will respond quickly and efficiently.
- 3.18. We will expect all employees to be responsible for their personal conduct and acceptable standards. If we find that an employee has disregarded our equality policy we will investigate and take disciplinary action, where appropriate.
- 3.19. We will ensure that all information produced by the council is available in a variety of formats including Braille, audio, large print and a variety of languages.

4. Our progress so far

- 4.1. Providing accessible buildings and sites through dedicated disabled parking bays, ramps at entrances and exits, power assisted doors, accessible toilets, a hearing loop for people who are hearing impaired, and an accessible lift.
- 4.2. All council access points are designed to ensure there are no barriers related to disability, age, or language. All Customer Services staff are trained and supported to recognise where additional support may be needed and be aware of resources available to provide this.
- 4.3. Publishing, both online and in a print format, only accessible formats of documents and information in order to enable the assistive technology users and people with disabilities to access our services with ease.
- 4.4. Through the Healthy You programme opportunities are provided to access physical activity schemes targeting inactive people and specific user groups such as older adults to support their health and wellbeing.
- 4.5. Running Youth Fusion events across the district for anyone aged 18 or under to find out what is going on for young people and the things that matter to them. The events include fun activities and there is the chance to find out more about the clubs and organisations operating in East Cambridgeshire. A bike mechanic is also available to offer advice on bike maintenance and carrying out basic repairs on the day free of charge.
- 4.6. Working alongside partners and supporting leisure facilities and clubs to be open and accessible to all to participate and enjoy leisure opportunities.
- 4.7. Supporting strong, active and inclusive communities, who are informed and involved in decision-making through the council's Community Engagement Strategy.
- 4.8. Promoting consultation and community engagement through the council's Consultee Register.
- 4.9. Understanding and preventing issues affecting residents that are, or could, contribute towards vulnerability and supporting the growth of resilient communities through the delivery of the council's Vulnerable Community Strategy.
- 4.10. Providing translation services if a translation is required into another language or an alternative format, that is, large print, Braille, audio cassettes and CD's.
- 4.11. Supporting the Cambridgeshire Equality Pledge with our local partners.
- 4.12. Providing assisted collections to residents that are unable to put out their waste and recycling because of a serious long-term illness or disability.
- 4.13. Providing a free of charge Clinical Waste collection service to collect and dispose of clinical waste which poses a threat of infection to humans.
- 4.14. Offering assistance for Mandatory Disabled adaptations up to a maximum of £30,000 (subject to a test of resources).

- 4.15. Supporting and encouraging increased reporting of hate crime within the community at locations where victims of hate crime incidents feel safe and comfortable and specifically to extend the ways for victims of hate crime to access services through the development of 3rd party reporting centres. Currently in East Cambridgeshire there are 6 reporting centres, including The Grange, East Cambridgeshire District Council offices, The Kite Trust, The Lighthouse Centre in Ely, Littleport Town Council, Sutton Parish Council, and Fordham Parish Council. Our aim is to increase this to at least one Hate Reporting Centre in each Parish.
- 4.16. Developing training packages for schools and businesses to prevent and deter hate crime and incidents by raising awareness of the impact of hate crime, consequences of perpetrating and building community cohesion across all communities. This will increase confidence in being able to report hate crime via the different methods available and raise awareness of local services that exist to protect and support victims and witnesses and challenge perpetrators.
- 4.17. Raising awareness within the community, via social media platforms and at community events, of the Prevent duty which aims to safeguard people from becoming terrorists or supporting terrorism.
- 4.18. Providing advice and support for men and women affected by domestic violence (DV), including domestic abuse outreach sessions and a Domestic Violence Directory that lists contact details of organisations that can help individuals affected by this or those supporting people who are affected: Domestic Violence.
- 4.19. Launching Ask for Ani (Assistance Needed Immediately) campaign targeted at kicking domestic abuse out of East Cambridgeshire. All council staff have now received Ask for Ani training and if someone approaches a staff member and asks for Ani it is because they need support with domestic abuse.
- 4.20. Offering emergency refuge accommodation to women escaping abusive relationships through the Cambridge Women's Aid Refuge (CWA) and providing 'move-on' accommodation in the community for those leaving refuge.
- 4.21. Providing support through the community hubs sited in various villages around East Cambridgeshire. The hub will provide people with support and will cover a range of topics from homelessness, debt and benefits to mental health issues and problems with anti-social behaviour.
- 4.22. Delivering training and awareness to the workplace and schools through the Community Eyes and Ears Scheme, in relation to radicalisation, hate crimes, modern slavery, cyber crime and scams, neglect and abuse, exploitation, abuse, dementia and loneliness.
- 4.23. Providing free support and unbiased confidential advice to members of the public in East Cambridgeshire, for problems with housing, visas and immigration, employment issues, money and debt advice and much more through the council's Community Advice Service.

5. The council as an employer

As an employer, we have a responsibility to understand the makeup of our workforce (see Appendix 4) and to take steps to make our workplace inclusive. An inclusive workplace is one where employees feel valued, involved, and respected for the viewpoints, ideas, perspectives and experiences they bring.

Employers, managers and employees should all understand the importance of equality, diversity and inclusion in all areas of work, including:

- recruiting new staff
- training and promoting existing staff
- equal pay
- religious beliefs and practice
- dress code
- unacceptable behaviour
- the dismissal of staff
- redundancy
- different types of leave for parents
- flexible working

We will achieve this by:

- ensuring our recruitment and selection process is fair, consistent and transparent and that job opportunities are accessible to as wide and diverse an audience as possible
- focusing on accountability and transparency, ensuring that merit, competence and potential are the basis for all decisions about recruitment and development and be alert to the influence of conscious and unconscious biases
- providing a working environment where everyone is treated with dignity and respect, free from any form of inappropriate behaviour and ensuring mechanisms are in place to deal with all forms of harassment and bullying
- implementing reasonable adjustments in the workplace – in conjunction with the member of staff, line manager and Occupational Health (if required)
- striving to identify and meet different work-related needs such as providing physical adaptations or equipment and reviewing working arrangements for people with disabilities
- providing family leave and flexible working policies and guidance, including a range of flexible working patterns, parental leave, dependent's leave, carer's leave and childcare scheme

- training all employees to understand and engage with Equality, Diversity and Inclusion (EDI) in how they do their jobs and work with colleagues
- raising awareness to all new starters of the council's equality policy in the induction programme
- collecting diversity monitoring data of the workforce in line with statutory requirements to identify any potential disparities in the diversity profile of the workforce and to develop actions to address any perceived inequalities (see Appendix 4)

There may be times when we will treat people differently to strive for an equitable outcome. For example, requiring a job applicant to have a particular protected characteristic, where an occupational requirement applies, such as recruiting only women to a women's refuge.

6. Our Equality Objectives for 2025 to 2028

The council has identified the following equality objectives for the period 2025 to 2028.

Objective number	Objective description
1	As a community leader, we will lead the council and the district in an open, visible and accountable way with zero tolerance for discriminatory behaviour. We will provide tools and support initiatives to empower residents, service users and employees to report concerns, for example Eyes and Ears, third party hate crime reporting centres and so forth.
2	As a service provider, we will take reasonable steps to remove barriers that may exist to community engagement and help residents (especially those who are under-represented) to participate in local decision making and influence local decisions.
3	As an employer, we will build an inclusive working environment, where colleagues are able to be themselves at work and feel supported, empowered, valued, respected, fairly treated and able to achieve their full potential.

Underpinning each of these objectives is a set of actions and priorities that we will pursue. These are summarised in the Action Plan (see Appendix 5).

7. Gathering data and using information

One of the duties that must be carried out by any public sector authority is the gathering of information. This includes information on the profile of the workforce, information on the profile of the resident population, and how people are affected by the Council's policies and practices both in employment and service delivery.

The council has gathered and will continue to gather this information in the following ways:

- local population data, for example, Cambridgeshire and Peterborough Insight and Census statistics
- staff statistics and recruitment monitoring forms
- gender pay gap data
- flexible working applications
- applications for training and development
- HR monitoring data, for example, grievance, disciplinary and so forth
- staff surveys
- staff engagement workshops
- customer satisfaction surveys
- Equality Impact Assessments (EIAs)

7.1. Consultation and Engagement

The council recognises the importance of consultation and engagement with the community, voluntary groups, stakeholders, local businesses and partners in the development and implementation of this policy in order that views can be considered and used to inform decision making.

Consultation on the updated policy will take place between 1 October and 24 November 2024.

7.2. Equality Impact Assessment (EIAs)

As part of any effective policy development process, it is important to consider any potential risks to those who will be affected by the policy's aims or by its implementation. The Equality Impact Assessment (EIA) process helps us to assess the implications of our decisions on the whole community, to eliminate discrimination, tackle inequality, develop a better understanding of the community we serve, target resources efficiently and adhere to the transparency and accountability element of the Public Sector Equality Duty.

The word 'policy', in this context, includes the different things that the council does. It includes any policy, procedure or practice - both in employment and service delivery. It also includes proposals for restructuring, redundancies and changes to service provision.

A checklist is available to guide council officers through the impact assessment process (see Appendix 6). In the first instance, the officer would complete an Initial Screening Template (see Appendix 7) to scope the impact and decide whether a full impact assessment (EIA) is required. If this identified the need for a full impact assessment, then the officer would complete the detailed EIA Template (see Appendix 8).

The council's Committee Report Template makes reference to equality impact assessments. If a new or revised policy is being presented to committee, the officer should use the committee report template to indicate if an EIA has or has not been completed. If the officer indicates that one has been completed, they need to give a brief summary of the implications under the relevant heading.

The results of our Equality Impact Assessments are published on our website. Copies can also be made available on request.

Appendix 1 - The protected characteristics

What are protected characteristics?

It is against the law to discriminate against someone because of:

- age
- disability
- gender reassignment
- marriage and civil partnerships
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

These are called protected characteristics.

You are protected under the Equality Act 2010 from these types of discrimination.

Age

A person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).

The Equality Act 2010 says that you must not be discriminated against because:

- you are (or are not) a certain age or in a certain age group
- someone thinks you are (or are not) a specific age or age group, this is known as discrimination by perception
- you are connected to someone of a specific age or age group, this is known as discrimination by association

Age groups can be quite wide (for example, people under 50 or people under 18). They can also be quite specific (for example, 'people in their mid 40's'). Terms such as 'young person' and 'youthful' or 'elderly' and 'pensioner' can also indicate an age group.

See the Equality and Human Rights Commission (EHRC) advice and guidance on age discrimination.



Disability

In the Equality Act a disability means a physical or a mental condition which has a substantial and long-term impact on your ability to do normal day to day activities.

You are covered by the Equality Act if you have a progressive condition like HIV, cancer or multiple sclerosis, even if you are currently able to carry out normal day to day activities. You are protected as soon as you are diagnosed with a progressive condition.

You are also covered by the Equality Act if you had a disability in the past. For example, if you had a mental health condition in the past which lasted for over 12 months, but you have now recovered, you are still protected from discrimination because of that disability.

Disability discrimination is when you are treated less well or put at a disadvantage for a reason that relates to your disability in one of the situations covered by the Equality Act.

The treatment could be a one-off action, the application of a rule or policy or the existence of physical or communication barriers which make accessing something difficult or impossible.

The discrimination does not have to be intentional to be unlawful.

The Equality Act 2010 says that you must not be discriminated against because:

- you have a disability
- someone thinks you have a disability (this is known as discrimination by perception)
- you are connected to someone with a disability (this is known as discrimination by association)

It is not unlawful discrimination to treat a disabled person more favourably than a non-disabled person.

See the EHRC disability advice and guidance section.

Gender reassignment

In the Equality Act, gender reassignment means proposing to undergo, undergoing or having undergone a process to reassign your sex.

The Equality Act 2010 says that you must not be discriminated against because of gender reassignment.

To be protected from gender reassignment discrimination, you do not need to have undergone any medical treatment or surgery to change from your birth sex to your preferred gender.

You can be at any stage in the transition process, from proposing to reassign your sex, undergoing a process of reassignment, or having completed it. It does not matter whether or not you have applied for or obtained a Gender Recognition Certificate, which is the document that confirms the change of a person's legal sex.

For example, a person who was born female and decides to spend the rest of their life as a man, and a person who was born male and has been living as a woman for some time and obtained a Gender Recognition Certificate, both have the protected characteristic of gender reassignment.

The Equality Act says that you must not be directly discriminated against because:

- you have the protected characteristic of gender reassignment (a wide range of people identify as trans) however, you are not protected under the Equality Act unless you have proposed, started or completed a process to change your sex
- someone thinks you have the protected characteristic of gender reassignment, for example, because you occasionally cross-dress or do not conform to gender stereotypes (this is known as discrimination by perception)
- you are connected to a person who has the protected characteristic of gender reassignment, or someone wrongly thought to have this protected characteristic (this is known as discrimination by association)

See the Equality and Human Rights Commission (EHRC) advice and guidance on gender reassignment discrimination.

Marriage and civil partnership

In the Equality Act, marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage and civil partnerships are available to both same-sex couples and opposite-sex couples.

The Equality Act says you must not be discriminated against in employment because you are married or in a civil partnership.

People do not have this characteristic if they are:

- single
- living with someone as a couple neither married nor civil partners
- engaged to be married but not married
- divorced or a person whose civil partnership has been dissolved

[See the EHRC advice and guidance on marriage and civil partnership discrimination](http://www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/marriage-and-civil-partnership#what-the-equality-act-says-about-marriage-and-civil-partnership-discrimination) (opens in new window). www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/marriage-and-civil-partnership#what-the-equality-act-says-about-marriage-and-civil-partnership-discrimination.

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

In the workplace, the Equality Act says you must not be discriminated against during the protected period because:

- of your pregnancy
- because of illness suffered by you as a result of your pregnancy
- you are a woman on compulsory maternity leave
- you are exercising or seeking to exercise your right to ordinary or additional maternity leave

The Equality act protects you from discrimination from when you become pregnant until:

- your right to maternity leave ends and you return to work
- if you do not have the right to maternity leave, 2 weeks after the child is born

This period of time is called the 'protected period'.

Find out more about the EHRC work on pregnancy and maternity in the workplace.

Race

A race is a group of people defined by their colour, nationality (including citizenship) ethnicity or national origins. A racial group can be made up of more than one distinct racial group, such as Black British.

The Equality Act 2010 says you must not be discriminated against because of your race.

Race also covers ethnic and racial groups. This means a group of people who all share the same protected characteristic of ethnicity or race.

A racial group can be made up of two or more distinct racial groups, for example black Britons, British Asians, British Sikhs, British Jews, Romany Gypsies and Irish Travellers.

You may be discriminated against because of one or more aspects of your race, for example people born in Britain to Jamaican parents could be discriminated against because they are British citizens, or because of their Jamaican national origins.

See the EHRC advice and guidance on race discrimination.

Religion and belief

Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

The Equality Act 2010 says you must not be discriminated against because:

- you are (or are not) of a particular religion
- you hold (or do not hold) a particular philosophical belief
- someone thinks you are of a particular religion or hold a particular belief (this is known as discrimination by perception)
- you are connected to someone who has a religion or belief (this is known as discrimination by association)

In the Equality Act religion or belief can mean any religion, for example an organised religion like Christianity, Judaism, Islam or Buddhism, or a smaller religion like Rastafarianism or Paganism, as long as it has a clear structure and belief system. The Equality Act also covers non-belief or a lack of religion or belief.

See the EHRC guidance on religion or belief at work.

Sex

A man or a woman.

The Equality Act 2010 says you must not be discriminated against because:

- you are (or are not) a particular sex
- someone thinks you are the opposite sex (this is known as discrimination by perception)
- you are connected to someone of a particular sex (this is known as discrimination by association)

In the Equality Act 2010, sex is understood as binary being either male or female. It can mean a group of people like men or boys, or women or girls.

Under the Act, a person's legal sex is the sex recorded on their birth certificate or their Gender Recognition Certificate. A trans person can change their legal sex by obtaining a Gender Recognition Certificate.

There are some circumstances when being treated differently due to sex is lawful.

See the EHRC guidance on sex discrimination.

Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

The Equality Act 2010 says you must not be discriminated against because:

- you are heterosexual, gay, lesbian or bisexual
- someone thinks you have a particular sexual orientation (this is known as discrimination by perception)
- you are connected to someone who has a particular sexual orientation (this is known as discrimination by association)

In the Equality Act, sexual orientation includes how you choose to express your sexual orientation, such as through your appearance or the places you visit.

See the EHRC advice and guidance on sexual orientation discrimination.

Appendix 2 - About East Cambridgeshire and the council

Our community

The district of East Cambridgeshire has the smallest population of the five districts within Cambridgeshire, estimated at approximately 87,762.

The profile of the population is set out in the tables below. All data is from the 2021 Census published by the Office for National Statistics (ONS).

Protected characteristic - Sex

Variable	Percentage of East Cambridgeshire population
Females	51%
Males	49%

Protected characteristic - Age

Variable	Percentage of East Cambridgeshire population
0 to 15	18.6%
16 to 19	3.9%
20 to 24	4.2%
25 to 34	11.6%
35 to 49	20.5%
50 to 64	20.5%
65 to 74	11%
75 to 84	6.9%
85 plus	2.8%

Protected characteristic - Ethnic Group

Variable	Percentage of East Cambridgeshire population
White	94.5%
Mixed	2.1%
Asian	1.9%
Black	0.8%
Other	0.7%

Protected characteristic - Religion

Variable	Percentage of East Cambridgeshire population
No religion	43%
Christian	48.5%
Muslim	0.6%
Buddhist	0.4%
Hindu	0.4%
Jewish	0.1%
Sikh	0.1%
Other	0.4%
Not answered	6.3%

Protected characteristic - Disability

Variable	Percentage of East Cambridgeshire population
Yes	16.1%
No	83.9%

Protected characteristic - Sexual Orientation

Variable	Percentage of East Cambridgeshire population
Straight or heterosexual	90.5%
Gay or lesbian	1.1%
Bisexual	1.2%
Asexual	0.1%
Pansexual	0.2%
Queer	<0.1%
All other sexual orientations	<0.1%
Not answered	6.9%

Protected characteristic - Gender Identity (GI)

Variable	Percentage of East Cambridgeshire population
GI different from sex registered at birth	0.1%
GI same as sex registered at birth	94.5%
Trans man	0.1%
Trans woman	0.1%
Non-binary	0.1%
All other gender identities	<0.1%
Not answered	5.2%

Protected characteristic - Marriage and Civil Partnership

Variable	Percentage of East Cambridgeshire population
Never married and never registered a civil partnership	30.2%
Married or in a registered civil partnership	51.9%
Separated, but still legally married or still legally in a civil partnership	2.1%
Divorced or civil partnership dissolved	9.5%
Widowed or surviving civil partnership partner	6.3%

Protected characteristic - Pregnancy and Maternity

Variable	Percentage of East Cambridgeshire population
Dependent children	21%
No Dependent children	79%

Travellers

The district has one of Britain's highest traveller populations. There are two council Caravan Sites for travellers. The first at Earith Bridge (13 pitches) and the second at Wentworth (8 pitches). Priority is given to local travellers who live in the district or have visited regularly over many years or have close family ties with travellers already living permanently in the district.

Appendix 3 – Antisemitism

The council has joined with the government and other local authorities across the UK in adopting the internationally recognised International Holocaust Remembrance Alliance (IHRA) definition of antisemitism, as follows:

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

Contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere could, taking into account the overall context, include, but are not limited to:

- calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion
- making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as collective — such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions
- accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews
- denying the fact, scope, mechanisms (for example, gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust)
- accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust
- accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations
- denying the Jewish people their right to self-determination, for example, by claiming that the existence of a State of Israel is a racist endeavour
- applying double standards by requiring of it a behaviour not expected or demanded of any other democratic nation
- using the symbols and images associated with classic antisemitism (for example, claims of Jews killing Jesus or blood libel) to characterize Israel or Israelis
- drawing comparisons of contemporary Israeli policy to that of the Nazis
- holding Jews collectively responsible for actions of the state of Israel

Appendix 4 – Profile of the council’s workforce

As of 31 March 2024, the council employed 188 staff and the profile of the workforce can be summarised as follows:

- 132 (70%) are female and 56 (30%) are male
- 4.3% consider themselves to have a disability
- 92% are White, 1.1% are Black, 0.5% are Asian and 0.5% are of mixed ethnic origin, and the remainder have declined to state
- 44% are Christian, 0.5% are Buddhist and the remainder have declined to state or are of no religion
- 3% are aged 20 to 24, 12% are aged 25 to 34, 20% are aged 35 to 44, 27% are aged 45 to 54, 30% are aged 55-64 and 7% are 65 and over (the average age is 48)
- 6 females (67%) and 3 males (33%) make up the top 5% of earners
- there are no Black, Asian and Minority Ethnic (BAME) staff or disabled employees at senior grades
- the women’s mean hourly rate was £18.57 per hour, 9% lower than the male’s mean hourly rate of £20.40 per hour (in other words when comparing mean hourly rates, women earn £0.91 for every £1 that men earn)
- the women’s median hourly rate was £16.63 per hour, 10.3% lower than the male’s median hourly rate of £18.53 per hour (in other words when comparing median hourly rates, women earn £0.90 for every £1 that men earn)

Appendix 5 - Equality, Diversity and Inclusion Action Plan 2025 to 2028

Equality and Inclusion Objective

As a community leader, we will lead the council and the district in an open, visible and accountable way with zero tolerance for discriminatory behaviour.

Action	Responsible Officer	Timescale
Provide strong leadership and ensure equality, diversity and inclusivity are embedded throughout the council by elected members, management and staff	Corporate Management team (CMT), council members, service leads, staff	Ongoing
Provide tools and support initiatives to empower residents, service users and employees to report concerns, for example, Eyes and Ears, third party hate crime reporting centres and so forth	CMT, council members, service leads, Community Safety Team	Ongoing
Work together with community partners and local residents to tackle unfair treatment and inappropriate behaviour to those with protected characteristics, experiencing discrimination, bullying and harassment	CMT, service leads, council members, local partners	Ongoing
Challenge negative views and promote more cohesive communities	CMT, council members, Communities and Partnerships Manager, Community Safety Team	Ongoing

Equality and Inclusion Objective

As a community leader, we will work with other agencies to reduce the number of hate crimes and incidents.

Action	Responsible Officer	Timescale
Ensure all hate recommendations, national guidance and good practice is implemented within East Cambridgeshire	Community Safety Team	Ongoing
Increase our number of Hate Reporting Centres to at least one in each Parish	Community Safety Team	Ongoing
Ensure significant focus is placed on a partnership approach through our Multi Agency Meetings to tackle hate crime and increase confidence amongst communities while identifying any particular hard to reach community groups or potential challenges	Community Safety Team	Monthly at a District level through Problem Solving Group (PSG) and quarterly at the County level through the Against Hate Strategic Group
To monitor hate crime performance and review the progress through the CSP Delivery Group	Community Safety Team	By 31 March each year

Equality and Inclusion Objective

As a community leader, we will understand the profile of our resident population and service users and appreciate the changing nature of the district.

Action	Responsible Officer	Timescale
Continue to collect and analyse statistical data on the local population	HR Manager, Communities and Partnerships Team	As at 31 March each year as part of Equality Monitoring Report
Gather, use and share information appropriately to better understand who lives in the district and be aware of their needs	Communities and Partnerships Team, HR Manager	Ongoing
Monitor take up of information requested in other languages and formats	HR Manager	As at 31 March each year as part of Equality Monitoring Report

Equality and Inclusion Objective

As a community leader, we will continue to work to improve access to and take-up of council services from all residents and communities.

Action	Responsible Officer	Timescale
Continue to assess the equality impacts of all decisions, policies and projects which have an impact on the public	CMT, service leads, committee report authors	Ongoing

Equality and Inclusion Objective

As a community leader, we will ensure that corporate and service level structures are in place to deliver and review the equalities agenda.

Action	Responsible Officer	Timescale
Ensure the council has a compliant Equality, Diversity and Inclusion Policy in place	HR Manager	By 31 December 2024
Commit publicly to improving the equality outcomes for the local community by continuing to support the Cambridgeshire Equality Pledge with our local partners	CMT, council members, local partners	Ongoing

Equality and Inclusion Objective

As a service provider, we will design, commission and deliver services that are accessible, inclusive and responsive to the needs of people and communities.

Action	Responsible Officer	Timescale
Provide accessible buildings, facilities and open spaces to improve access for disabled people, for example Ely Country Park and Jubilee Gardens	CMT, Open Spaces and Facilities Manager, Communities and Partnerships Manager	Ongoing
Arrange an independent audit of all 27 playgrounds in East Cambridgeshire to make them more inclusive for all children and young people	Open Spaces and Facilities Manager	By 31 March 2026
Develop an inclusive Playground Strategy which looks at what can be achieved in the short, medium and long term, explore possible funding opportunities and create a toolkit to help deliver improvements which will be made when the existing equipment needs replacing	Open Spaces and Facilities Manager	Following completion of the inclusive play audit

Equality and Inclusion Objective

As a service provider, we will provide information about services in a range of accessible formats so that people know what services are available to support them and how to access them.

Action	Responsible Officer	Timescale
All council access points are designed to ensure there are no barriers related to disability, age, or language	Customer Services Team	Ongoing
Publish, both online and in a print format, only accessible formats of documents and information in order to enable the assistive technology users and people with disabilities to access our services with ease	Service leads, Reprographics and web teams, website authors	Ongoing
Ensure council publications reflect a diverse community in terms of content and images	Reprographics Manager	Ongoing
Encourage feedback, compliments as well as complaints, and respond to them	CMT, service leads, Customer Services Team	Ongoing

Equality and Inclusion Objective

As a service provider, we will take reasonable steps to remove barriers that may exist to community engagement and help residents (especially those who are under-represented) to participate in local decision making.

Action	Responsible Officer	Timescale
Consult with local residents and service users so that they feel empowered to influence decision making	Service leads, Communities and Partnerships Team	Ongoing
Use the council's Register of Consultees to give local residents, community groups the opportunity to get involved in local decision making	Service leads, Communities and Partnerships Team	Ongoing

Equality and Inclusion Objective

As a service provider, we will ensure our suppliers and contractors adhere to our equality and inclusion policy.

Action	Responsible Officer	Timescale
Take all possible opportunities to ensure our suppliers and contractors take an active approach to contributing to our equalities and inclusion goals, including having standard terms in contracts with external suppliers that require adherence to the council's Equality Policy	CMT, service leads, Procurement Advisor	Ongoing

Equality and Inclusion Objective

As an employer, we will understand the profile of our workforce.

Action	Responsible Officer	Timescale
Analyse available data to understand how representative the council's workforce is and identify any issues that need to be addressed	HR Manager, HR team	As at 31 March each year as part of Equality Monitoring Report

Equality and Inclusion Objective

As an employer, we will ensure that the council's policies and practices are non-discriminatory and compliant with equalities legislation.

Action	Responsible Officer	Timescale
Ensure our recruitment and selection process is fair, consistent and transparent and that job opportunities are accessible to as wide and diverse an audience as possible	Recruiting Managers, HR	Ongoing
Carry out EIAs on new and revised employment policies and publish them on the council's website	HR Manager, HR Team	As required
Take seriously and act upon allegations of inappropriate language, situations or practices and investigate issues as soon as they arise, promptly at the root cause	CMT, service leads, Monitoring Officer	Ongoing
Ensure that appropriate reasonable adjustments are being put in place for colleagues with disabilities, such as providing physical adaptations or equipment and reviewing working arrangements	Service leads, HR Manager, HR team	Ongoing

Equality and Inclusion Objective

As an employer, we will educate our workforce to improve understanding of barriers faced by particular groups so that all employees can help to remove these barriers.

Action	Responsible Officer	Timescale
Training all employees to understand and engage with Equality, Diversity and Inclusion EDI in how they do their jobs and work with colleagues	HR Manager, HR team	By September 2024 and every three years thereafter

Equality and Inclusion Objective

As an employer, we will ensure that public bodies subject to the specific duties of the Public Sector Equality Duty must publish information to show their compliance.

Action	Responsible Officer	Timescale
The council will produce an Equality, Diversity and Inclusion Monitoring Report for the period 1 April to 31 March each year	HR Manager	As at 31 March each year as part of Equality Monitoring Report

Appendix 6

Equality Impact Assessments (EIA) Checklist for Officers (opens in new window) <https://intranet.eastcamb.gov.uk/sites/default/files/EIA%20Checklist%20for%20Officers%20%28Jan21%29.pdf>

Appendix 7

Equality Impact Assessment - Initial Screening Template (opens in new window) <https://intranet.eastcamb.gov.uk/sites/default/files/EIA%20-%20Initial%20Screening%20Template%20%28IST%29%20%28Jan21%29.docx>

Appendix 8

Quality Impact Assessment (EIA) Form (opens in new window) <https://intranet.eastcamb.gov.uk/sites/default/files/EIA%20Form%20-%20BLANK%20%28Jan21%29.docx>

2025/2026 Budget Notes

At the Finance and General Purposes meeting held on 22nd October 2024 the group considered the budget for the financial year 2025/2026. Based on the payments and receipts of the current year 2024/2025 to the 30th of September 2024 and other available information the group recommends to Full Council the attached budget. Included in the budget is an allowance for the Clerk's hours to increase to 37 hours, up from 30 hours and the Responsible Financial Officer to increase to 7 hours per week up from 5 hours. With talk of an increase in the Chancellors budget for Employer National Insurance contributions, a 2% increase has been allowed in the staff budget along with a 10% increase to cover the NJC salary rises for the 2024/25 and 2025/26 financial years. At the meeting the group also considered requests from the other Working Groups. Several of the requests can be covered within the revenue budget.

Working Group Requests			2025/2026	
				Notes from meeting
Assets and Environment				
Refurbishing Bus Shelters			£1,000.00	Revenue
Additional Bus Shelter			£4,500.00	Agreed need to wait until new bus routes sorted and hub details known. Defer to 26/27
Jubilee Reading Room Energy Efficiency Measures			£1,000.00	Climate Change Budget
Jubilee Green Soft Pour			£10,000.00	Capital
Tree Inspection			£3,000.00	Revenue
Cemetery Hedge replacement			£5,000.00	Capital - Increased to £7k (previous quotations)
Mandeville Hall Audit			£2,500.00	Climate Change Budget
GMH Phase II			£5,000.00	Earmark Storage Donation 2024 and 2025 (2x £10,000)
ICT Equipment			£3,500.00	
Community Leisure Health and Sport				
Completion of Westhorpe				
Jubilee Green Play Area				
Recreation Ground :-				
Tennis Court Maintenance				
Other Maintenance - Sink Fund				
Football Grants				
Community Garden				
Youth support for Bafy				
Elderly and Health				Additional £300.00 added to General Donations Budget
Trees on the Avenue				

Improvement of Weirs and Lode through Agencies				
Spring Close				
Priory Meadow				
Community Orchard				
Newmarket Road Sports Hub			£6,000.00	
Support of repair café and swish				
LHI 25/26 Swaffham Road crossing				

It was agreed that funding for a new bus shelter should be put on hold until at least 2026/2027 when it is known what affect the introduction of the proposed bus service.

It should be noted that this budget was considered by the Finance and General Purposes Group prior to the Chancellors budget taking place and therefore does not take into account the change lowering the threshold for the payment of the Employer National Insurance contributions to £5,000. This will have a significant impact adding around £3600.00 to staff costs.

The amount of Precept required to cover this budget will be considered at the Finance and General Purposes meeting to be held on 26th November, with a recommendation being made to Full Council to consider at its meeting on 10th December 2024.

Since the meeting we have also been informed of the estimated band D properties payment for 2025/2026. This amount is £2464.00. (For every £1 that is paid by a band D household we receive £2464.00 precept funding). It should be noted that this is actually less than the amount for the current year, 2024/2025, which is £2504.30. As a result of this, if for instance the Band D rate charged to households is £80.00 per year for 2024/2025, and if this is kept the same for 2025/2026 then the amount of precept we will receive for 2025/2026 will be less than in 2024/2025.

Burwell Parish Council Detailed Budget Summary

6 November 2024 (2025-2026)

All Cost Centres and Codes (Between 01/11/2025 and 31/03/2026)

Code	Title	Last Year 2024-2025			Current Year 2025-2026			Next Year			
		Receipts		Payments	Receipts		Total	Payments		Receipts	Payments
		Budget	Actual	Budget	Actual	Forecast	Total	Budget	Actual	Budget	Budget
2	Supplies			3,000.00	988.04						
3	Telephone and Internet			2,000.00	1,484.62						
4	Photocopier			1,750.00	417.30						
5	ICT and Software			3,500.00	1,798.49						
6	Fire Precautions (All p										
7	Election Costs										
8	Photocopier Income										
9	Insurance Premium										
0	Mileage (Not Handym			7,000.00	8,726.53						
1	Audit Fees			1,000.00	671.55						
2	CAPALC + Other Men			2,800.00	2,000.00						
3	Conferences and Train			1,500.00	433.00						
4	Lloyd Cards Misc Item			1,000.00	356.20						
5	Annual Report			1,000.00	42.00						
6	Other Income			800.00	1,268.50						
7	Other and PR			100.00	2,311.48						
8	Handyman Capital Ex			1,200.00	298.77						
9	Handyman General E			1,500.00							
0	Website			5,000.00	3,495.43						
1	Public Toilet			350.00							
				2,000.00	143.72						
SUB TOTAL		100.00	2,311.48	35,400.00	22,122.15	100.00	37,600.00				

Jency Grass Printing

Code	Title	Last Year 2024-2025			Current Year 2025-2026			Next Year			
		Receipts		Payments	Receipts		Total	Payments		Receipts	Payments
		Budget	Actual	Budget	Actual	Forecast	Total	Budget	Actual	Budget	Budget
SUB TOTAL		100.00	2,311.48	35,400.00	22,122.15	100.00	37,600.00				

Created by Scribe

Burwell Parish Council Detailed Budget Summary

All Cost Centres and Codes (Between 01/11/2025 and 31/03/2026)

Code	Title	Last Year 2024-2025		Current Year 2025-2026			Next Year	
		Receipts		Payments		Total	Budget	Payments
		Budget	Actual	Budget	Actual			
51	ICT Equipment							
								3,500.00
	SUB TOTAL		5,549.98					31,500.00

Code	Title	Last Year 2024-2025		Current Year 2025-2026			Next Year	
		Receipts		Payments		Total	Budget	Payments
		Budget	Actual	Budget	Actual			
	SUB TOTAL	12,000.00	4,950.00	3,500.00	1,839.37	10,000.00	10,000.00	3,500.00

Code	Title	Last Year 2024-2025		Current Year 2025-2026			Next Year	
		Receipts		Payments		Total	Budget	Payments
		Budget	Actual	Budget	Actual			
	SUB TOTAL							

Created by Scribe

Page No. 3

Burwell Parish Council Detailed Budget Summary

All Cost Centres and Codes (Between 01/11/2025 and 31/03/2026)

Grant Funding Code Title	Last Year 2024-2025				Current Year 2025-2026				Next Year			
	Receipts		Payments		Receipts		Payments		Receipts		Payments	
	Budget	Actual	Budget	Actual	Budget	Actual	Forecast	Total	Budget	Actual	Forecast	Total
123 Gardiner Memorial Ha												
135 Pauline's Swamp CCT												
137 UK Power Networks												
138 Improve Westhorpe												
139 Community Garden (F												
140 Westhorpe Play Area												
SUB TOTAL				-1.00								

Jubilee Green Code Title	Last Year 2024-2025				Current Year 2025-2026				Next Year			
	Receipts		Payments		Receipts		Payments		Receipts		Payments	
	Budget	Actual	Budget	Actual	Budget	Actual	Forecast	Total	Budget	Actual	Forecast	Total
5 Misc			150.00				150.00					
SUB TOTAL							150.00					

Jubilee Reading Room Code Title	Last Year 2024-2025				Current Year 2025-2026				Next Year			
	Receipts		Payments		Receipts		Payments		Receipts		Payments	
	Budget	Actual	Budget	Actual	Budget	Actual	Forecast	Total	Budget	Actual	Forecast	Total
14 Heat and Light			3,500.00	2,919.17			3,500.00					
15 Rates			900.00	445.27			900.00					
16 Repairs, Renewals			1,000.00	651.36			1,000.00					
17 Cleaning Contract				34.00								
18 Misc				17.00			75.00					

Burwell Parish Council Detailed Budget Summary

All Cost Centres and Codes (Between 01/11/2025 and 31/03/2026)

		Current Year 2025-2026		Next Year	
Code	Title	Budget	Forecast	Budget	Payments
3	Grass Cutting	5,000.00	1,628.10		
1	Misc	1,500.00	1,100.00		
103	Income			5,000.00	1,500.00
SUB TOTAL		6,500.00	2,728.10	5,000.00	1,500.00

		Current Year 2025-2026				Next Year	
Code	Title	Receipts	Payments	Total	Forecast	Actual	Budget
Other							
127	Pavilion Insurance Wc						
133	Margaret Field Toilet E						
143	Test Income						
SUB TOTAL							

		Current Year 2025-2026				Next Year	
Code	Title	Receipts	Payments	Total	Forecast	Actual	Budget
Pauline's Swamp							
92	Pauline's Swamp	4,080.00	1,500.00	1,125.14			
136	Pauline's Swamp CCT			90.00			
142	Safer Community Fur						
SUB TOTAL		4,080.00	1,500.00	1,215.14			

		Current Year 2025-2026				Next Year	
Code	Title	Receipts	Payments	Total	Forecast	Actual	Budget
Play Equipment							
56	Bark			500.00			
SUB TOTAL				500.00			

Created by Scribe

Burwell Parish Council Detailed Budget Summary

All Cost Centres and Codes (Between 01/11/2025 and 31/03/2026)

SUB TOTAL	Last Year 2024-2025			Current Year 2025-2026			Next Year			
	Receipts		Payments	Receipts		Payments	Receipts		Payments	
	Budget	Actual	Budget	Budget	Actual	Forecast	Total	Budget	Forecast	Total
	1,903.03	12,700.00	3,480.00							13,400.00
Repair Cafe										
Code Title	Budget	Actual	Budget	Budget	Actual	Forecast	Total	Budget	Forecast	Total
124 Repair Cafe Administr.		233.02								
125 Repair Cafe Income										
126 Repair Cafe Expendit.										
SUB TOTAL		233.02								

SUB TOTAL	Last Year 2024-2025			Current Year 2025-2026			Next Year			
	Receipts		Payments	Receipts		Payments	Receipts		Payments	
	Budget	Actual	Budget	Budget	Actual	Forecast	Total	Budget	Forecast	Total
			7,000.00	2,435.00						6,000.00
Spring Close										
Code Title	Budget	Actual	Budget	Budget	Actual	Forecast <td>Total</td> <td>Budget</td> <td>Forecast</td> <td>Total</td>	Total	Budget	Forecast	Total
1 Grass and Hay Cutting			4,000.00	2,030.00				4,000.00		
2 Maintenance/Tree Wo			3,000.00	405.00				2,000.00		
SUB TOTAL			7,000.00	2,435.00						6,000.00

SUB TOTAL	Last Year 2024-2025			Current Year 2025-2026			Next Year			
	Receipts		Payments	Receipts		Payments	Receipts		Payments	
	Budget	Actual	Budget	Budget	Actual	Forecast	Total	Budget	Forecast	Total
			40,800.00	17,816.30				33,500.00		
Staff										
Code Title	Budget	Actual	Budget	Budget	Actual	Forecast	Total	Budget	Forecast	Total
58 Facilities Supervisors			17,250.00	8,788.14				17,250.00		
59 Assistant to Clerk			34,500.00	17,403.91				34,500.00		
60 Handyman			44,200.00	22,814.78				44,200.00		
61 Clerk			8,700.00	1,515.66				8,700.00		
145 Finance Officer										

