

## 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](mailto:equalities@cambridge.gov.uk) or phone 01223 457046. Once you have drafted the EqIA please send this to [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, ([graham.saint@cambridge.gov.uk](mailto:graham.saint@cambridge.gov.uk) or 01223 457044).

### 1. Title of strategy, policy, plan, project, contract or major change to your service:

Greater Cambridge Local Plan – The First Conversation  
Issues and Options 2020

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

[www.greatercambridgeplanning.org/local-plan](http://www.greatercambridgeplanning.org/local-plan)

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

Cambridge City Council and South Cambridgeshire District Council (referred to as ‘the Councils’ in this consultation) are working together to create a joint Local Plan for the two areas – which we are referring to as Greater Cambridge. This will ensure that there is a consistent approach to planning, and the same planning policies, where appropriate, across both areas. The new Greater Cambridge Local Plan will shape how our area changes over the period to 2040, and possibly beyond.

Both Councils adopted their current respective Local Plans in 2018. Both Plans include a commitment to an early review, in particular to update the assessment of housing needs, to review the progress of delivering planned developments including new settlements, and to consider the needs of caravan dwellers and government changes to the approach to planning for Gypsies and Travellers.

A Local Plan is a legal document that the Councils are required to prepare, which sets out the future land use and planning policies for the area over a set time frame. It identifies the need for new homes and jobs, and the services and infrastructure to support them, and guides where this growth should happen. A range of stakeholders are involved not only in helping to develop the plan, but also to implement it.

Consultation and community engagement will be undertaken on the Issues and Options document on the Local Plan in accordance with the Statement of Consultation and meet the requirements of the Councils Statement of Community Involvement. The Issues and Options document is the first stage towards preparing the next Local Plan, but it is not the Plan itself.

### **4. Responsible Service**

Greater Cambridge Planning Service

**5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)**

Residents of Cambridge City

Visitors to Cambridge City

Staff

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here): N/a

**6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)**

No

Yes (Please provide details):

Other departments or partners will be involved in delivering the Local Plan to varying degrees:

Cambridge City Council (joint plan-making partner)

- Planning Services
- Community Services
- Housing
- Environmental Section
- Property Services
- Other service departments as relevant and required

South Cambridgeshire District Council (joint plan-making partner)

- Planning
- Environmental Health
- Housing
- Procurement
- Other service departments as relevant and required

Cambridgeshire County Council (key stakeholder assisting with plan-making)

- Planning
- Transportation
- Education
- Other service departments as relevant and required

In addition, Greater Cambridge Shared Planning Service, as the Local Planning Authorities, have been working with Greater Cambridge Partnership, Cambridgeshire & Peterborough Combined Authority and a wide range of delivery partners as the consultation has been prepared.

**7. What type of strategy, policy, plan, project, contract or major change to your service is this?**

Major change

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

Planning and Transport Scrutiny Committee on 7 November 2019.

**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?**

A Sustainability Appraisal Report has been prepared by LUC on behalf of South Cambridgeshire District Council and Cambridge City Council (the Councils) as part of the Sustainability Appraisal (SA) (incorporating Strategic Environmental Assessment (SEA), Health Impact Assessment (HIA) and Equalities Impact Assessment (EqIA)) of their Local Plan.

The SA will consider whether the Local Plan is likely to disproportionately affect any groups with particular 'protected characteristics' under the Equality Act, as well as whether the Local Plan may disproportionately affect any other groups, such as different socio-economic groups.

An SA Scoping Report has been prepared and is being consulted on alongside the Issues and Options Report. This reviews relevant plans and strategies, and identifies the baseline against which to consider impacts of the plan. Each option as the plan is developed will be tested against a set of sustainability objectives.

The Issues and Options Report has been tested through an initial Sustainability Appraisal. The Sustainability Appraisal accompanying considers the broad themes being considered, and their potential impacts.

The Councils adopted Local Plans are subject to an Annual Monitoring Report.

Consultation and community engagement will be undertaken in accordance with the Statement of Consultation and meet the requirements of the Councils Statement of Community Involvement.

**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? (Continued)**

Two big themes relevant to equality for the development of the Local Plan for consultees to consider related to the above options are:

- Wellbeing and social inclusion – how the plan can help spread the benefits of growth, helping to create healthy and inclusive communities.
- Great places – how the plan can protect what is already great about the area, and design new developments to create special places and spaces.

This EqIA shall identify any equality impacts we might identify so far (prior to consultation), and equalities considerations relating to the consultation process. Equalities implications specific to the options around where development should take place are likely to be uncovered through consultation and this EqIA mainly considers impacts the Planning Service has identified related to the big themes.

In the consultation process of the Local Plan and in the development process following the Local Plan, we particularly want to involve groups who usually don't get heard in the planning process – young people, people from diverse backgrounds, people from less prosperous parts of the area, and those who usually find it difficult to get involved for different reasons.

**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

### Consultation

Young people are often difficult to engage in consultation processes. Therefore, the Planning Service is using social media and video to encourage young people to get involved. Also, it is taking a 'roadshow' to places around the area, including schools. The Planning Service will seek views from voluntary and community sector (VCS) partners to identify implications for older or younger people, including Age UK, Cambridgeshire Older People's Enterprise, The Kite Trust and Centre 33.

### Implications related to priorities discussed in issues and options paper

The Local Plan Issues and Options document proposes that we support a range of employment opportunities at various skills levels, which will benefit people of working age.

The Issues and Options document proposes that housing is developed to meet needs of different age groups:

- With people living longer, we need more homes that are flexible in terms of their accessibility and adaptability as we age, as well as specialist housing for older people. Providing suitable homes in the right locations for those looking to downsize will also enable family homes to be freed up, making best use of the housing that exists already. The proportion of those aged over 65 significantly increasing, especially within South Cambridgeshire. ( % Population 65 and over Cambridge 2018 13% 2041 18%, South Cambs 2018 19% 2041 26%) (source: ONS Population Estimates 2018 – published on Cambridgeshire Insight <https://cambridgeshireinsight.org.uk/>)
- We must consider whether Cambridge will need more student accommodation, so that students do not increase the demand for local housing.

Moreover, encouraging travel by sustainable transport as discussed in the issues and options document, could help foster community interaction and ensure people who are more likely to have mobility issues, like older people, can access the services and facilities they need.

## **(a) Disability**

### Consultation

The Planning Service is making the First Conversation material available in an accessible format on the Greater Cambridge Planning Service website and linked to via both the Cambridge City Council and South Cambridgeshire District Council websites. All documentation can be made available on request in large copy print, audio cassette or Braille. The Council will seek views from VCS groups supporting people with different disabilities, including Disability Cambridgeshire, NHS Foundations Trust, Disability Panel, Lifecraft and CPSL Mind.

### Implications related to priorities discussed in issues and options paper

One of the big themes identified for the Local Plan is wellbeing and social inclusion, and the creation of healthy communities. The Local Plan will recognise the need to reduce pressure on our health services by preventing health issues from occurring or worsening, whilst ensuring that support, services and facilities are available at the right time for the community.

The issues and options document proposes that we consider:

- How to enable people to live healthy and long lives in their own homes, and to access the right kind of housing for their needs.
- How planning and development can encourage walking, cycling and exercise as part of daily life.
- Tackling loneliness and mental health issues through creating places that offer natural sociability, interaction and access to nature.
- Ensuring a range of shops and services, and facilities like allotments, that ensure communities can access healthy and affordable food.

Moreover, encouraging travel by sustainable transport as discussed in the issues and options document, could help foster community interaction and ensure people with mobility issues can access the services and facilities they need.

Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is defined as any crimes that are targeted at a person because of hostility or prejudice towards that person's disability, race or ethnicity, religion or belief, sexual orientation or transgender identity.

## **(b) Gender reassignment**

### Consultation

In consultation, the Planning Service will seek views from VCS groups supporting people of the protected characteristic Gender Reassignment like The Kite Trust and Encompass Network.

### Implications related to priorities discussed in issues and options paper

Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is defined as any crimes that are targeted at a person because of hostility or prejudice towards that person's disability, race or ethnicity, religion or belief, sexual orientation or transgender identity.

## **(c) Marriage and civil partnership**

No impacts have been identified that are specific to this protected characteristic prior to the consultation.

## **(d) Pregnancy and maternity**

### Consultation

The Planning Service's consultation process shall involve taking a 'roadshow' to places around the area making it easy for people to spend a few minutes finding out more and sharing their views. This may benefit people with childcare responsibilities if the Council can reach them at community venues they are likely to use who would otherwise find it difficult to travel to a consultation event.

### Implications related to priorities discussed in issues and options paper

People who are pregnant or who have young children have a greater need for statutory services and facilities, especially related to healthcare.

## (e) Race

### Consultation

All documentation relating to the consultation can be made available on request in different languages and people can feed back their response in different languages, through the Councils' translation/ interpretation service providers. Relevant community organisations supporting people of different ethnicities will be consulted including:

- Cambridge Ethnic Community Forum
- The Traveller Movement
- Friends, Families and Travellers
- The East Anglian Gypsy Council
- The Traveller Solidarity Network

A leaflet has been produced specifically for the Gypsy and Traveller community to encourage participation. This is being provided to Council staff who work directly with the community for distribution, including the Gypsy and Traveller Liaison Officer. Council staff are also attending two events with the Gypsy and Traveller community to encourage and gather feedback.

### Implications related to priorities discussed in issues and options paper

A key priority for South Cambridgeshire District Council is to identify new sites to accommodate those that wish to live in a caravan. Although a recent assessment did not identify any need for Gypsy & Traveller sites for those meeting the planning definition (in essence those who have a nomadic habit of life), it did show a need to provide sites for those residing in caravans who no longer travel, as well as pitches to accommodate Travelling Showpeople. The Planning Service will be reviewing its evidence to inform the next Local Plan and shall update this EqIA accordingly.

Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is defined as any crimes that are targeted at a person because of hostility or prejudice towards that person's disability, race or ethnicity, religion or belief, sexual orientation or transgender identity.

## **(f) Religion or belief**

### Consultation

In consultation, views will be sought from the Faiths Partnership.

### Implications related to priorities discussed in issues and options paper

Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is defined as any crimes that are targeted at a person because of hostility or prejudice towards that person's disability, race or ethnicity, religion or belief, sexual orientation or transgender identity.

## **(g) Sex**

### Consultation

In consultation, views will be sought from relevant community organisations including Cambridge Women's Aid, Cambridge Women's Resource Centre, and Cambridge Rape Crisis.

### Implications related to priorities discussed in issues and options paper

In a community needs assessment from 2015 on women's experience of living in Cambridge, a major concern was safety at night on the streets in Cambridge. Creating safe communities is considered an important theme under the theme of wellbeing and inclusion so there is potential to improve safety and perception of safety for women through new development led by the Local Plan.

## **(h) Sexual orientation**

### Consultation

In consultation, the Planning Service will seek views from VCS groups supporting LGBT people like The Kite Trust and Encompass Network.

### Implications related to priorities discussed in issues and options paper

Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is defined as any crimes that are targeted at a person because of hostility or prejudice towards that person's disability, race or ethnicity, religion or belief, sexual orientation or transgender identity.

**(i) 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**

Cambridge was identified as the most unequal city in the UK by the Centre for Cities and includes areas that are among the most deprived in the UK. Within South Cambridgeshire, there are specific issues facing some of those living in rural communities particularly those with limited access to services and transport. One of the big themes identified for the Local Plan is wellbeing and social inclusion. The Local Plan will be:

- Supporting a range of business types and sizes, and therefore an associated range of employment opportunities, across a range of sectors, and supporting more flexible working. This could reduce inequality and poverty by increasing people's employment opportunities.
- Providing sufficient transport infrastructure, community facilities and allowing people to connect via superfast broadband and mobile phone coverage. This can help people better access services and tackle isolation.

The Local Plan will also set out how the Planning Service can provide a range of affordable housing choices and help ensure that new homes are cost efficient to maintain – for example, through energy efficiency measures. This will include:

- Continuing to ensure that new developments include appropriate and viable levels of affordable housing.
- Planning for a balance of tenure types - affordable rented, shared ownership and community-led housing.

## 11. Action plan

We are currently at an early stage in the development of the new Local Plan, which will be prepared in stages over about four years. An outline timetable that was included in the adopted [Greater Cambridge Local Development Scheme 2018 \(as updated 2019\)](#)<sup>1</sup>. The Local

Timetable in the Adopted Local Development Scheme.

- Early Plan preparation Work Summer 2019.
- Consultation on Issues and Options – This consultation.
- Consultation on draft Local Plan Autumn 2020
- Proposed Submission publication Autumn 2021
- Submission to Secretary of State Summer 2022
- Examination period Winter 2022
- Local Plan adoption Summer 2023
- Review and monitoring 2023 and ongoing

At each stage we will check that the process is moving forward positively towards a new Local Plan and, if necessary, we will adjust the timetable.

The plan will go through several consultation stages prior to its submission to the secretary of state for adoption. The local plan will be considered by members through each stage of its preparation. The decision to adopt will rest with full Council.

The EQIA will be revisited at the next formal consultation stage of plan making.

## 12. Do you have any additional comments?

The Planning Service is commissioning evidence on jobs, green spaces, transport, cultural facilities and other topics that will support the plan's response to promoting wellbeing and social inclusion.

---

<sup>1</sup> <https://www.scams.gov.uk/planning/local-plan-and-neighbourhood-planning/local-development-scheme/>

## 12. Do you have any additional comments?

### Equality impacts relevant to all protected characteristics relating to options 1 to 6

Local Plan could involve some growth in all of the following areas, but the Council is consulting on where people think it should focus.

1. Densification of existing urban areas – Providing more homes and jobs on underused land within Cambridge and also potentially in existing new settlements. This could be by building taller buildings or redeveloping underused sites at higher densities.
2. Edge of Cambridge: outside Green Belt – Creating new homes and jobs in extensions on the edge of Cambridge, using land not in the green belt. The only large site on the edge of Cambridge not in the Green Belt is Cambridge Airport.
3. Edge of Cambridge: within Green Belt - Creating new homes and jobs in extensions on the edge of Cambridge, involving release of land from the Green Belt.
4. Dispersal: new settlements - Creating one or more whole new towns or villages, providing homes, jobs and supporting infrastructure in a new location, and supported by strategic transport infrastructure connecting to Cambridge.
5. Dispersal: villages - Spreading new homes and jobs out to the villages, through allocating sites on the edges of villages or increasing the number of homes that can be developed on sites within the villages.
6. Public transport corridors - Creating new homes and jobs along key public transport corridors extending out from Cambridge, where they can access high quality public transport. This could be by expanding or intensifying existing settlements, or with new settlements.

With regard to the Sustainability Appraisal Objective 3: ‘To encourage social inclusion, strengthen community cohesion, and advance equality between those who share a protected characteristic (Equality Act 2010) and those who do not’, the following assessment was made in relation to each option:

- Option 1 Densification: would result in an increase in the density of development in Cambridge, and therefore an increase in population. Residents would have good access to services and facilities, which would especially benefit those who are less mobile, such as older and disabled people, and could strengthen inclusivity and community cohesion. Therefore, Option 1 is expected to have a minor positive effect against this objective.

## 12. Do you have any additional comments?

- Option 2 Edge of Cambridge – Outside the Green Belt: is likely to be of a large scale to create a new cohesive community with its own identity, as well as deliver a range of homes, jobs, services and facilities to meet different needs. It is also well located to the existing urban area, and therefore creates opportunities to be integrated with, and serve, existing communities, although there could be disruption whilst it is developed. It is therefore considered likely to have significant positive effects against this objective, albeit with uncertainty.
- Options 3 Edge of Cambridge: could see the creation of new infrastructure, such as schools, local centres and green spaces, which could act as a focal point of community life. The range of services and facilities provided at particular development locations will likely depend on the size of the extension. Although an urban extension can achieve its own sense of place, integration with the existing urban areas and communities will be important if negative effects on existing communities are to be avoided. Overall, likely to be a mixed significant positive effect with uncertain minor negative effects.
- Option 4 New settlements: it can take many years for their delivery and to achieve a scale and critical mass that generate a strong sense of community. They involve building new communities from scratch which can prove challenging and cohesiveness can depend upon both the quality and design of development, and its delivery to schedule. Overall, likely to be a mixed significant positive effect with uncertain minor negative effects.
- Option 5 Dispersal: would result in an increase in development at villages across Greater Cambridge, which could help support the vitality and viability of these villages and help to support community cohesion. However, more dispersed development could place increasing pressure on existing services and facilities within these villages if sufficient investment to maintain and improve them is not forthcoming. Therefore, Option 5 is likely to have a mixed minor positive and minor negative effect against this objective.
- Option 6 Increase in development along key public transport corridors with good access to Cambridge: Public transport corridors may benefit those who are less mobile, with a positive effect on inclusivity. However, it may be more challenging for development along public transport corridors to achieve a coherent sense of community and place, depending upon where particular developments come

## 12. Do you have any additional comments?

forward under this option and their relationship to existing communities. Therefore, Option 6 is considered to have mixed minor positive and minor negative effects.

### Further information on the consultation

The Planning Service will make the First Conversation material fully accessible online in a digital-first format, as well as in a printed version, but also will be taking the conversation to the community in several different ways:

- Taking a 'roadshow' to places around the area including shopping centres, schools, community centres and other places where we can reach out to as many people as possible, making it easy for people to spend a few minutes finding out more and sharing their views.
- Using social media and video to encourage young people to get involved.
- Spreading the word via local TV, radio, Council magazines, and news media
- Working with leaders from diverse communities to encourage greater participation.
- Working with other parts of the Councils to encourage everyone to get involved

## 13. Sign off

Name and job title of lead officer for this equality impact assessment: Jonathan Dixon, Principal Planning Policy Officer

Names and job titles of other assessment team members and people consulted: Claire Spencer, Caroline Hunt.

Date of EqIA sign off: 20 December 2019

Date of next review of the equalities impact assessment: Autumn 2020

Sent to Helen Crowther, Equality and Anti-Poverty Officer?

Yes

No

Date to be published on Cambridge City Council website (if known): 13 January 2020

