

Equality Impact Assessment (EqIA): Cambridge Northern Neighbourhoods Design Code

Introduction – Please read

The Public Sector Equality Duty, introduced under the Equality Act 2010, requires all public bodies, including local authorities, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation
- Advance equality of opportunity between those who share a protected characteristic and those who do not
- Foster good relations between those who share a relevant protected characteristic and those who do not

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that we are meeting this legal duty by demonstrating due regard for the provisions of the Public Sector Equality Duty
- Identify possible negative impacts on individuals and groups with protected characteristics, plan mitigating action and seek to maximise opportunities to advance equality within our activities.

EqIAs provide a methodical approach to the assessment of impacts across the [nine protected characteristics](#) and should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

Throughout the course of this form, please hover over the [] symbol for guidance in relation to specific questions. When the form is completed, please send an



electronic copy to equality.schemes@scambs.gov.uk. If you require any additional support completing the form, please email the above address.

Equality Impact Assessment Complete Form

Section 1: Identifying Details

- 1.1** Officer completing EqIA:
Trovine Monteiro, Built Environment Team Leader
- 1.2** Team and Service:
Built and Natural Environment Team, Greater Cambridge Shared Planning Service.
- 1.3** Title of proposal:
Cambridge Neighbourhoods Design Code for Arbury King's Hedges and Parts of West Chesterton.
- 1.4** EqIA completion date:
25.02.2025
- 1.5** Proposal implementation date:
25.03.2025
- 1.6** Who will be responsible for implementing this proposal:
Built and Natural Environment Team, Greater Cambridge

Section 2: Proposal to be Assessed

- 2.1** Type of proposal:



Policy guidance – Draft Supplementary Document (SPD)

2.2 Is the proposal: New

The draft Cambridge Neighbourhoods Design Code for Arbury King's Hedges and parts of West Chesterton is a new document; however, it does not introduce new planning policy. The document provides additional guidance on the application of policies within adopted Local Plans covering the Cambridge Local Plan (October 2018)

2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):

This Equality Impact Assessment (EqIA) has been revised on 24th February 2025 to reflect the responses made on the draft EqIA and design code made by respondents during formal public consultation on the Cambridge Neighbourhoods Design Code that was carried out between 6th January 2025 and 17th February 2025. Please see Appendix 1 which shows a table of all the responses, the council's assessment and proposed modification.

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Approximately 250 words)

As part of a National Design Code Pathfinder Programme, Greater Cambridge Shared Planning (GCSP) secured government funding to develop a design code for Arbury, Kings Hedges and parts of West Chesterton.

This is a pilot project focusing resources to work with communities and neighbourhoods with the most need, helping raise design standards in an area that doesn't have any guidance in place, tackling inequality and inform small and large- scale developments that are coming up in the area. Lessons learned are being shared nationally to guide the production of other district and citywide design codes that councils will be required to produce in the future.



Design codes are illustrated documents that are informative and inspiring, providing design requirements that guide the physical development of their neighbourhoods. The design code will provide design guidance for streets, buildings, green spaces, following the 10 characteristics of good design as set out in the National Design Guide (2019).

Design codes are a tool that can:

- provide a platform for the local communities to share their vision into how their neighbourhoods should evolve sustainably.
- help guide investment to support healthy active lifestyles such as healthy travel, community activity, and play.
- address the climate emergency by improving efficiency of homes, planting trees, and enhancing green and natural spaces.
- help protect and enhance distinctive local character by creating and maintaining beautiful and sustainable buildings.

The purpose of the code is to help guide investment, set a framework to co-ordinate, guide, and assess development through the planning process as well as enable and empower individuals and landowners to improve their homes and surrounding landscape. It takes a bottom-up approach that represents the priorities of residents and businesses.

Engagement Process - Over the last year GCSP have commissioned Pollard Thomas Edwards Architects to work collaboratively with the community, to better understand the neighbourhood and develop the draft design code. The draft design code was developed with local residents and business in three phases from September 2023 to March 2024:

- Phase 1 asked the community what they valued about the neighbourhood.
- Phase 2 developed principles of the draft design code based on the response received.
- Phase 3 tested the detail of the document based on what people told us in the surveys and workshops.



The code has been developed based on over 300 conversations, comments and detailed survey over the lifetime of the project using Go Vocal (previously called Citizen Lab), a user- friendly digital engagement platform together with in-person meetings and workshops. It has engaged with women, older people, disability groups and people from ethnic minority backgrounds including Asian or Asian British: Indian, White: Irish, Asian or Asian British: Chinese and Arab at local events held at Arbury Court, Baptist Church, Church of the Good Shepherd, Meadows Community Centre, and with 67 children and their parents at The Grove Primary School, 54 children and their parents at The Kings Hedges Education Federation, 56 children and their parents at Mayfield Primary School and 42 children and their parents from North Cambridge Academy. The code has been developed in collaboration with a core group of officers/stakeholders from Cambridge City Council, Greater Cambridge Shared Planning, Cambridgeshire County Council, reviewed by the Greater Cambridge Design Review Panel, the Cambridgeshire Quality Panel and the Disability Consultative Panel. This is one of the widest and broadest community consultations that any design code has done in the Cambridge area.

Cambridge City Council (joint plan-making partner) Community Development, Housing, Greater Cambridge Shared Planning, Property Services, City Services Streets and Open Spaces Team, and Cambridgeshire County Council's Highways Team were consulted as part of the engagement and other service departments as relevant and required.

Outcomes of the coding process –

The code is based on five principles based on the top 5 priorities from residents:

- Making Space for nature: Provide design guidance for access to and conserving green space, tree planting, hedge planting, and sustainable urban drainage to absorb rainwater within natural planted areas.
- Prioritise walking and Cycling: Promote creating a safe joined-up network for walking, cycling and inclusive access that can be combined with green space and nature



- Create thriving Public Spaces: Provide guidance for well-integrated public spaces and local community facilities next to homes that can help to support businesses and bring people together
- Enhance Character: Promote strengthening the green and leafy character of the area, maintaining gentle scale, and providing a mix of homes suitable for different generations. The single most important characteristic of the neighbourhood is its people.
- Increase Sustainability: Promote access to public transport and provide sustainability guidance for both new buildings, as well as the improvement of existing ones.

Cambridge City Council and GCSP would like to adopt the draft Design Code as a Supplementary Planning Document (SPD) so that it will be a material consideration when determining planning applications. Future development proposals brought forward in the area would need to comply with the principles within the code with the local planning authority having the power to approve or refuse application if they don't comply.

As part of the SPD adoption process, GCSP formally consulted for a 6-week period with residents, businesses, statutory and non-statutory consultees between 6th January to 17th February 2025, which further informed the document. They included

- Existing and future residents of West Chesterton, Arbury and Kings Hedges.
- Local Ward Councils and Residents Associations
- Local Members
- Cambridgeshire County Council
- Adjacent Local Authorities
- Cambridgeshire and Peterborough Combined Authority
- Delivery partners, including householders, landowners, developers, infrastructure providers, transport providers

- Community organisations
- Local businesses
- Cambridge Ethnic Community Forum
- Cambridge Women's Aid
- Cambridge Women's Resource Centre
- Disability Cambridgeshire
- The Equality and Human Rights Commission
- Shelter
- Age UK Cambridgeshire
- Cambridge Cycling Campaign
- Cambridge Citizen Advice Bureau
- Cambridge Inter-Faith Group
- Cambridgeshire Ecumenical Council
- Ramblers Association Cambridge Group

During the production of the Design Code, we engaged with seldom heard groups such as children and young people, mothers, ethnic minority groups, women and girls and other protected characteristics identified in this assessment.

A Statement of Consultation will be prepared which sets out the nature of the consultation undertaken, including a summary of who was consulted, the main issues raised in representations and how these were addressed in the final version of the SPD.

2.5 Which of Cambridge City Council's equality objectives (as detailed in CCC's Single Equality Scheme 2021 to 2025) does this proposal link to or help to achieve?

- To further increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively - ✓
- To continue to work to improve access to and take-up of Council services from all residents and communities - ✓
- To work towards a situation where all residents have equal access to

public activities and spaces in Cambridge and are able to participate fully in the community - ✓

- To tackle discrimination, harassment and victimisation and ensure that people from different backgrounds living in the city continue to get on well together. ✓
- To ensure that the City Council's employment and procurement policies and practices are non-discriminatory and to work towards a more representative workforce within the City Council.

2.6 Which groups or individuals will the proposal affect:

- Residents ✓
- External Stakeholders ✓
- Employees ✓
- Councillors ✓
- Service users ✓

If other, please specify – Visitors to the area

2.7 How will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later on in the form) (approximately 250 words)

Existing residents, businesses, employees, visitors and students in the Arbury, Kings Hedges and West Chesterton areas of Cambridge who use / occupy the buildings and spaces in these areas will be positively impacted by having a tool that will enable the improvement of the physical, social, cultural, economic and environment of the area.

2.8 How many people will this proposal affect? (Approximately)

In the population census of 2021, the population of Arbury was 9,900, the population of Kings Hedges was 11,099 and the population of WestChesterton was 8,904. However, the proposals affect only a small part of West Chesterton.

Source: UK Office for National Statistics.

2.9 If any part of the proposal is being undertaken by external partners, please

specify how SCDC will ensure that they will meet equality standards?

(Approximately 250 words)

Over the last year GCSP have commissioned Pollard Thomas Edwards Architects to work collaboratively with the community, to better understand the neighbourhood and develop the draft design code. GCSP put out a competitive tender for this work, which requires the awarded contractor 'to ensure they comply with the requirements of the Equality Act 2010' which will be reviewed by the council's contract manager.

Section 3: Evidence and Data

- 3.1** Describe any research (this could include consultation) and analysis you have undertaken to understand how [protected characteristic groups](#) are likely to be affected? Please list any key sources that you used to obtain this Information. 

The design code seeks to improve the quality of the place for everyone including those with protected characteristics for the better. Engagement with the community has been central to how this project has been conceived.

Equalities Monitoring data from the Go Vocal online formal consultation for the 63 participants between 6th January to 17th February 2025 indicates that for those that completed the participant data:

For the year they were born, 60 (69%) were unknown, 3 (3%) were between 30 to 39 years of age, 7 (8%) were 40 to 49, 8 (9%) were from 50 to 59, 4 (5%) were between 60 to 69, 4 (5%) were between 70 to 79%.

For the place of residence question, 27 (31%) were unknown, 21 (24%) were from Arbury, 10 (12%) were from East Chesterton with 9 (10%) from King's Hedges, 4 (5%) from West Chesterton. For their sex as registered at birth question, 33 (38%) were female, 30 (34%) were male and 19 (22%) were unknown.

For their gender identity match with their sex as registered at birth question,

57 (65%) replied yes, 25 (29%) replied no, 5 (6%) prefer not to say.

For how they describe/think of themselves question, 32 (37%) replied as female, 29 (33%) replied as male and 21 (24%) is unknown.

For what their ethnic group was, 44 (51%) replied White: English/ Welsh/ Scottish/ Northern Irish/ British, 20 (23%) is unknown, 11 (13%) is White: Any other White background, 6 (7%) prefer not to say.

For whether they have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more question, 49 (56%) replied no, 20 (23%) replied unknown, 15 (17%) replied yes and 3 (4%) prefer not to say).

For what their current total annual household income, including pay, benefits, pensions and investments were, 31 (36%) replied unknown, 19 (22%) prefer not to say, 7 (8%) replied £30,000 to £39,000, 6 (7%) replied more than £100,000, 5 (6%) replied £20,000 to £29,000, 4 (5%) replied £10,000 to £19,000, 4 (5%) replied £40,000 to £49,000.

For the Year of birth question, 42 (48%) was unknown, 9 (11%) were 50 to 59 years of age, 9 (10%) were 70 to 79, 8 (9%) were 40 to 49, 6 (7%) were 30 to 39, 6 (7%) were 20 to 29, 5 (6%) were 60 to 69.

Phase 1 of the project, started out by asking residents what they liked and what they didn't like in their neighbourhood. Around half of the respondents surveyed did not feel safe cycling and wanted better road/transport infrastructure for cycling users on streets including lighting. 40% of respondents didn't use parks and play areas due to poor design and anti-social behaviour. Although they valued green spaces the most, this was the top things they would like to see improved followed by the design of buildings and cycle routes which was second and third respectively. (See Statement of Consultation Appendix A – Analysis of Phase 1: Understanding your neighbourhoods and establishing a vision – Survey Results v1 09/10.2023)

As there generally was limited/no data from people under the age of 20, ethnic minority groups, mothers with children, as part of phase 2 and 3, the team went out into the community and engaged with mothers, the elderly, disability group, ethnic minorities and children at in-person events held at Arbury Court, Baptist Church, Good Shepherd. We also engaged with 67 children and their parents at the local Gove Primary School. As part of the formal consultation, we also engaged with 54, 56 and 42 school children and parents from Kings Hedges Education Federation, Mayfield primary School and North Cambridge Academy

These existing issues within the neighbourhood tend to affect young people, older people, disabled users, mothers/carers, minority ethnic groups, women and girls and low-income households disproportionately. The design code has developed principles around these issues such as making space for nature that is accessible and safe for all, prioritising walking and cycling promoting active lifestyle, improving public space that is safe, welcoming and promotes social cohesion, enhancing character and improving sustainability which seeks to improve health outcomes but also results in savings in the long run.

- 3.2** Describe any research (this could include consultation) and analysis you have undertaken to understand any effects on any other groups of people not mentioned in the nine [protected characteristic groups](#) (for example people who live in rural areas, who live in areas of high growth, or from low income backgrounds). 

Arbury and King's Hedges are one of the most deprived neighbourhoods in Cambridge according to 2021 Census. The survey Appendix A- Statement of Consultation: mentioned above, collected data from all income profiles but we know that transport infrastructure i.e walking and wheeling and public infrastructure disproportionately affects low income/deprived neighbourhoods the most as car ownership is relatively low (confirmed by our survey results).

Cambridgeshire Research Group's Indices of Multiple Deprivation (2019) for

Cambridge wards (Cambridgeshire & Peterborough Insight – Deprivation – Indices of Multiple Deprivation) – was used to assess deprivation and consider how socio-economic considerations and the demographic / income background of residents in may be impacted by the draft Design Code.

As part of phase 2 and 3, the team went out into the community and engaged with mothers, the elderly, ethnic minorities and children at in-person events held at Arbury Court, Baptist Church and Good Shepherd Church who were offering mid term break free meals giving an opportunity to perhaps speak to low-income households.

- 3.3** If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place. 

N/a

Section 4: Impact of proposal on those with protected characteristics

4.1 Age:

- 4.1.1** Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.2 Disability

If you have selected yes – please continue below (4.1.2)

- 4.1.2** Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Positive – High Impact

Children and Young people

According to the ONS census data recorded for 2021, the Arbury ward has similar number of younger people (under 19s) of 22.9% compared to England's average (23%), whilst both King's Hedges (20.5%) and West Chesterton (17.7%) wards have slightly less young people than England's average (23%).

The draft design code aims to improve the physical environment of the area for all age groups particularly children and young people by

- Enabling the improvement of transport infrastructure for active travel including cycling and walking to school, parks, community centre, shops/facilities and other key destinations from their homes. This includes prioritisation of existing and new cycle routes, cycle users, safe and secure cycle parking provision, enabling opportunities to access public transport. This is especially significant for young people old enough to travel independently but who are not old enough to drive.
- Enabling the improvement to existing parks, open space and public realm to ensure that they are managed well and feel safe – through improvement in lighting, natural surveillance and visibility, maintenance of planting, etc. This will have a positive impact relating to safeguarding children.
- Enabling the opportunity to contribute to a network of play space next to their doorstep, incorporating innovative play designs that work with nature integrated into the landscape.
- Ensuring that children have access to green/open spaces at home or close to where they live whilst also allowing biodiversity and wildlife to thrive.
- Encouraging stewardship at an early age by participating in looking after green space in their surroundings with their parents.
- Incorporated sustainability in aspects of design such as energy generation, water reuse, suds and shallow ponds which can contribute to recreation and habitat for animals.



These suggestions were informed by the engagement work carried out by the Greater Cambridge YES team students from The Grove School, The Kings Hedges Education Federation, Mayfield Primary School and the North Cambridge Academy who wanted to see:

- Space that provides homes and habitats for animals such as bees, insects, birds as well as larger animals.
- Creating attractive, cycle/walking routes, welcoming cycling facilities that are a joy to use.
- More imaginative and varied play instead of large grassy areas. This might include innovative play such as slides incorporated into the landscape, safe water play places for teenagers to meet and be together.
- Sustainability incorporated in aspects of design such as energy generation, water reuse, suds and shallow ponds which can contribute to recreation and habitat for animals
- Consider how sense of place engages all the senses.

Older people

According to the ONS census data recorded for 2021, Arbury ward has slightly less old people (over 65s) of 13.9% compared to England's average (18.4%), King's Hedges ward has slightly less older people (over 65s) of 11.9% compared to England's average (18.4%) and West Chesterton ward also has slightly less older people (17.3%) than England's average (18.4%).

Positive impacts in the draft design code for older people are the proposed improvements to the physical environment of the area to provide better access to infrastructure, shorter routes to travel, better/accessible pavements, places to sit (as they may be more likely to experience mobility impairments) within biodiverse environments, access to good public transport routes and walkways is important as older people may be less able to drive, creating public spaces for all generations to enjoy. The merits of visibility of streets and public spaces, visibility of the entrances to houses to provide informal surveillance for safety of people, including older people, is emphasised in the 'Thriving Public Spaces' and 'Enhanced character' principles.



The code also ensures that new developments create homes for all generations, include providing accessible homes for older people (as likelihood of disability increases with age), to preserve the mix within the local community and have facilities and amenities in close proximity creating a mixed-use environment.

There are some consultees who seek to see no change in their area particularly the elderly living in bungalows who would perhaps prefer level access without the need to climb stairs. It is worth noting that the design code is not an implementation tool that brings forward development proposals. However, it is a tool to ensure that developments that come forward are to the highest quality and take on board the needs of all users, particularly those highlighted in this document. A balance is needed to be struck between sustainable and efficient use of land whilst retaining a good demographic mix in the community. The key here is to ensure that accessible homes for older people remains a priority that are close to amenities, facilities and public infrastructure. Older people are more likely to accrue long-term health issues or disabilities with age, and are more likely to experience loneliness and isolation, so proximity to facilities and public infrastructure is especially important.

Overall, the proposals will have a **high positive impact** for all ages including older people, young people and children.

4.1.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
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Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to age has been carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be an update to this EqlA.	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the SPD adoption process.
Update following formal Public Consultation No new equalities considerations have emerged that has changed the impact. Once adopted as an SPD, the design code will be a material planning consideration used by planning officers and planning committee to determine the outcome of planning applications. The applicants design and access statement will need to provide a compliance statement to state how they comply to the code and the planning officers report will address (monitor) how the development complies with the design code to maximise the positive impacts to this protected characteristic group based on age particularly for older people and children.			

4.2 Disability:

4.2.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.3 Gender Reassignment

If you have selected yes – please continue below (4.2.2)

4.2.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Positive – High Impact

According to ONS census data (2021), 15.7% of Arbury ward residents, 17.7% of King's Hedges ward residents and 14.4% of West Chesterton residents who identify as disabled under the Equality Act compared to the England's average of 17.3%.

The draft design code has benefitted from the involvement of the Council's Access Officer together with the council's Disability Consultative Panel review at their meeting on (30 January 2024) which welcomed the principles proposed in the code and featured these comments:

- Need to focus on improving conditions and poor accessibility in many homes for vulnerable people.
- Insecurity of many existing blocks of flats.
- Importance of convenient vehicle access for disabled people (particularly taxis).
- The importance of creating accessible and welcoming social and activity spaces.

Positive impacts for disabled people in the draft design code principles include the following:

- 'Making space for nature' principle proposes raised and accessible vegetable beds for edible plants and trees providing inclusive access. It also includes places for seating that will help people with mobility impairments. The proposed network of natural spaces and tree planting will provide an improved microclimate that will benefit people's wellbeing, particularly people with mental health conditions;
- 'Prioritise walking and cycling' principle proposes improve walking, cycling and wheeling (wheelchair accessible) routes and providing good links that will benefit all, particularly disabled people. It will allow easy/convenient access to all areas including access to public transport provision: buses and destinations such as shopping facilities and amenities. Opportunities to join up the social infrastructure and public services in the area such as healthcare through better transport infrastructure.

- ‘Thriving public spaces’ principle proposes inclusive design of street furniture, street crossings, surfacing and way finding. It also seeks to ensure that streets, public spaces are fronted by buildings, entrances are visible, and tree/hedge planting do not obstruct visibility, all of which will provide natural surveillance and deter antisocial behaviour towards the disabled community, who may be at risk from hate crime.
- ‘Enhance character’ principle proposes that homes are accessible for disabled people.
- ‘Sustainability’ principle, proposes that homes are Dual Aspect and Natural Ventilation. This will have a positive impact on health and wellbeing generally, which can prevent ill health leading to disability.
- There are some consultees who seek to see no change to the areas. It is worth noting that the design code is not an implementation tool that brings forward development proposals. However, it is a tool to ensure that developments that come forward are to the highest quality and take on board the needs of all users particularly people with protected characteristics. The council’s duty here is to make reasonable adjustments for disabled people and so on balance, this is a very positive impact.

These proposals will have a high positive impact on the characteristic group.

4.2.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge

4.3

related to disability has been carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be an update to this EqIA.

City Council's SPD adoption process.

Update following formal Public Consultation

No new equalities considerations have emerged that has changed the impact.

The design document has been updated to provide reference to BS8300: Design of an Accessible and Inclusive Built Environment Part1 and Part 2 and BS9622. It also has provided a glossary text that defines what inclusive access means. All copies of the consultation will be published in an accessible way.

Once adopted as an SPD, the design code will be a material planning consideration used by planning officers and planning committee to determine the outcome of planning applications. The applicants design and access statement will need to provide a compliance statement to state how they comply to the code and the planning officers report will address (monitor) how the development complies with the design code to maximise the positive impacts to this protected characteristic group based on disability.

Gender Reassignment:

4.3.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.4 Marriage and Civil Partnership

If you have selected yes – please continue below (4.3.2)

4.3.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 

- approximately 250 words per impact

Positive – High Impact

There isn't any ONS census (2021) data about the number of people who with the protected characteristic of gender reassignment in Cambridge wards. The focus of the draft design code is to improve safety in the public realm, preventing anti- social behaviour for all users, including people who may have an increased risk to hate crime like transgender people.

Thriving public spaces' principle seeks to ensure that streets, public spaces, are fronted by buildings, entrances are visible, and tree/hedge planting do not obstruct visibility which will provide natural surveillance and deter antisocial behaviour. This principle is also applied in other sections of the code including making space for nature and prioritising walking and cycling.

The proposals will have a high positive impact on this characteristic group.

4.3.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to gender reassignment will be carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be an update to this EqlA.	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.
Update following formal Public Consultation No new equality considerations have emerged that has changed the impact. The design code document has included references to Cambridge City Council Public Art SPD, Art Manifesto and Culture Strategy. Further text on public art and culture that can aid community cohesion, deliver cultural vibrancy, enhance the public realm through insertion of cultural infrastructure. This will assist in bringing diverse communities together, increase the quality of public spaces improving safety and deter antisocial behaviour. Once adopted as an SPD, the design code will be a material planning consideration used by planning officers and planning committee to determine the outcome of planning applications. The applicants design and access statement will need to provide a compliance statement to state how they comply to the code and the planning officers report will address (monitor) how the development complies with the design code to maximise the positive impacts protected characteristic group based on gender reassignment.			

4.4 [Marriage and Civil Partnership:](#)

4.4.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.5

Pregnancy and Maternity

If you have selected yes – please continue below (4.4.2)

4.4.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Positive – Medium Impact

According to ONS data, 39.7% of Arbury Ward, 33.2% of King's Hedges Ward residents and 38.3% of West Chesterton Ward (aged 16 years and over) residents are married or in a registered civil partnership compared to 44.7% in England.

The focus of the draft design code is to improve the area's public realm for all users and hence could be seen as an improvement in how people who are married or in a civil partnership could use the places as well.

The proposals will have a positive medium impact on this characteristic group.

4.4.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to marriage and civil partnership will be carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be update to the EqlA.	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.
Update following formal Public Consultation No new equality considerations have emerged that has changed the impact. The design code has made further amendments to the text to enhance the quality of public realm to improve the quality of the public realm and hence improve safety and anti-social behaviour. Once adopted as an SPD, the design code will be a material planning consideration used by planning officers and planning committee to determine the outcome of planning applications. The applicants design and access statement will need to provide a compliance statement to state how they comply to the code and the planning officers report will address (monitor) how the development complies with the design code to maximise the positive impacts to this protected characteristic group based on marriage and civil partnership.			

4.5. [Pregnancy and Maternity:](#)

4.5.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.6 Race

If you have selected yes – please continue below (4.5.2)

4.5.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Positive-High Impact

There isn't any ONS data about pregnancy and maternity in Cambridge wards. Prioritising walking and cycling principle seeks to enable the improvement in public infrastructure, particularly accessibility of streets, open spaces and buildings which will positively impact pregnant mothers, people with prams and buggies. Positive impacts in the draft design code for pregnancy and maternity rare also found in the 'Nature Based Play' theme which requires design for play and play equipment to be safe and accessible, play facilities to be integrated with landscape and nature and also helps facilitate multi- generational play, bringing different age groups together, tackling social isolation.

The Design Code outlines the importance of further social infrastructure such as children's play areas, benefiting families with young children, and which could mean healthcare, crèche or nursery provision.

I think that the proposals will have a positive high impact on this characteristic group.

4.5.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to pregnancy and maternity was carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be update to the EqlA.	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.
Update following formal Public Consultation No new equality considerations have emerged that has changed the impact. The design code has made further amendments to the text to enhance the quality of public realm, social and community infrastructure which will have a further positive impact on pregnancy and maternity characteristic who use these services and facilities . Once adopted as an SPD, the design code will be a material planning consideration used by planning officers and planning committee to determine the outcome of planning applications. The applicants design and access statement will need to provide a compliance statement to state how they comply to the code and the planning officers report will address (monitor) how the development complies with the design code to maximise the positive impacts protected characteristic group based on pregnancy and maternity.			

4.6 [Race:](#)

4.6.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.7 Religion or Belief

If you have selected yes – please continue below (4.6.2)

4.6.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Positive-high impact

According to ONS census data (2021), in Arbury ward, 16.8% of residents are of Asian, Asian British or Asian Welsh compared to 9.6% England. 2.4% are Black, Black British, Black Welsh, Caribbean or African compared to 4.2% in England. 4.2% are Mixed or Multiple ethnic groups compared to 3.0% in England. 73.5% are White compared to 81.0% in England. 3.1% of residents are classified as 'Other ethnic group' compared to 2.2% in England.

According to ONS census data (2021) in King's Hedges ward, 10.2% of residents are of Asian, Asian British or Asian Welsh compared to 9.6% England. 3.2% are Black, Black British, Black Welsh, Caribbean or African compared to 4.2% in England. 4.1% are Mixed or Multiple ethnic groups compared to 3.0% in England. 80.4% are White compared to 81.0% in England. 2.1% of residents are classified as 'Other ethnic group' compared to 2.2% in England.

According to ONS census data (2021), in West Chesterton ward, 8.5% of residents are of Asian, Asian British or Asian Welsh compared to 9.6% England. 1.2% are Black, Black British, Black Welsh, Caribbean or African compared to 4.2% in England. 4.1% are Mixed or Multiple ethnic groups compared to 3.0% in England. 83.8% are White compared to 81.0% in England. 2.3% of residents are classified as 'Other ethnic group' compared to 2.2% in England.

The design code seeks to improve the area and create equitable places for

all. The thriving public spaces principle in the design code seeks to improve public spaces physically but also through enhancing opportunities for interaction to all ethnic groups, nature-based play and health lifestyle. In particular, within the cultural sociability section, it seeks to create community focal points for flexible uses, for social and community events to take place, bringing all communities together, helping to promote social cohesion. It encourages local involvement in space design including public art in community projects, which has the potential to celebrate diverse cultures.

The thriving public spaces principle seeks to improve safety and address anti-social behaviour issues by improving natural surveillance through improving the visibility of streets and public spaces, visibility of the entrances to homes and buildings, ensuring tree/hedge planting do not obstruct visibility and improving lighting of streets. All these measures will assist and improve the safety of all particularly those section of the community at an increased risk from hate crime motivated by hatred towards someone's ethnicity.

The proposals will have a positive-high impact on this characteristic group.

4.6.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to race was carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be update to	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.

the EqIA.

Update following formal Public Consultation

No new equality considerations have emerged that change the impact.

The design code document has included references to Cambridge City Council Public Art SPD, Art Manifesto and Culture Strategy. Further text on public art and culture that can aid community cohesion, deliver cultural vibrancy, enhance the public realm through insertion of cultural infrastructure is added. This will assist in bringing diverse communities together, increase the quality of public spaces, improving safety and deterring anti-social behaviour.

Once adopted as an SPD, the design code will be a material planning consideration used by planning officers and planning committee to determine the outcome of planning applications. The applicants design and access statement will need to provide a compliance statement to state how they comply to the code and the planning officer's report will address (monitor) how the development complies with the design code to maximise the positive impacts to this protected characteristic group based on race.

4.7 [Religion or Belief:](#)

4.7.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.8 Sex

If you have selected yes – please continue below (4.7.2)

4.7.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative

- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Positive-High impact

According to ONS census data (2021), Approximately 40% of people in Arbury, Kings Hedges and 50% of people in West Chesterton have no religion. 35% of people in Arbury, West Chesterton and 40% of people in Kings Hedges are Christian. Approximately 10 – 20% of people belong to other religions including Hindu, Jewish, Muslims, Sikh, Buddhist in the three wards, with Muslims (11.5%) being the larger religious group in the Arbury ward.

The thriving public spaces principle seeks to improve safety and address anti-social behaviour issues by improving natural surveillance through improving the visibility of streets and public spaces, visibility of the entrances to homes and buildings, ensuring tree/hedge planting do not obstruct visibility and improving lighting of streets. All these measures will assist and improve the safety of all, particularly those section of the community at an increased risk from hate crime motivated by hatred towards someone's faith. The thriving public spaces principle also states that local centers need combined and multiple uses to help support them, including places to play, shop, work and Worship.

The proposals will have a high positive impact on this characteristic group.

- 4.7.3** Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public, related to religion or belief was carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerged, the EqlA would be updated.	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.
Update following formal Public Consultation No new equality considerations have emerged that changes the impact. The design code has made further amendments to the text to enhance the quality of public realm, and cultural infrastructure, enhancing community cohesion and preventing anti-social behaviour. These additions will have a further positive impact to this religious/belief protected characteristic group. Once adopted as an SPD, the design code will be a material planning consideration used by planning officers and planning committee to determine the outcome of planning applications. The applicants design and access statement will need to provide a compliance statement to state how they comply to the code and the planning officers report will address (monitor) how the development complies with the design code to maximise the positive impacts to this protected characteristic group based on religion.			

4.8 [Sex:](#)

4.8.1 Has your research identified that the proposals will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.9 (Sexual Orientation)

If you have selected yes – please continue below (4.8.2)

4.8.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Positive-High Impact

According to ONS census data (2021), the proportion of females and males in Arbury, Kings Hedges and West Chesterton is on average 50% male and 50% female.

The design code takes into consideration the recent 'Safety of Women at Night Fund Evaluation' government report which shows women feel less safe at night in public spaces and can be vulnerable to sexual harassment in public spaces.

The thriving public spaces principle seeks to improve access to public spaces and facilities, safety and address anti- social behaviour by improving natural surveillance through improving the visibility of streets and public spaces, visibility of the entrances to homes and buildings, ensuring tree/hedge planting do not obstruct visibility and improving lighting of streets. The design code seeks to improves access to public spaces and community/social care facilities like nurseries/creche that could support people caring for children or other family members. Women are more likely to have caring responsibilities could use these facilities. All these measures will assist and improve the access to public spaces, facilities and safety of all particularly those section of the community at an increased risk such as women and girls.

A lack of access for teenage girls to nature and natural spaces in Cambridge is identified in Women in Sport's (October 2024) new report 'Access to Nature for Teenage Girls in Cambridge'. Public parks are often not designed with girls in mind in relation to activities that they want to see and feelings of safety and

so the 'Nature Based Play' theme in the draft design code responds well to this shortfall in Cambridge.

The proposals will have a positive-high impact on this characteristic group.

4.8.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to sex was carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, the EqlA would be updated.	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.
Update following formal Public Consultation No new equality considerations have emerged that has changed the impact. The design code has made further amendments to the text to enhance the quality of public realm, preventing anti-social behaviour, which will have a further positive impact on women, in terms of their safety. Once adopted as an SPD, the design code will be a material planning consideration used by planning officers and planning committee to determine the outcome of planning applications. The applicants design and access statement will need to provide a compliance statement to state how the development complies to the code (which take into account the needs of the protected characteristic of sex). The planning officer's			

report will address (monitor) how the development complies with the design code to maximise the positive impacts.

4.9 Sexual Orientation:

4.9.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.10 (Other)

If you have selected yes – please continue below (4.9.2)

4.9.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Positive-High Impact

There isn't any ONS census (2021) data about the sexual orientation of people in Cambridge wards.

The thriving public spaces principle seeks to improve safety and address anti-social behaviour by improving natural surveillance through improving the visibility of streets and public spaces, visibility of the entrances to homes and buildings, ensuring tree/hedge planting do not obstruct visibility and improving lighting of streets. All these measures will assist and improve the safety of all particularly those section of the community who are at an increased risk of hate crime motivated by hatred towards someone's sexuality.

The proposals will have a Positive-High impact on this characteristic group.

4.9.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to sexual orientation was carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, the EqlA would be updated.	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.
Update following formal Public Consultation No new equality consideration has emerged that changes the impact. The design code document has included references to Cambridge City Council Public Art SPD, Art Manifesto and Culture Strategy. Further text on public art and culture that can aid community cohesion, deliver cultural vibrancy, enhance the public realm through insertion of cultural infrastructure is added. This will assist in bringing diverse communities together, increase the quality of public spaces, improving safety and deterring anti-social behaviour, having a positive impact on protected characteristic related to sexual orientation. Once adopted as an SPD, the design code will be a material planning consideration used by planning officers and planning committee to determine the outcome of planning applications. The applicants design and access statement will need to provide a compliance statement to state how they comply to the code and the planning officer's report will address (monitor) how the development complies with the design code to maximise the positive impacts on protected characteristic related to sexual orientation.			

4.10 Other: (e.g. rurality, growth, socio-economic status etc.).

4.10.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 5.1

If you have selected yes – please continue below (4.10.2)

4.10.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Positive-High

Cambridgeshire Research Group's (Cambridgeshire County Council) Indices of Multiple Deprivation (2019) for Cambridge wards shows that in general, the north-east of Cambridge is the most deprived area of the city. It shows that King's Hedges has the most deprivation present in the district. In general, the wards in the north-east of Cambridge City district (Abbey, Arbury and King's Hedges) are classed as the most deprived in the city.

The draft Design Code is proposing guidance for development to provide a range of opportunities that will assist low-income groups and help address inequality. This includes providing good pedestrian and cycle access to new

local services, given that people in poverty or on low incomes are less likely to afford cars, better access to parks, open spaces, recreation and play, which are of course free to use, helping improve health outcomes, improving the character and sustainable performance of the buildings (savings on bills). The householder guide page within the 'Improving sustainability' section of the draft design code outlines the potential cost savings of retrofitting, which is a positive impact for low-income groups.

People with care experience are more likely to experience low-income and poverty, which means these positive impacts could also apply to this group.

The proposals will have a positive- High impact on this characteristic group.

4.10.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to low-income groups and those suffering from inequality was carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerged, the EqIA would be update	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.

Update following formal Public Consultation

No new equality consideration has emerged that changes the impact.

The design code document has included references to Cambridge City Council Public Art SPD, Art Manifesto and Culture Strategy. Further text on public art and culture that can aid community cohesion, deliver cultural vibrancy, enhance the public realm for all, through insertion of cultural infrastructure is added. This will assist in bringing diverse communities together, increase the quality of public spaces, improving safety and deterring anti-social behaviour, improving the health and wellbeing which will have a positive impact on protected characteristic related to low-income groups and those suffering from inequality.

Once adopted as an SPD, the design code will be a material planning consideration used by planning officers and planning committee to determine the outcome of planning applications. The applicants design and access statement will need to provide a compliance statement to state how they comply to the code and the planning officer's report will address (monitor) how the development complies with the design code to maximise the positive impacts on protected characteristic related to low-income groups and those suffering from inequality.

Section 5: Summary

- 5.1** Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding whether to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports).

Having assessed the potential impacts of the draft design code on each of the protected characteristic group, the proposals will have a positive-high impact on the council's ability to meet its Public Sector Equality Duty. The draft design code features proposals to improve the physical environment of the area for all protected groups through improvements in access infrastructure, pavements, play areas, and improving natural surveillance of parks/streets and the entrances to dwellings, seating and improvement in public spaces. The principles will especially be of benefit to certain groups: children and young people, older people and disability - and for improving safety of people

experiencing hate crime or harassment.

The draft design code principles require more accessible homes to be provided for the elderly and disabled people. However, there are some residents who do not wish to see change to the area that they have been familiar with. The design code is not a delivery tool that has any funding attached but rather provides guidance that will enable more accessible homes in the area, should development come forward. On balance, this is a positive impact that will preserve the mix within the local community which is aimed to improve the local environment.

5.2 Confirm the recommendation of the officer completing the EqlA:

- Approved (No major change): Your analysis demonstrates that the policy is robust, and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.

5.3 Signature of individual completing EqlA:

Trovine Monteiro, Team Leader Built Environment

5.4 Date of completion:

2.02.2025

Section 6: Sign Off

6.1 Approving officer EqlA review outcome:

- Approved (No major change): Your analysis demonstrates that the policy is robust, and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.

6.2 Do you give permission to publish this EqlA on SCDC/CCC website (delete as appropriate)? If no, please state reason



Yes

6.3 When will this proposal next be reviewed and who will this be?

The Design Code when adopted a Supplementary Planning Guidance supports the Cambridge City Council Local Plan. The Design Code will be reviewed as part of the emerging Greater Cambridge Joint Local Plan process which will be subject to further equality impact assessment.

6.4 Approving officer signature:

Trovine Monteiro

6.5 Date of approval:

25.02.2025

Please send a copy to Equality.Schemes@scambs.gov.uk