

# Equality Impact Assessment (EqIA): Greater Cambridge Local Plan: Strategic Options Assessment

## 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](mailto: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: Claire Spencer.
- 1.2** Team and Service: Planning Policy Team, Greater Cambridge Shared Planning Service.
- 1.3** Title of proposal: Greater Cambridge Local Plan – Spatial Strategy and Options – October 2020.
- 1.4** EqIA completion date: October 2020.
- 1.5** Proposal implementation date: Adoption of Local Plan (currently anticipated 2025, subject to progress of independent Examination).
- 1.6** Who will be responsible for implementing this proposal: Greater Cambridge Shared Planning Service, other Cambridge City Council and South Cambridgeshire District Council Service areas and external stakeholders.

### **Section 2: Proposal to be Assessed**

- 2.1** Type of proposal: Policy.
- 2.2** Is the proposal: New.  
Once adopted, the Greater Cambridge Local Plan will supersede the South Cambridgeshire Local Plan 2018 and the Cambridge Local Plan 2018.

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

Greater Cambridge Local Plan – ‘The First Conversation’ Issues and Options - December 2019

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

## Greater Cambridge Local Plan

Cambridge City Council and South Cambridgeshire District Council are working together to create a joint Local Plan for Greater Cambridge. This will ensure that there is a consistent approach to land use planning, and the same planning policies, where appropriate, across both administrative areas over the next 20 years.

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 period. It sets out:

- the amount of new homes and jobs that should be planned for
- the services and infrastructure that are needed to support this change
- where new development should happen, and
- where should be protected from development.

Preparation of the Local Plan involves many stages, which are outlined in the [Local Development Scheme](#).

The Local Plan is informed by an extensive evidence base across a breadth of topics and issues including employment, housing, transport, infrastructure, open space and recreation, retail and leisure, water and flooding, climate change, biodiversity, health and wellbeing, social inclusion, and viability. These studies provide an understanding of the existing situation and identify issues which need to be addressed and/or mitigated through the Local Plan.

In addition, because planning shapes the places where we live, work and play, everyone should have the opportunity to get involved to help shape the Local Plan. Public consultation is undertaken at key stages, in accordance with the [Greater Cambridge Shared Planning Statement of Community Involvement \(2019\)](#), (including the Addendum prepared in response to restrictions related to the Coronavirus pandemic), to actively engage with the community and stakeholders. A Statement of Consultation is prepared following each consultation to summarise who was consulted and the main issues raised in comments and how they have been addressed.

The Greater Cambridge Shared Planning Service undertook a 'First Conversation' consultation (January-February 2020) which sought views on a range of 'issues and options' to be included in the draft plan.

## Development Strategy – Stage Report

This EqlA has been prepared as part of the stage reporting of strategic options testing to inform the Local Plan. Growth level and spatial options have been tested by a range of evidence, which will help inform a further round of stakeholder engagement:

- Transport Evidence (and baseline report)
- Zero Carbon Study
- Water Cycle Strategy
- Infrastructure Study
- Viability Study
- Green Infrastructure Study
- Housing Delivery Study
- Habitats Regulations Assessment
- Employment Land Review
- Sustainability Appraisal

It should be noted that this does not comprise the whole suite of evidence that will support plan making, which will be presented at later stages of the plan making process.

The three growth level options being tested at this stage are:

- Minimum – Standard Method homes-led
- Medium – central scenario employment-led
- Maximum – higher employment-led

Eight spatial options for testing have been identified for accommodating the new growth:

- 1 Densification of existing urban areas
- Edge of Cambridge – outside the Green Belt
- Edge of Cambridge – Green Belt
- Dispersal – new settlements
- Dispersal – villages
- Public transport corridors
- Supporting a high-tech corridor by integrating homes and jobs
- Expanding a growth area around transport nodes

The Local Plan will be drafted taking into consideration the outcomes of the 'First Conversation' and this spatial strategy and options consultation (both of

which will be published in a Statement of Consultation in due course) and will be informed by the findings in the whole suite of evidence studies.

**2.5** Which of South Cambridgeshire District Council's business plan priorities does this proposal link to?

- Helping Businesses to grow - ✓
- Building homes that are truly affordable to live in - ✓
- Being green to our core - ✓
- A modern and caring council - ✓

**2.6** Which of South Cambridgeshire District Council's equality objectives (as detailed in SCDC's Equality Scheme) does this proposal link to or help to achieve?

- Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community- ✓
- SCDC is an employer that values difference and recognises the strength that a diverse workforce brings - ✓
- Protected characteristic groups have a voice and are represented in forming the future shape of the district - ✓

**2.7** Which of Cambridge City Council's equality objectives (as detailed in CCC's Equality Scheme) 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 - ✓

**2.8** Which groups or individuals will the proposal affect:

- Service Users ✓
- External Stakeholders ✓
- Employees ✓
- Councillors ✓
- Other ✓

If other, please specify – all residents and visitors to the Greater Cambridge area.

**2.9** 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 in the form) (approximately 250 words).

The Local Plan is being prepared to provide a clear framework to assist decision making relevant to land use planning in the Greater Cambridge area. It is intended to provide a clear understanding of how new development and infrastructure will be secured and delivered and how the proposals will integrate with the local area and existing communities.

The views expressed by individuals, communities, businesses, academic institutions and stakeholders during consultations will help to influence the emerging policies and proposals for the Greater Cambridge Local Plan. All consultation and community engagement in respect of the emerging Local Plan will be undertaken in accordance with the [Greater Cambridge Shared Planning Statement of Community Involvement](#) (2019), including the Addendum prepared in response to restrictions related to the Coronavirus pandemic. Improvements to the consultation methods have also been identified to reach groups whose views are often not captured in consultations for a variety of reasons, including young people.

Once adopted the delivery of development proposals outlined in the Local Plan will be of benefit to the local economy as well as new and existing residents to the area. The Local Plan will seek to deliver a mix of employment, residential, education, health, recreation and open space, and other community uses with the intention of creating balanced communities in a way that protects and enhances the area so that it remains one of the best places to live and work in the country. Delivery of the proposals contained within the plan will involve a number of stakeholders to ensure the provision of all necessary infrastructure to serve the development in a timely manner.

Looking broadly at the impact of additional growth:

- Additional growth should bring with it a wider variety of jobs and houses. The Local Plan can include policies to ensure a mix of jobs as well as house types, sizes and affordability, including a proportion of adaptable (lifetime) houses, tailored to the identified local employment and housing needs. This should provide a greater choice of jobs and houses locally to redress the current imbalance, benefit all sectors of the community and the local economy.
- Growth would also bring additional infrastructure as well as services and facilities, including education, health, open space, recreation, and other community uses with the intention of creating balanced communities. These could benefit new and existing communities by providing a greater range locally, reducing their need to travel further afield to meet day to day needs.
- At the same time there are environmental impacts and opportunities arising from additional growth which will impact (directly and indirectly) on communities and which therefore need to be carefully managed. For example, new development provides the opportunity to incorporate technological advancements to help the Councils deliver towards their zero carbon objectives, particularly if of a scale and location to reduce the need to travel by motorised modes (the largest source of emissions) bringing associated air quality improvements for communities, and potentially reducing the cost of running and heating new buildings for new occupants.
- The scale and dispersal of growth may have a bearing on the deliverability and viability of development. There may be economies of scale to be achieved from concentrating development into fewer larger developments (for example to deliver technological advancements to achieve zero carbon) but at the same time larger developments have greater infrastructure requirements and costs which may impact their delivery and viability. Smaller developments may not be sufficient scale individually to deliver new services and facilities, relying instead on the expansion of existing community facilities, where possible.

Looking broadly at the impact of growth in the different spatial locations:

- Growth focussed in or around urban areas, particularly Cambridge as the largest settlement, has the greatest potential to provide more people with access by a choice of sustainable modes of travel. These options could be more inclusive to more people due to access to the broadest range of services and facilities, and Cambridge is the focus for many jobs. There may also be opportunities to secure the benefits of growth in the most deprived wards in Cambridge, for example proving access to a greater range of employment or services.

Additional growth in and around urban areas may impact on townscape, landscape, and open space which could have a bearing on health and wellbeing.

- New settlements, depending on their size, can be planned to be insular by co-locating a broad range of jobs, houses and facilities and services. If designed around the principles of walkable neighbourhoods these can be readily accessible to most people within a short distance by walking and cycling (and mobility scooters and wheelchairs), the cheapest and most inclusive modes of travel. Coupled with the provision of open space and biodiverse areas, this could have a positive impact on health and wellbeing. However, it can take time for new communities to establish, which can have a negative impact on mental wellbeing.
- Villages are, by their nature, smaller settlements with less services and facilities available, residents in smaller villages need to travel elsewhere to meet their day to day needs. Unless villages are located close to, or on one of the radial routes into, Cambridge the choice of travel options may be limited and/or costly and rely on the less active modes which are less inclusive. Additional growth in and around villages may impact on townscape, landscape, and open space which could have a bearing on health and wellbeing.
- Radial routes into Cambridge are the main transport corridors and the focus for future infrastructure improvements, including public transport (and transport nodes), which should improve the non-car mode options for people living on or close to these corridors. However, unless large scale growth is proposed, it still involves travelling to access services and facilities.
- Supporting homes in the technology corridor would help to integrate homes with jobs to redress the imbalance and significantly reduce the distances travelled by employees. This option may include some housing on business parks in conjunction with new settlements. Some community facilities and services would need to be integrated on the business parks to help to develop a local community, however, residents would likely need to travel to the new settlement or elsewhere to meet their wider needs.

## **2.11** How many people will this proposal affect? (Approximately)

Residents, workers, and visitors to Greater Cambridge are all stakeholders in the preparation of the Local Plan.

The adopted Local Plan will affect all residents within the South Cambridgeshire District Council and Cambridge City Council areas. The Plan will also impact upon all visitors to the area, for employment, education, retail, and leisure activities.

- 2.12** 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).

The Local Plan is being prepared to provide a clear framework to assist decision making relevant to land use planning in the Greater Cambridge area. Delivery of the proposals contained within the plan will involve a number of stakeholders to ensure the provision of all necessary supporting infrastructure to serve the development in a timely manner.

The Greater Cambridge Shared Planning service, on behalf of the Local Planning Authorities, have been working with Cambridgeshire County Council, Greater Cambridge Partnership, Cambridgeshire & Peterborough Combined Authority and a wide range of delivery partners.

As public bodies they will be required to comply with the Public Sector Equality Duty, introduced under the Equality Act 2010. Buildings and infrastructure have to comply with the necessary design and safety standards, including Local Plan policy, Building Regulations, and safety audits, to ensure they are safe and accessible to all users.

The Local Plan is informed by evidence documents commissioned from external consultants. The procurement process addresses tackling inequalities in employment and equal opportunities for our communities.

### 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. 

(Approximately 250 words).

The Local Plan is informed by an extensive evidence base across a breadth of topics and issues including employment, housing, transport, infrastructure, open space and recreation, retail and leisure, water and flooding, climate

change, biodiversity, health and well-being, social inclusion, and viability. These studies provide an understanding of the existing situation and identify issues which need to be addressed and/or mitigated through the Local Plan.

Throughout the plan making process a Sustainability Appraisal (SA) (incorporating Strategic Environmental Assessment (SEA), Health Impact Assessment (HIA) and Equalities Impact Assessment (EqIA)) will be undertaken. These 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. Equalities issues have been included in the data collated in the Sustainability Appraisal Scoping Report, in particular, Chapter 3 on Population, Health and Wellbeing.

The views expressed by individuals, communities, businesses, academic institutions and stakeholders during consultations will help us develop the emerging policies and proposals for the Greater Cambridge Local Plan. The Local Plan will be subject to a number of stages of public consultation prior to its adoption, as set out in the Greater Cambridge Local Development Scheme.

As part of the First Conversation consultation process we took a number of actions to engage with a wide range of protected characteristic groups, details of which can be seen in the Greater Cambridge Local Plan – 'The First Conversation' Issues and Options - December 2019 EqIA and will be published in a Statement of Consultation in due course.

Growth level and spatial options have been tested by a range of evidence, which will help inform a further round of stakeholder engagement:

- Transport Evidence (and baseline report)
- Zero Carbon Study
- Water Cycle Strategy
- Infrastructure Study
- Viability Study
- Green Infrastructure Study
- Housing Delivery Study
- Habitats Regulations Assessment
- Employment Land Review
- Sustainability Appraisal

See section 2.10 for a broad overview of the impact of the growth in the different spatial locations and section 4 considers the impacts on protected characteristic groups in further detail.

- 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). 
- (Approximately 250 words).

See section 3.1.

- 3.3** If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place. 
- (Approximately 250 words).

Extensive public consultation was carried out at the First Conversation stage earlier in 2020. A wide range of feedback was received and will be used to inform the development of the plan.

The current stage is to publish the initial evidence findings and undertake further stakeholder engagement on strategic growth and spatial options, to inform a preferred strategy.

The next consultation stage will take place on the Greater Cambridge Local Plan: 'Preferred Option Consultation' is currently scheduled for Summer/Autumn 2021.

## **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.

- 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

### Impact – Positive

The Greater Cambridge Local Plan will include a range of land use policies many of which, once implemented, will have a positive impact upon different age groups. For example, house prices in Greater Cambridge are particularly high and this has a negative impact on those sections of the population wishing to purchase their own home, particularly young people wanting to purchase their first home. Housing policies may seek to ensure a proportion of new dwellings are affordable, and provision of a mix of house types and sizes for a range of household types, which would benefit young people struggling to afford market housing and also families with children. Similarly, policies can also make provision for adaptive or specialist housing, Care Homes and Assisted Living accommodation which would benefit older people. If a need is established provision will be made for student accommodation. Employment policies could support a range of employment opportunities at various skills levels, which will benefit people of working age. Similarly, the location of new development, including the provision of new services and facilities, may improve accessibility by sustainable modes and inclusivity, helping to 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.

Additional growth should bring with it a wider variety of jobs for those of working age and houses to meet the local housing needs of everyone, including helping to address the issues faced by younger and older people.

Looking at the locations being tested: Growth in and around urban areas, in new settlements and along transport corridors may be more inclusive to all age groups, providing access to a range of services and facilities, either within the community or by various modes of transport. Access by non-car modes are the most inclusive options for people of any age. However, reliance on public transport may not be an affordable choice for people on low incomes, particularly people that are not of working age with disposable income. Options for dispersal of growth in villages, particularly remote villages, may enforce a reliance on car use which could negatively impact younger and older people who are unable to drive or own a car.

- 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?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	To inform the next stage - drafting of GC Local Plan policies, ensuring regard is had to impact on different age groups	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

## 4.2 Disability:

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

YES.

**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

Impact – Positive

The Greater Cambridge Local Plan will include a range of land use policies many of which once implemented will have a positive impact upon people with disabilities. For example, the drafting of transport policies provides the opportunity to deliver ways of improving access in new developments for people with mobility impairments through the provision of seating areas for people needing to rest, tactile pavements, and wide pavements to comfortably accommodate mobility scooters. The location of new development, including the provision of new services and facilities, may improve accessibility and

inclusivity by reducing the need to travel, reduce the distances involved, and provide more travel options for journeys by a variety of different modes. Housing policies may seek to ensure a proportion of houses are adaptive to enable people to live healthy and long lives in their own homes. Access to healthcare services may be important for this group. Policies in the emerging Local Plan may include the provision of health care facilities which has the potential to result in a positive impact for this characteristic. Creating safe communities is considered an important theme, which might mean that the Local Plan has potential to help prevent hate crime (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).

Additional growth should bring with it a wider variety of jobs and houses to meet the local housing needs of everyone, including helping to address the issues faced by disabled people, such as through provision of adaptive housing.

Looking at the locations being tested: Growth in and around urban areas, in new settlements and along transport corridors may be more inclusive to more people, providing access to a range of services and facilities (including healthcare), either within the community or by various modes of transport. Access by non-car modes are often the most inclusive options for people. However, reliance on conventional public transport may not be an option for people with some disabilities. Development in new settlements or large urban extensions provide a 'clean slate' whereby new accessible buildings, streets and the public realm can be designed legibly from the outset to cater for all needs, rather than retrospective adaptation. Options for dispersal of growth in villages, particularly remote villages, may rely on car use which could negatively impact people who are unable to drive or own a car. Integrating homes and jobs in technology clusters may benefit people who have mobility issues by allowing them to live closer to their place of work and avoid having to overcome transport issues. Options which include a larger scale of development (such as edge of Cambridge and new settlements) may be more likely to include new healthcare services on site. Other spatial options are likely to require expansion of existing facilities (which may not be local), which may have a bearing on the types and range of healthcare provision and/or its relative accessibility for disabled people.

**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?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	To inform the next stage - drafting of GC Local Plan policies, ensuring regard is had to impact on disabled people	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

### 4.3 Gender Reassignment:

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

NO.

**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

Impact – Neutral

No equality impacts specific to this group have been identified at this stage of the plan making process, however, there is a potential impact related to plans for healthcare access. This could be in terms of medical transitioning, for example, or due to transgender people being more likely to experience mental health issues than the general population. Healthcare services are therefore important for this group. Policies in the emerging Local Plan may include the provision of health care facilities which has the potential to result in a positive impact for this characteristic. Creating safe communities is considered an important theme, which might mean that the Local Plan has potential to help prevent hate crime (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).

Spatial options which include a larger scale of development (such as edge of Cambridge and new settlements) may be more likely to include new healthcare services on site. Other spatial options are likely to require expansion of existing facilities (which may not be local), which may have a bearing on the types and range of healthcare provision and/or its relative accessibility.

**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?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	To inform the next stage - drafting of GC Local Plan policies, ensuring regard is had to impact on transgender groups	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

## **4.4 Marriage and Civil Partnership:**

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

NO.

**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

At present there is no evidence to suggest the Greater Cambridge Local Plan will have a disproportionate effect on individuals attributable to their marital status. Hence no equality impacts have been identified.

**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?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	To inform the next stage - drafting of GC Local Plan policies, ensuring regard is had to impact on an individual's marriage status	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

## **4.5 Pregnancy and Maternity:**

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

YES.

**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

#### Impact – Positive

The Greater Cambridge Local Plan will include a range of land use policies including those seeking to increase the provision of affordable housing and to provide a mix of house types for a range of different household sizes within Greater Cambridge. Such policies when implemented could benefit families with children, including those in the process of starting or adding to their families. Communities with a predominance of families with children can put pressure on statutory services, including health care facilities and education. The Local Plan is likely to include policies seeking to secure the provision of appropriate health care facilities which would be a positive impact for this characteristic. The Local plan will include policies relating to the provision of education facilities, including primary and secondary schools along with creche and nursery provision. Such policies once implemented could impact positively on the protected characteristic.

Looking at the locations being tested: Growth in and around urban areas, in new settlements and along transport corridors may be more inclusive, providing access to a range of services and facilities (including healthcare), either within the community or by various modes of transport. Access by non-car modes are the most inclusive options for people. However, reliance on public transport may not be an affordable choice for people on low or reduced incomes. Options for dispersal of growth in villages, particularly remote villages, may rely on car use which could negatively impact women who are unable to drive or own a car. Spatial options which include a larger scale of development (such as edge of Cambridge and new settlements) may be more likely to include new healthcare services on site. Other spatial options are likely to require expansion of existing facilities (which may not be local), which may have a bearing on the types and range of healthcare provision and/or its relative accessibility.

- 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?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	To inform the next stage - drafting of GC Local Plan policies, ensuring regard is had to pregnancy and maternity	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

## 4.6 Race:

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

YES.

**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

Impact – Positive

Whilst Gypsies and Travellers are united by their travelling lifestyles, each community within this racial classification has its own distinct culture.

Collectively they are the most affected racial groups.

The Greater Cambridge Local Plan will include a range of land use policies including those seeking to provide for the needs of Gypsy and Traveller communities. Creating safe communities is considered an important theme, which might mean that the Local Plan has potential to help prevent hate crime (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).

Gypsy and Traveller communities have an accommodation need for serviced pitches to site their mobile homes and any equipment associated with their work. Whilst there are travelling communities amongst these ethnic groups others have become more settled therefore transit, permanent pitches, and some housing is needed to accommodate their needs. These communities have poor health outcomes and access to doctors, as well as schools, and shops will help to reduce inequalities.

Additional growth should bring with it a wider variety of jobs and houses to meet the local housing needs, including pitches to meet the needs of the Gypsy and Traveller community. The Local Plan will need to consider how those needs should be addressed. It should be noted that a new Traveller Accommodation Needs Assessment has been commissioned and will inform later stages of plan making. Through this process engagement is taking place with stakeholders, and surveys being undertaken with traveller communities.

As the preferred option is developed it will need to consider how identified needs will be addressed. The current South Cambridgeshire Local Plan references that provision through strategic developments is a route to securing site delivery, and a range of strategic spatial options could provide such opportunities.

An important consideration when considering site location will be access to facilities, including for health and education.

**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?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	To inform the next stage - drafting of GC Local Plan policies, ensuring regard is had to impact on different ethnic groups	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

## 4.7 Religion or Belief:

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

YES.

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

Impact – Neutral

The Local plan may include policies relating to the provision of faith facilities, which could impact positively on the protected characteristic. Creating safe communities is considered an important theme, which might mean that the Local Plan has potential to help prevent hate crime (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).

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?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	To inform the next stage - drafting of GC Local Plan policies, ensuring regard is had to impact on	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

		different religious/faith groups	
--	--	----------------------------------	--

## 4.8 Sex:

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

NO.

**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

Impact – Neutral

At present there is no evidence to suggest the Greater Cambridge Local Plan will have a disproportionate effect on individuals attributable to their sex. Hence no equality impacts have been identified. 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 so there is potential to improve safety and perception of safety for women through new development led by the Local Plan.

**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?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	To inform the next stage - drafting of GC Local Plan policies, ensuring regard to different sexes	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

## 4.9 Sexual Orientation:

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

NO.

**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

At present there is no evidence to suggest the Greater Cambridge Local Plan will have a disproportionate effect on individuals attributable to their sexual orientation. Hence no equality impacts have been identified. Creating safe communities is considered an important theme, which might mean that the Local Plan has potential to help prevent hate crime (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).

**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?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	To inform the next stage - drafting of GC Local Plan policies, ensuring regard is had to sexual orientation	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

#### 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.

**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

Impact – Positive

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 new developments 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.

Additional growth should bring with it a wider variety of jobs for those of working age and houses to meet the local housing needs. Additional infrastructure (including transport) and services and facilities will be needed to support the growth.

Development in the urban areas of Cambridge could contribute to providing opportunities to access employment, services and facilities, and the delivery of new homes in or near to some of the most deprived wards in the area.

The spatial option which disperses additional homes in the rural area may help to sustain existing services and facilities but are unlikely to provide communities with sufficient scale of development to sustain new services and facilities, particularly in smaller communities. This would increase the number of people needing to travel to meet day to day needs, which impacts on people in several of the protected characteristics. Unless jobs are also dispersed in the rural area, it would not redress the jobs / homes balance, impacting on working age people.

New settlements (larger existing settlements) could act as a local hub for surrounding smaller communities, to avoid the need to travel longer distances to market towns or Cambridge for all their needs, provided access issues could be overcome.

Spatial options which connect communities to transport corridors may provide better accessibility to Cambridge or the market towns by public transport and cycling. However, public transport may not be an option for some disabled people or an affordable choice for people on low incomes. Rural areas can be remote and involve long distances, so that cycling would not be an option for many people.

It is likely rural communities would remain somewhat dependent upon on car use which could negatively impact people who are unable to drive or own a car.

**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?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	To inform the next stage - drafting of GC Local Plan policies, ensuring regard is had to these issues	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

## 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 or not to proceed with the proposal (this section can be included within the ‘equality implications’ section of any committee reports). (Approximately 250 words).

The Greater Cambridge Local Plan will plan for and deliver growth in the Greater Cambridge area to meet local housing needs and assist the local economy. Development will bring with it improvements in local infrastructure, services and facilities to the benefit of existing communities. Policies in the Local Plan will carefully manage the location and nature of development to protect the characteristics of the area which make it one of the best places in the country to live.

The stage of testing these strategic spatial options is one part of a plan making process that will involve significant consultation and engagement with local communities. Equalities Impact Assessment will continue to be a part of

the plan making process and will be carried out again at the Preferred Option stage in 2021.

- 5.2** Confirm the recommendation of the officer completing the EqIA (delete as appropriate):
- 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 EqIA: Claire Spencer

**5.4** Date of completion: 30 October 2020

## **Section 6: Sign Off**

- 6.1** Approving officer EqIA review outcome: (delete as appropriate):
- 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 EqIA on SCDC website (delete as appropriate)? If no, please state reason.  
Yes.
- 6.3** When will this proposal next be reviewed and who will this be?  
At Preferred Options stage in Summer / Autumn 2021, undertaken by the Greater Cambridge Shared Planning Policy Team.
- 6.4** Approving officer signature: Paul Frainer



**6.5** Date of approval: 16 November 2020