



# Greater Cambridge Shared Planning Equality Impact Assessment (EqIA)

## Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
  - 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
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs 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.

When the form is completed, please send an electronic copy to [equality.schemes@scambs.gov.uk](mailto:equality.schemes@scambs.gov.uk). Further support and guidance available on Insite or contact the Policy and Performance Team.



# Equality Impact Assessment Complete Form

## Section 1: Identifying Details

- 1.1 Officer completing EqIA:  
James Fisher
- 1.2 Team and Service:  
Greater Cambridge Shared Planning
- 1.3 Title of proposal:  
Community Infrastructure Levy (CIL)
- 1.4 EqIA completion date:  
10/02/2026
- 1.5 Proposal implementation date:  
01/01/2027
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):  
Cambridge City Council and South Cambridgeshire District Council through the Greater Cambridge Shared Planning Service

## Section 2: Proposal to be Assessed

- 2.1 Type of proposal:  
Other - Please specify  
If other, please specify
- The EQIA relates to a public consultation on a CIL draft charging schedule. CIL is a form of development tax which will generate additional funds for the Councils partners (including the Greater Cambridge Partnership and Cambridgeshire and Peterborough Combined Authority) to spend on strategic transport infrastructure necessary to deliver the 2018 Local Plans. The charging schedule sets out the type of developments that will be required to pay CIL and how much they will be required to pay. The consultation on the draft charging schedule is expected to take place between 16 February and



29 March 2026. The CIL Regulations prescribe how a CIL is consulted on and requires the Council to publish a local advertisement notice and to contact consultation bodies (including Parish Councils, Cambridgeshire County Council, and neighbouring Authorities. In addition to this the Council will publish the consultation on social media platforms for maximum exposure. Given the nature of the consultation in person events will not take place. The consultation responses will be presented to the respective Councils ahead of submission to an independent person who will carry out an examination in public. The adoption of the charging schedule needs approval from Full Committee. The governance arrangements relating to the spend of CIL receipts will be worked up separately and much later possibly subject to a new or updated EQIA.

2.2 Is the proposal:

New

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

Click or tap to enter a date.

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

The Community Infrastructure Levy (CIL) is a form of development tax that will be charged on most forms of development in the District. CIL The Regulations were introduced in 2010 and has been adopted by more than half of all Local Planning Authorities including locally East Cambridgeshire and Huntingdonshire District Councils. The income generated by CIL in Greater Cambridge will largely be spent on strategic transport infrastructure necessary to deliver the 2018 Local Plans but Parish Councils will receive at least 15% of all receipts from CIL liable developments in their Parish area. Communities without a parish or town council (i.e. communities in Cambridge City) can still benefit from the neighbourhood portion. The City Council will retain the levy receipts and will engage with the communities where development has taken place and agree with them how best to spend the neighbourhood funding. The



Governance arrangements in relation to how neighbourhood funding will be distributed will be established at a later date and may be subject to a further EQIA.

- 2.7 Which of the Council's equality objectives (as detailed in the Council'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.
  - None.

- 2.8 Which groups or individuals will the proposal affect:
- Service Users
  - Councillors
  - External Stakeholders
  - Other
  - Employees

If other, please specify [Click or tap here to enter text.](#)

- 2.9 Broadly speaking, 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) (max 250 words)

CIL generates additional funding to be used in the communities of Cambridge City Council and South Cambridgeshire District Council. This will affect External Stakeholders who will receive funding and Service Users who will benefit from the infrastructure and facilities that will be improved by those External Stakeholders. External Stakeholders also includes developers some of whom will now be required to contribute towards infrastructure for the first time. The expenditure of CIL is likely to be overseen by the Council and



directly managed by third parties including the Greater Cambridge Partnership and Cambridgeshire and Peterborough Combined Authority.

- 2.11 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards?  
(Max 250 words)

The Councils have commissioned expert viability consultants to advise on the level of rates that development can sustain within Greater Cambridge.

### Section 3: Evidence and Data

- 3.1 Describe any research (this could include consultation) and analysis you have undertaken to understand any effects on groups of people, including those within [9 protected characteristic groups?](#) Please list any key sources that you used to obtain this Information.

(Max 250 words)

In January 2011 Communities and Local Government published a document titled 'Localism Bill: Community Infrastructure Levy Impact Assessment' which included a section Specific Impact tests on 'Equality'. It said:

*"The Community Infrastructure Levy is unlikely to have an adverse impact on any social group. By making communities more sustainable, the Community Infrastructure Levy will facilitate economic growth and liveability and so create opportunity for all. The infrastructure and services that the Community Infrastructure Levy will provide (such as medical and community facilities and transport networks) will enhance accessibility and liveability for all sectors of society, and could help to deliver new infrastructure that serves different needs within the community, for example, by increasing mobility and accessibility. We do not anticipate the reforms to the Community Infrastructure Levy changing this assessment".*



As per 2.4 above the income generated by CIL in Greater Cambridge will largely be spent on strategic transport infrastructure necessary to deliver the 2018 Local Plans. Infrastructure and services for medical and community facilities will continue to be secured through Section 106 Planning Obligations and so fall outside the remit of this EQIA.

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

(Max 250)

A consultation on the draft Charging Schedule (which will set out the values each type of development will be required to pay) is to take place during February and March 2026.

## Section 4: Impact of proposal on those with protected characteristics

4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)
- you will be asked to set out actions to manage these impacts in the following question (4.2)

All - general to all protected Characteristics.

Details: CIL will generate additional funds which will enable the quicker delivery of planned transport links providing better connections between homes, jobs and leisure destinations. This is a benefit to everyone in society – not just those with protected characteristics.

Age



Details: [Click or tap here to enter text.](#)

Disability

Details: [Click or tap here to enter text.](#)

Gender reassignment

Details: [Click or tap here to enter text.](#)

Marriage and Civil Partnership

Details: [Click or tap here to enter text.](#)

Pregnancy and maternity

Details: [Click or tap here to enter text.](#)

Race

Details: [Click or tap here to enter text.](#)

Religion and belief

Details: [Click or tap here to enter text.](#)

Sex

Details: [Click or tap here to enter text.](#)

Sexual orientation

Details: [Click or tap here to enter text.](#)

Other

Details: [Click or tap here to enter text.](#)

None of the above

## 4.2 Other characteristics

Some characteristics are not yet protected in law, but the Council has made declarations it will consider them in policy making.

Digital inclusion ([what is this?](#))

Details: [Click or tap here to enter text.](#)

Care experience ([what is this?](#))



Details: Click or tap here to enter text.

Rurality

CIL receipts will be spent on strategic transport infrastructure. This will improve connectivity for rural villages.

Socio-economic

Details Click or tap here to enter text.

4.3 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts.

Please include the timescale for completing the action.

Action and timescale	Officer
<p><a href="#">Consultation</a></p> <p>CIL Regulation 16 prescribes minimum requirements for carrying out a consultation on a draft charging which the Council will follow. Additionally, the Councils will ensure that the consultation will be well publicised using social media platforms and online events.</p>	<p>James Fisher</p>
<p><a href="#">Click or tap here to enter text.</a></p>	<p><a href="#">Click or tap here to enter text.</a></p>
<p><a href="#">Click or tap here to enter text.</a></p>	<p><a href="#">Click or tap here to enter text.</a></p>
<p><a href="#">Click or tap here to enter text.</a></p>	<p><a href="#">Click or tap here to enter text.</a></p>

4.4 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this



The CIL Regulations require the Council to submit all representations it receives during the consultation to the examiner along with a statement summarising the representations.

## 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 how to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Max. 250 words)

The EQIA has established that CIL will have a positive impact on everyone – not just those with protected characteristics. When and if the Council introduce a CIL then an EQIA will likely need to be completed in respect of the Governance arrangements relating to the spending of the strategic transport contributions and the neighbourhood contribution in Cambridge City.

5.2 Confirm the recommendation of the officer completing the EqIA:

Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we have taken all appropriate opportunities to advance equality and foster good relations between groups.

Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

## Section 6: Sign Off

6.1 Signature of individual completing EqIA:

James Fisher

6.2 Date of completion:



10/02/2026

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

To be reviewed ahead of the adoption of CIL (est 1 January 2027)

6.4 Approving officer signature, this should be your Head of Service, Service Area Manager, or Project Sponsor:

Stephen Kelly

6.5 Date of approval:

11/02/2026

Please send the completed document to [Equality.Schemes@scambs.gov.uk](mailto:Equality.Schemes@scambs.gov.uk) for publishing on the website.