



Cambridge City Council Equalities Panel

Date: Tuesday, 21 January 2020

Time: 4.00 pm

Venue: Storey's Field Community Centre, Eddington Avenue, Cambridge CB3 1AA

Contact: democratic.services@cambridge.gov.uk, tel:01223 457000

Agenda

- 1 Welcome, Introductions and Apologies
- 2 Declarations of Interest
- 3 Minutes of Previous Meeting and Matters Arising (Pages 3 - 12)
- 4 Cambridge Local Plan Issues and Options Consultation (Pages 13 - 16)
- 5 Cambridge Northern Fringe East - Equality Impact Assessment (Pages 17 - 38)
- 6 Cambridge Market Square Project (Pages 39 - 42)
- 7 Any Other Business

The next Equalities Panel meeting will be held on 7 July 2020.

Chair: Antoinette Jackson

Elected Members: Councillors Collis, Thittala, Page-Croft, Porrer and Smart

Public Members: Graham Lewis, Judith Margolis, Raheela Rehman, Orsola Rath Spivack and Dr Susan Wan

Staff Members: Naomi Armstrong, Lesley-Ann George, Joe Obe, Ariadne Henry and Alistair Wilson

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EQUALITIES PANEL

16 July 2019
4.00 - 6.00 pm

Chair: Antoinette Jackson

Public Members: Judith Margolis, Raheela Rehman, Dr Susan Wan and Orsola Spivak

Elected Members: Councillor Porrer

Staff Members: Alistair Wilson, Ariadne Henry and Lesley-Ann George

Officers:

Head of Housing: David Greening

Head of Human Resources: Deborah Simpson

Strategy and Partnerships Manager: David Kidston

Equality and Anti-Poverty Officer: Helen Crowther

FOR THE INFORMATION OF THE COUNCIL

19/33/EP Welcome, Introductions and Apologies

Apologies were received from:

- Public Member: Graham Lewis
- Elected Members: Councillors Collis, Smart, Page-Croft and Thittala
- Staff Members: Joe Obe and Naomi Armstrong

The Panel welcomed new Members to the Panel who were present: Councillor Porrer and Staff Member Alistair Wilson

19/34/EP Declarations of Interest

No interests were declared.

19/35/EP Minutes of Previous Meeting and Matters Arising

The minutes of the meeting of the 19th November were approved and signed as an accurate record.

19/36/EP Domestic Abuse Housing Alliance

The Panel received a presentation from David Greening, Head of Housing, on the Domestic Abuse Housing Alliance (DAHA), which covered the following points:

- i. Ways that domestic abuse can impact differently on people with different protected characteristics: including age, disability, pregnancy and maternity, race and sex.
- ii. DAHA is a partnership between Standing Together Against Domestic Violence, Peabody and Gentoo.
- iii. DAHA's mission is to improve the housing sector's response to domestic abuse through the introduction and adoption of an established set of standards and an accreditation process for social housing providers.
- iv. Priority areas of DAHA include policy and procedures, case management, risk management, equality and diversity, perpetrator management, partnership working, staff training and publicity and awareness.
- v. The aims of DAHA include: improving staff confidence in identifying and dealing with domestic abuse; standardising processes so residents get the right response every time; increasing staff interaction with local initiatives; reducing costs to housing providers from domestic abuse; and reducing cost to public purse via earlier interventions by housing providers.
- vi. The City Council has been working on DAHA accreditation since May 2018 and holds a monthly steering group. The Council was first assessed for accreditation in May 2019 and will be reassessed in August/ September 2019.
- vii. A lot of progress has been made so far, including developing new policies and procedures for our City Homes and Housing Advice teams, undertaking case audits, carrying out risk assessments, developing a new policy for staff impacted by domestic abuse, and including information on domestic abuse in the Council's tenant handbook.
- viii. Some next steps for DAHA include developing a corporate approach beyond Housing Services to domestic abuse by asking Council services to sign up to a new domestic abuse new flagging system, ensuring there are clear linkages between domestic abuse and safeguarding policies, and developing a target hardening approach (making homes safer for

survivors of domestic abuse). The Council is also supporting CHS Group through the accreditation process and is in conversation with South Cambridgeshire District Council that is considering signing up.

The Panel Members commented on how different protected characteristics may be impacted by domestic abuse, and asked questions on DAHA, including:

- i. How many domestic abuse cases does the Council respond to?
- ii. Does the Council only focus on domestic abuse cases relating to Council housing properties or in relation to other housing and service providers?
- iii. The Council needs to give further consideration to mental health issues caused by abuse, including effects on children, and also how perpetrators might have mental health issues. The Panel also asked what training Council receive around mental health.
- iv. Are we linking our DAHA work to our safeguarding policy?
- v. Financial abuse can be caused where Universal Credit is going to one member of a household. The Council and partners need to work with the Department for Work and Pensions to highlight financial abuse in these instances.
- vi. People in some BAME communities may be afraid to report domestic abuse due to fears of stigma or being disowned by members of their community.
- vii. Cambridge Women's Aid is running an 'Ask Me' campaign to support people to talk about domestic abuse if it comes up in conversation.
- viii. The Council needs to make sure that it refers people to the correct agencies, particularly if other issues are identified in addition to domestic abuse. The Council's referral process needs to be robust and it needs to follow through to check if the aims of referral have been achieved.
- ix. Consider seeking information from the Council's Children and Young People's Service regarding how domestic abuse impacts on children that the Council works with.

David Greening, Head of Housing, commented on feedback and answered questions asked:

- i. DAHA considered 20 domestic abuse cases dealt with by the Council's Housing Advice service prior to January 2019, and 20 cases that were dealt with after this date

- ii. Part of the DAHA process is to engage with partners in order to improve the Council's process of responding to domestic abuse, including relating to referrals and signposting.
- iii. Domestic abuse affects people in complex ways and we are not specialists in providing a lot of the support that is necessary for people. The council undertakes risk assessments to understand the seriousness of particular cases of domestic abuse, and it has good links to the Multi-Agency Risk Assessment Centre (MARAC). If a referral is not considered appropriate for MARAC, the Council refers people to Women's Aid who we fund to provide 24/7 support for survivors of domestic abuse. Women's Aid work with children who are survivors of domestic abuse as well.
- iv. The Council undertakes a lot of training for staff around mental health but we cannot provide specialist support in this area.
- v. A range of statistics we hold could identify which protected characteristics we support with domestic abuse.

Helen Crowther, Equality and Anti-Poverty Officer, agreed to send the Panel the equality impact assessment for the customer policy relating to DAHA for any feedback from the Panel.

19/37/EP Cambridge City Council Single Equality Scheme 2018 - 2021 Year one Review June 2019

Helen Crowther, Equality and Anti-Poverty Officer, presented the Year One Review of the Single Equality Scheme. This provided feedback on progress made for the first year of the 2018 to 2021 Scheme (so 2018/19) and new actions identified for 2019/20, the second year of the Scheme. The presentation:

- i. Shared that the Council publishes information annually to demonstrate how it meets the Public Sector Equality Duty (S.149 of the Equality Act 2010). The Year One Review went to the Council's Environment and Community Scrutiny Committee on 27th June 2019.
- ii. Highlighted some key achievements in 2018/19 of the Council, including: leading the development of a Cambridgeshire-wide policy on how funding for Disabled Facilities Grants are awarded, meeting our pledge to help resettle 100 refugees, and developing a new Sickness Absence Management Policy for Council staff.

- iii. Identified progress and further actions for 2019/20 relating to three key areas of priority that were identified when the Council developed the 2018 to 2021 scheme. These priorities were: supporting Gypsy, Roma and Traveller people to access public services and tackle discrimination they face; tackling loneliness experienced by older people and people in new communities; and supporting service users with mental health issues.
- iv. Shared some new actions for 2019/20 that included identifying how the Council can better support tenants with hoarding issues (who are more likely to have mental health issues like anxiety), developing a street charter for visually impaired people, and starting a period poverty campaign.
- v. Emphasised that the following equality and diversity campaigns are still being delivered across Council services: Equality Pledge, Domestic Abuse Housing Alliance, STOP Suicide, Dementia Friends and Safer Spaces.

Panel Members asked the following questions and made the following comments:

- i. For clarification if the Children and Young People's Participation Service undertakes work with care leavers.
- ii. Whether the Cambridge Local Plan consider equalities issues in new communities in the city.
- iii. Further information on the Disabled Facilities Grants Review
- iv. One Panel Member commended the work the Council has undertaken to support Gypsy, Roma and Traveller people to access public services in 2018/19.

Helen Crowther, Equality and Anti-Poverty Officers, and other Council officers provided the following responses:

- i. The Children and Young People's Participation Service mainly works with younger age groups, so it is unlikely to undertake much work with care leavers.
- ii. The new communities in the Southern Fringe of Cambridge have a particular demographic profile. For example, a recent survey of Southern Fringe residents found that the population of the Southern Fringe is slightly more ethnically diverse than Cambridge as a whole and that residents speak 48 different languages. To help support new

communities and address potential isolation, the Council provided Community Development Officers at an early point in the development of the Southern Fringe and provided grants to support community groups to form. The Council is currently working with Cambridgeshire County Council to consider what the needs and demands are for public services in the Southern Fringe.

The Panel were asked about future topics they would be interested in hearing about at the Panel. Panel members said that they would be interested in items on:

- i. hate crime and reporting centres
- ii. drug dealing by young people, care leavers and other vulnerable people in County Lines gangs.

Helen Crowther, Equality and Anti-Poverty Officer, agreed to undertake further research to identify relevance of the topics for the Panel in terms of the level of work we are undertaking on these issues compared to our partners, and agreed to send information to Panel Members on these areas of work via email if the topics are not relevant for Panel meeting discussions.

19/38/EP Equality in Employment End of Year Workforce Report April 2018 - March 2019

A presentation was undertaken by Deborah Simpson, Head of Human Resources, on the Equality in Employment report that monitors the profile of the workforce. Key findings were:

- i. The highest representation age group is 45 to 54, which is similar across local government.
- ii. The proportion of staff aged 25-34 has reduced, which partly reflects the fact that 50% of Council staff have worked for the Council for 10 years and have progressed through the age bands
- iii. 27% of the workforce is aged 55 plus, but only 18% of corporate training attendances were by people of this age, so we are exploring if there are any reasons for this and looking at all training
- iv. People aged 65+ are represented in all pay bands other than senior management
- v. There were 6.37% people declaring a disability, which has gone down from last year (6.97% for 2017/18). The target for disabled people's representation will remain at 7.5% for 2019/20.

- vi. 10.17% of our leavers declared they had disabilities, and some of the leavers were staff transferred to a service and are now employed by South Cambridgeshire District Council.
- vii. In the Council's employment policies there is no underlying evidence of unequal treatment.
- viii. There is a high representation of disabled people in senior roles.
- ix. 23 BAME people have been appointed in 2018/19 compared to 6 in 2017/18. There were still some BAME people leaving the workforce voluntarily or through transfer to another employer and many of the new appointments had not started yet, so the increase is not reflected in workforce representation overall at 31 March. There was 7.59% BAME representation in 2018/19, compared to 7.18% for 2017/18. The target for BAME people's representation will remain at 9.5% for 2019/20.
- x. BAME people are under-represented in most pay grades. BAME people tend to be represented most in lower pay grades, but there have been some new appointments in higher grades that have not started yet.
- xi. There is a 50% split between female and male people in the Council workforce. This is different to local government as a whole, which has 78% female employees.
- xii. There is high representation of female employees in senior roles in the Council.
- xiii. 69.5% of leavers were female, and this is in part explained by the Planning Service, that was predominantly female, being transferred to South Cambridgeshire District Council as a shared service.
- xiv. Year-on-year, staff have been more likely to declare data on religion and sexual orientation.
- xv. Christianity is the most common religion. There has been an increase in people declaring themselves to have no religion.
- xvi. 3.18% declared themselves as gay, lesbian, bisexual or questioning in 2018/19 (compared to 2.62% for 2017/18).
- xvii. Our gender pay gap is in favour of men. The mean for the pay gap is 2.45% (compared to 3.19% for 2017/18), which is better than the local authority mean. The median pay gap is 5.53% (compared to 5.91% for 2017/18). A number of factors impact on the Council's gender pay gap, including the transfer of services to shared services.
- xviii. Some actions to help improve workforce representation for 2019/20 are to:

- Conduct an audit of BAME recruitment applications in 2019 to understand the increase in BAME appointments and what more we can do
- Undertake a Disability Confident review in late 2019
- Keep monitoring employment policies to ensure there is no underlying evidence of unequal treatment
- Capture data on all training provision, not just for corporate courses
- Undertake further work in identifying reasons for leaving of voluntary leavers
- Continue to monitor and contextualise the gender pay gap to see if anything can be done to reduce it.

Panel Members asked the following questions and made the following comments:

- i. How does the Council ensure that criteria for positions are not set too high?
- ii. Is the profile of jobs in the Council is changing?
- iii. Are professional service jobs hard to recruit for due to costs of living in the city?
- iv. Do we have a staff network for disabled people and is this part of our criteria for Disability Confident?
- v. What happens where profiles of existing staff change? How can they update their equality monitoring information?
- vi. Visibility of BAME staff can help to encourage other BAME people to apply for roles at the Council

Deborah Simpson, Head of Human Resources, answered the questions:

- i. The Council needs to consider lengths of job descriptions and if all 'essential criteria' are really essential. The Council also needs to consider if it is proportionate for people to apply for specific positions via an application form or if CV applications are adequate.
- ii. Some of our services have been transferred to South Cambridgeshire District Council (Planning and Waste), which changes the profile of our workforce and jobs we recruit to. There have also been other changes to services that require people to have slightly different skills in the same jobs than they would have been required to have before.

- iii. It can be hard to recruit people into professional roles that require specific qualifications, such as Environmental Health Officers and Building Surveyors. One way in which the Council tackles this is by enabling people to work remotely, which encourages people from other locations beyond Cambridge to apply and accept positions.
- iv. There are no staff networks running currently due to lack of demand for them from staff.
- v. Staff can update their own equality monitoring information if anything changes, and the Council also carries out an annual data validation exercise, which involves writing to all staff asking to confirm if their monitoring information is still accurate

Deborah Simpson, Head of Human Resources, agreed to check criteria for Disability Confident to see if having a staff network for disabled people is a requirement.

19/39/EP Any Other Business

Antoinette Jackson, Chief Executive, has agreed to explore legalities around enabling Councillors who are on registered parental leave to nominate a proxy to cast their vote at Council. A report shall go to Civic Affairs in October. (This issue was raised by Councillor Porrer further to the recent amendments in Parliament to allow proxy voting for MPs on parental leave.)

Ariadne Henry, Community Development Officer, shared information about her work helping the Roma community to put in a bid for a project to explore their heritage through DNA and language analysis. The project aims to bring people of different communities together with the six museums across East Anglia that have signed up

The meeting ended at 6.00 pm

CHAIR

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Item 4: Greater Cambridge Local Plan Issues and Options Consultation

A Local Plan is a legal document that councils are required to prepare, which sets out the future land use and planning policies for the area over a set time frame. It identifies the need for new homes and jobs, and the services and infrastructure to support them, and guides where this growth should happen.

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

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

Consultation and community engagement will be undertaken on the Issues and Options document on the Local Plan from 13 January to 24 February 2020. The Issues and Options document is the first stage towards preparing the next Local Plan, but it is not the Plan itself. The new Local Plan will be prepared in stages over about four years, and there will be further public consultation as options are considered and policies are developed.

‘The first consultation’ explores the ‘big themes’ that will influence how **homes**, **jobs** and **infrastructure** are planned. The big themes are:

- **Climate change** – how the plan should contribute to achieving net zero carbon, and the mitigation and adaptation measures that should be required through developments.
- **Biodiversity and green spaces** – how the plan can contribute to our ‘doubling nature’ vision, the improvement of existing green spaces and the creation of more.
- **Wellbeing and social inclusion** – how the plan can help spread the benefits of growth, helping to create healthy and inclusive communities.
- **Great places** – how the plan can protect what is already great about the area, and design new developments to create special places and spaces.

The consultation also sets out some options for where growth of homes and jobs might go, and seeks views on where people think the plan should focus and how the big themes should play into this. The following options are identified:

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

The two big themes relevant to equality for the development of the Local Plan and related to the above options are:

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

The consultation includes a total of 50 questions. At the Equalities Panel, for this item feedback shall be sought from Panel members on the following questions taken from the Issues and Options paper that especially relate to equalities:

- 1) How do you think we should involve our communities and stakeholders in developing the Plan?
- 16) How should the Local Plan help us achieve ‘good growth’ that promotes wellbeing and social inclusion?

- 17) How do you think our plan could help enable communities to shape new development proposals?
- 18) How do you think we can make sure that we achieve safe and inclusive communities when planning new development?
- 34) How should we meet the need for additional Gypsy, Traveller and caravan sites?
- 36) How should the Local Plan ensure the right infrastructure is provided in line with development?

To see the full Local Plan Issues and Options document and the Equality Impact Assessment, go to: www.greatercambridgeplanning.org/local-plan

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Item 5: Equality Impact Assessment of the draft Area Action Plan for North East Cambridge

Background papers:

- *Draft Joint Cambridge City Council and South Cambridgeshire District Council Equality Impact Assessment for the draft Area Action Plan (AAP) for North East Cambridge*

South Cambridgeshire District Council and Cambridge City Council are jointly preparing an Area Action Plan (AAP) for the North East Cambridge, which will form part of the statutory development plan.

The area of the AAP is shown in Annex 1. It includes the east of Milton Road – the area bounded by the A14, the railway and extending south to the Nuffield Road industrial area - and the west of Milton Road, including the Cambridge Science Park (CSP) and the Cambridge Regional College (CRC).

The area east of Milton Road includes the Cambridge Business Park and St John's Innovation Park which will remain. The remaining area, including the Anglian Water Waste Water Treatment Plant (WWTP), the Cowley Road and Nuffield Road Industrial Areas and the former Chesterton Rail Sidings present the last remaining significant brownfield sites in Greater Cambridge. It has long been an ambition of the local councils to take advantage of the opportunity these sites afford to regenerate this part of the city and to support the continued economic success of the local economy. However, planning of the area has been hampered by uncertainty over the future of the WWTP, which covers a significant part of this land and is a constraint on development of adjoining land.

Housing Infrastructure Funding (HIF) has been secured to relocate the WWTP off site. The WWTP site together with redundant railway sidings near the new Cambridge North station, a former Park and Ride site and other land, will provide the opportunity for the creation of a new urban quarter to the City which can make a significant contribution to the future housing and employment needs of Greater Cambridge.

To the west of Milton Road, the CSP has provided crucial research space in the city since the 1970s and continues to make an important contribution to the Greater Cambridge cluster of research and high-tech sectors. However, some of the older buildings were built at very low densities with extensive surface car parking and there is scope for further intensification of the site. A number of sites on the park have planning permission, and further proposals are to be considered.

The vision for the area is:

‘North East Cambridge – A socially and economically inclusive, thriving, and low carbon place for innovative living and working; inherently walkable where everything is on your doorstep’

The AAP therefore proposes a new mixed use high-quality urban quarter for Cambridge. Given the road transport constraints facing the area, it will make the most of its excellent public transport and cycling connections. New green links and strategic cycling & walking connections will integrate NEC with surrounding areas, the rest of the City and to the countryside beyond. Internally, more localised networks will create a vibrant high-density walkable community across the entire NEC area. Innovative approaches to sustainable transport and sustainable design will promote an urban realm that people and environmental centric.

The transition to more sustainable modes of travel will facilitate the intensification of the science and business parks, ensuring NEC continues to make an important contribution to the Cambridge cluster of research and high-tech.

A new district centre on Cowley Road will provide a focal point for community and cultural activity. From here new neighbourhoods will extend to the A14, to the railway & station, and to the existing residential areas of East Chesterton. Provision is to be made for circa 8,500 new homes within neighbourhoods that comprise a range of different housing types and tenures, including mixed use developments providing innovative ways of delivering community facilities and a more diverse employment offer. Variations in density, scale, height, design and uses will ensure neighbourhoods develop their own unique character. Accessibility and activity throughout the day and evening will create the kind of vitality and footfall needed to support a range of uses and activities that a self-sustaining new City District needs.

The scale of regeneration enables district wide solutions to achieving a step change in sustainability from biodiversity net gain to low carbon development to integrated SMART city tech. In this context, each new development, no matter how big or small, has a significant role to play in contributing to and delivering upon the future vision for the area.

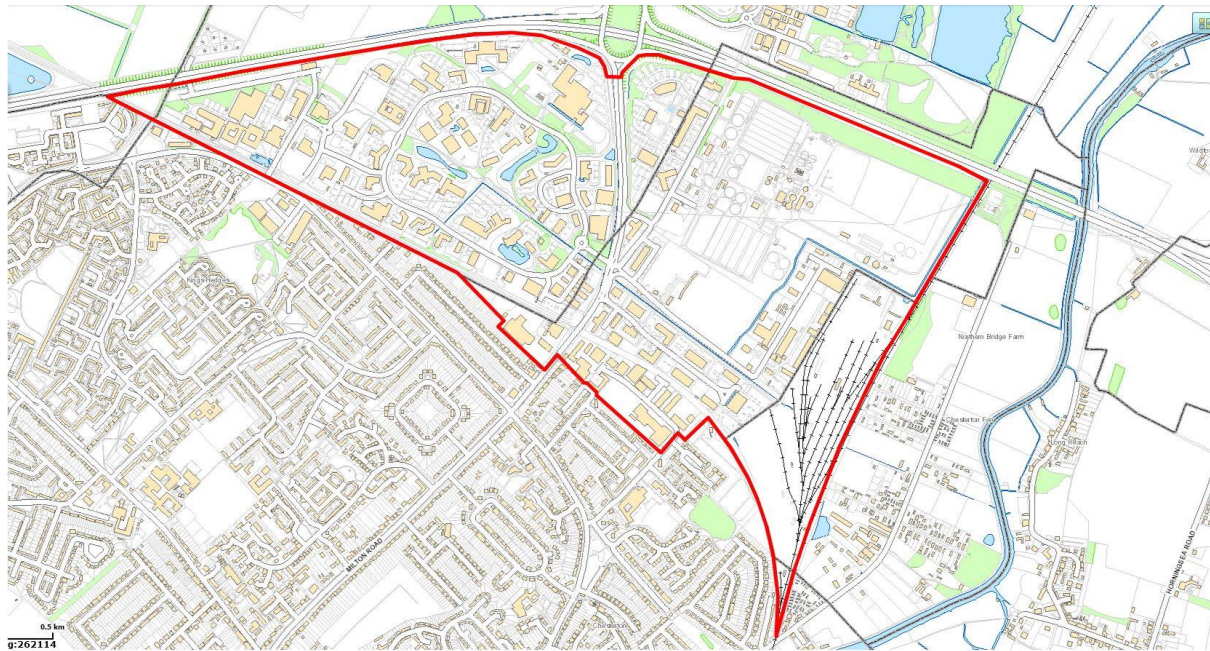
The AAP will also explore the wider economic and social considerations, what it will be like to live in this new area, and how the new population will be successfully integrated with the existing communities to the north, south and east.

Panel Members will be asked to provide feedback on the Draft Joint Equality Impact Assessment (EqIA) that has been produced by Cambridge City Council and South Cambridgeshire District Council for the draft North East Cambridge Area Action Plan.

Public consultation on the draft AAP will take place between July and September 2020.

The Joint EqlA template has been developed for both Councils to inform the Sustainability Appraisal that will be carried out on the Draft Area Action Plan document in due course.

Annex 1: Map of the NEC AAP area





Draft Joint Equality Impact Assessment – Cambridge City Council & South Cambridgeshire District Council For

Draft North East Cambridge Area Action Plan 2020

This Equality Impact Assessment (EqIA), prepared by the Greater Cambridge

Shared Planning Service, helps to ensure both Cambridge City Council and South

Cambridgeshire District Council will deliver the best possible outcomes for all existing and new residents, employees and visitors in and around the area covered by the North East Cambridge Area Action Plan. In addition, preparation of the EqIA ensures the councils' have fulfilled the legal obligations of the Public Sector Equality Duty in respect of the Area Action Plan. The Public Sector Equality Duty requires Councils to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Title of policy/plan to be assessed:

North East Cambridge (NEC) Area Action Plan (AAP)

Version: Draft AAP 2020

Responsible Service Area and Lead Officer:

Greater Cambridge Shared Planning Service – Paul Frainer

Completion date of equality screening:

December 2019

Webpage links to full details of the Draft AAP:

Issues and Options 2 consultation (Spring 2019) webpages will be updated for the Draft AAP 2020 consultation.

A Status and scope of the policy being assessed**A1 What are the main aims, the purpose, the objectives and the intended outcomes of the policy?**

The North East Cambridge Area Action Plan (NEC AAP) will build on national policy, including in the National Planning Policy Framework and National Planning Practice Guidance, Policy SS/4 of the adopted South Cambridgeshire Local Plan (2018) and Policy 15 of the adopted Cambridge Local Plan (2018). The NEC AAP will contain a number of policies relating to the redevelopment of the land allocated in the adopted Local Plans for mixed-use development. Originally centred around land bordering the Chesterton Sidings the area covered by the NEC AAP has been revised to include a wider area which incorporates Cambridge North Station and the Cambridge Science Park.

Whilst adopted Local Plans allocate the area for a mixed use development, they do not set out any details about the amount of development to be provided, its distribution within the area, when it should take place, its resultant form and function, and how wider community and sustainability outcomes will be co-ordinated and their delivery secured. Preparation of an AAP is intended to provide a detailed and proactive policy framework to guide development, regeneration and investment decisions across the area.

The aims of the NEC AAP are as follows:

- To contribute to meeting the future strategic development and land use needs of Greater Cambridge for employment, housing and infrastructure;
- To agree a shared, ambitious and innovative vision and strategic objectives for the regeneration of the North East Cambridge area;
- To provide clarity and increased certainty through the AAP about how North East Cambridge, and the strategic sites within it, are to develop, including the scale, form and distribution of new development and land use expected across the plan area;
- To test various development scenarios through plan making, informed by evidence and consultation, to arrive at the optimum development potential of the area and sites within it, with respect to the mix and scale of uses, with environmental impacts minimised, mitigated or, where appropriate, enhanced;
- To identify and secure the coordinated delivery of the necessary social and physical infrastructure and service improvements required to support the new development;
- To determine the appropriate phasing of development, taking into account the need to ensure regeneration occurs in a coordinated manner across the whole plan area, including on sites with greater constraints than others; and
- To provide a sound basis upon which to assess and direct decisions on planning applications.

The purpose of the Draft North East Cambridge AAP consultation 2020 document is as follows:

- To set out a draft framework for the future development of the North East Cambridge Area and invite members of the public and stakeholders to comment on the draft vision and proposals for the area. The publication of this document is accompanied by an updated Sustainability Appraisal and other evidence base documents, including the EqlA, that have informed the preparation of the Draft AAP. Supporting evidence base documents will be made available for inspection online and at the same locations as the Draft AAP. Comments are invited on these documents in addition to the Draft AAP.

A2 What is the status of this policy?

The Draft NEC AAP is a new document which seeks to expand and provide additional guidance on the application of policies contained within the adopted Cambridge and South Cambridgeshire Local Plans. Once adopted, the NEC AAP will form part of the Greater Cambridge Development Plan which will also include the Greater Cambridge Local Plan currently being prepared. This consultation on the Draft NEC Area Action Plan is a formal stage in the preparation of the AAP (refer to A.3 below).

A3 What is the timescale and decision-making route for approval of the Policy, including timescales for updating this EqlA?

The preparation of the North East Cambridge AAP has been, and will go through the following stages prior to adoption:

- Consultation on Issues & Options 1 (Dec 2014 – Jan 2015) – EqlA prepared
- Consultation on Issues & Options 2 (Feb – Mar 2019) – EqlA prepared
- Consultation on Draft Area Action Plan (Summer 2020) – this EqlA currently being prepared
- Proposed Submission Consultation (Autumn 2022) – Updated EqlA to be prepared
- Submission to Secretary of State (Spring 2023)
- Examination period (Summer 2023)
- AAP Adoption (Winter 2023)
- Area Action Plan delivery (Up to 2040 and beyond) – Development performance to be addressed through the Greater Cambridge Annual Monitoring Report.

Member approval is required at key stages of the plan making process. For example, the Draft AAP has been prepared taking into consideration comments made in response to both Issues and Options consultations. Member approval will be sought for the publication of the Draft AAP for consultation and similarly for the Proposed Submission Consultation. Issues raised in relation to the publication of this and subsequent versions of the EqlA for the North East Cambridge Area Action Plan will be explored as part of the AAP preparation process (including Sustainability Appraisal), and addressed, where possible, within the final version to be submitted to the Secretary of State.

A4 Does the policy accord with South Cambridgeshire District Council Business Plan 2019-24 and Cambridge City Council Corporate Plan 2019 - 2022?

The Draft AAP is linked to the South Cambridgeshire District Council Business plan by:

- Growing local businesses and economies - We will support businesses of all sizes, including rural enterprise and farming, to help create new jobs and opportunities near to where people live.
- Housing that is truly affordable for everyone to live in – We will build vibrant communities in locations where people have good access to facilities and transport links, so they can genuinely afford to lead a happy and healthy life.
- Being green to our core – We will create a cleaner, greener and zero-carbon future for our communities.
- A modern and caring Council – We will provide our customers with high-quality services, strive to reduce costs, build on what we are good at to generate our own income and make decisions in a transparent, open and inclusive way.

The Draft AAP is linked to the strategic objectives contained within the Cambridge City Council Corporate Plan 2019 – 2022 by:

- Helping people in Cambridge who have the greatest need
- Planning for growth and ensuring our new communities are successful
- Protecting our environment and tackling climate change
- Delivering quality services within financial constraints

The Draft AAP will accord with the Business Plans of both Councils and will seek to address the EqlA implications through the formulation of the plan and further iterations of this EqlA document.

A5 Who are the intended beneficiaries/stakeholders of the policy? How many people are affected and from which sections of the community?

The AAP is being prepared to provide a clear framework to assist decision making relevant to the new city district. 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.

Consultation and community engagement in respect of the Draft AAP will be undertaken in accordance with the Greater Cambridge Shared Planning Statement of Community Involvement (2019) and will provide the opportunity for all stakeholders, including local residents to influence the emerging policies and proposals for this area.

The delivery of development outlined in the Draft AAP will be of benefit to the local economy as well as new and existing residents within North East Cambridge and the surrounding area. The Draft AAP seeks to deliver a mix of employment, residential, recreational and other community uses with the intention of creating balanced communities. 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.

Stakeholders include, but are not limited to:

- Residents of Greater Cambridge and new residents of the new City District itself.
- Existing local businesses and their employees
- Local Parish Councils & Local residents Groups
- Local District and Ward Members
- Cambridgeshire County Council
- Cambridgeshire and Peterborough Combined Authority
- Greater Cambridge Partnership
- Historic England
- Natural England
- Delivery partners, including infrastructure, utility, service and transport providers and developers
- Community organisations
- Landowners

A6 Other departments or partners involved in delivering the Policy/Plan.

Other departments or partners involved in delivering this plan (to varying degrees):

Cambridge City Council (joint plan-making partner)

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

South Cambridgeshire District Council (joint plan-making partner)

- Planning Services
- Sustainable Communities and Wellbeing
- Environmental Health & Waste
- Housing
- Procurement
- Other service departments as relevant and required

Cambridgeshire County Council (Key stakeholder assisting with plan preparation)

- Planning, including Minerals and Waste team
- Transportation
- Education
- Other service departments as relevant and required

In addition, the Greater Cambridge Shared Planning Service is working in partnership with Greater Cambridge Partnership, utility and service providers, landowners and local interest groups to consider ways to ensure provision will be made for all necessary infrastructure to serve the development and deliver development on site in a successful and coordinated manner. The NEC AAP will set the framework for the development of a new City district.

B Evidence, data and consultation

B1 What monitoring or other information do you have about relevant target groups which will show the impact of the Policy/Plan?

The land uses proposed within the Area Action Plan will have a bearing on those who potentially live, work and visit the new City district. Throughout the preparation of the Draft AAP officers have had regard to the guidance contained within the City Council's Equalities and Diversity Policy and the Equality Scheme adopted by South Cambridgeshire District Council. Officers have liaised with Community Services departments at South Cambridgeshire District Council, Cambridge City Council and Cambridgeshire County Council who are responsible for health and well-being considerations. A Community Liaison Forum has been set up as a sounding board to feed into the plan making process. The Draft AAP is accompanied by an up to date Sustainability Appraisal Report.

Local Plan Monitoring Indicators (which address social, environmental and economic issues) will help review the success of the NEC AAP. In addition, there will be specific monitoring of the trajectories and objectives proposed by the Area Action Plan. Policies within the AAP will each have their own relevant Key Performance Indicators (KPIs) which are broadly aligned to those of the Greater Cambridge Local Plan for consistency.

The full monitoring and implementation framework for the Cambridge Local Plan 2018 is set out in the Local Plan Appendix M. Indicators relevant to the preparation of the NEC AAP are listed below:

- Target: To deliver an increase of at least 12 hectares of employment land.
- Target: To deliver a net increase of 22,100 jobs in the Cambridge Local Authority Area between 2011 and 2031.
- Target: To deliver a net increase of 14,000 residential units in Cambridge between 2011 to 2031.
- Target: To focus development within Cambridge, on the edge of Cambridge, at new settlements and within the more sustainable villages in South Cambridgeshire categorised as Rural Centres and Minor Rural Centres.
- Target: To deliver affordable housing on developments as set out in Policy 45 unless viability issues can be demonstrated.

- Target: To increase the delivery of affordable housing to respond to the high level of need identified.

The full list of Monitoring Indicators from the adopted South Cambridgeshire Local Plan 2018 is set out in the Local Plan Appendix F. Indicators relevant to the preparation of the NEC AAP are listed below:

- M2 Spatial Strategy – Total dwellings completed annually and cumulatively in Greater Cambridge by development sequence, including by settlement category within the rural area
- M3 Spatial Strategy – Affordable housing completions
- M4 Spatial Strategy - Amount and type of completed employment floorspace on previously developed land
- M5 Spatial Strategy – Percentage of new and converted dwellings completed on previously developed land
- M6 Spatial Strategy – Number of new jobs created. Amount and type of completed and committed employment floorspace and land
- M7 Strategic Sites – Progress and development on strategic site allocations (including Policy SS/4)

Most of the indicators are existing indicators which are already monitored and reported in the Greater Cambridge Annual Monitoring Report. These indicators will need to be modified to be appropriate for the NEC development and in light of the emerging Greater Cambridge Local Plan.

The County Council Research Group provides a breakdown of Census information in district and ward level profiles. This includes information on age, disability, gender reassignment, marriage/ civil partnership, pregnancy/maternity, race/ethnicity, religion, sex and sexual orientation. As new data becomes available this will be incorporated into the EqIA and will inform the AAP preparation process.

B2 Have you compared the data with the equality profile of the local population? What does it show?

The area covered by the North East Cambridge Area Action Plan is currently predominantly commercial, with minimal existing residential units on the site. There is therefore no equality profile for the existing population.

The preparation of the AAP is concerned with the future population of the site and the relationship with existing communities adjacent to the site. In this regard it should be noted that of the three wards adjoining the site, two are within the twenty most deprived wards in Cambridgeshire in terms of multiple deprivation, namely King's Hedges and East Chesterton. Preparation of the Area Action Plan provides the opportunity to explore ways in which the new development can benefit these existing communities in the vicinity of the site.

B3 Have you identified any improvements or other changes that could be made from monitoring the data?

The Draft NEC AAP is intended to assist with the delivery of a high quality, sustainable development, that will take into account ideas and opinions expressed through the public consultation exercise. Local residents, employees of local businesses and visitors to the site will have the opportunity to comment on the Draft AAP and help shape future plans for the North East Cambridge site.

It is anticipated an adopted NEC AAP will have a positive impact on several protected characteristics, due to the planned provision of a range of housing, services and facilities for all groups. For example, the provision of an integrated public transport system for the plan area represents an opportunity to improve access for those with limited mobility.

B4 Have you consulted external stakeholders about the Policy/Plan? If so, what were their views?

The Greater Cambridge Shared Planning Service is working in partnership with Cambridgeshire County Council, Greater Cambridge Partnership, landowners, developers, the local community and interest groups to consider ways to deliver development on the site in a successful manner.

To date the Draft NEC AAP has undergone the following stages which have involved consultation with the various external stakeholders and groups within the local community:

- Research, evidence gathering and front-loading engagement (2014)
- Issues and Options 1 consultation (December 2014 – February 2015)
- Issues and Options 2 consultation (February 2019 – March 2019)

A list of consultees is attached as Appendix A to this document. Details of the representations received as part of these consultations will be set out in the Statement of Consultation document which will accompany the Draft NEC AAP. These details can also be viewed on the [South Cambridgeshire District Council website](https://www.southcambridgeshire.gov.uk/).

B5 Have you undertaken any consultation with staff to assess their perception of any impacts of the Policy?

A range of officers from within both Cambridge City Council and South Cambridgeshire District Council have been involved throughout the various stages of the plan making process, including those from Environmental Health, Urban Design, Development Management, Waste Disposal and Housing.

B6 Provide information about any other consultation, research or involvement undertaken in relation to this impact assessment.

The Draft NEC AAP will be subject to a six-week public consultation with a range of stakeholders in accordance with the Greater Cambridge Shared Planning Service Statement of Community Involvement. A list of consultees is included in the Consultation Statement which will accompany the Draft Plan.

C Opportunities to advance equality of opportunity and potential impacts of the Policy on different groups of people

Age

Relevant community organisations, such as Age UK, Cambridgeshire Older Peoples Enterprise and Centre 33 will be included in the consultation. Although there is no evidence of any negative impact on young people, it is often difficult to engage with younger members of the community. A range of measures are proposed to address this as part of the consultation on the Draft AAP, including consultation events at local schools and colleges. As part of the Issues and Options consultation in 2019 an event was held at Cambridge Regional College in order to encourage engagement with young people. In addition, local community groups will be contacted as part of the consultation and a presence on social media is envisaged with a view to reaching out to all age groups.

The Draft AAP consultation will seek views on housing need, including the needs for an ageing and young population.

House prices in the Cambridge area are particularly high and this has a negative impact on those sections of the population wishing to purchase their own home, particularly young people. The Draft AAP plans for the provision of 40% affordable housing for a range of household sizes which will benefit young people struggling to afford market housing and also families with children. The Draft Plan also makes provision for specialist housing, Care Homes and Assisted Living accommodation for the elderly, for example.

Various employment uses proposed by the Draft AAP will support a range of opportunities at various skill levels, which will benefit people of working age. Consultation events will be arranged through existing businesses on the site in order to engage with existing employers and employees regarding future plans for the area. Previous consultations have included events at the Cambridge Science Park and St Johns Innovation Park. Local employment opportunities within the new development are explored within the Skills, Training and Local Employment Opportunities Topic paper which will be published alongside the Draft AAP.

The Draft AAP includes provision for appropriate primary and secondary school provision in addition to further social infrastructure such as children's play areas which will benefit families with young children. It is estimated that approximately 20% of the population residing within the North East Cambridge AAP will be under the age of 17, based on the number and range of residential units proposed by the Draft AAP. The Draft Plan proposes a range of community facilities to cater for all age groups, including public open space, shops and leisure facilities.

Impact on different age groups – Positive

Disability

Relevant community organisations are included in the consultation such as Disability Cambridgeshire, NHS Foundations Trust, Disability Panel, Lifecraft and CPSL Mind.

The consultation documents have been produced in an accessible format on both the Cambridge City Council and South Cambridgeshire District Council websites. All documentation can be made available on request in large copy print, audio cassette or Braille and officers are willing to meet individuals to discuss the proposals contained within the Draft Plan.

The Draft plan seeks to achieve high quality transport infrastructure to serve the site and will seek to provide access for all. A range of community facilities are proposed within a reasonable walking distance of residential areas which will be of particular benefit to those with reduced mobility. The adopted Local Plans for the area include a range of policies requiring new developments to meet the needs of people with

disabilities in terms of accessible and adaptable dwellings, healthcare and community facilities. Preparation of the AAP provides the opportunity to explore other ways of improving access for less mobile members of the community including the provision of benches of people needing to rest, tactile pavements, and wide pavements to accommodate mobility scooters.

The Draft AAP requires a proportion of the housing to be built to wheelchair housing design standard, along with a range of specialist housing such as care homes and sheltered housing.

Mental health issues can be common in new communities due to initial isolation and loneliness associated with lots of people moving into a new area where social connections and community groups have not yet been established. As well as providing adequate healthcare options for people, it is important that community development and support are key elements in the creation of new communities. In the past on other significant development sites Community Development Workers have been appointed in order to help develop connections in the new community and facilitate capacity for new residents to network and support one another. It is envisaged that similar provision will be made for the new development at North East Cambridge.

Impact on disabled people – Positive

Transgender

Relevant community organisations are included in the consultation such as The Kite Trust and The Encompass Network.

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.

The draft plan includes the provision of health care facilities which may result in a positive impact for this characteristic.

Impact on people who do not identify with the gender they were assigned to at birth, including those who have changed gender identity – Neutral

Marriage and civil partnership

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

Impact on people who are married or in a civil partnership – Neutral

Pregnancy and Maternity

The Draft AAP proposes the provision of affordable housing on the site for a range of different household sizes, which will benefit families with children. It has been found that typically in new communities, there is a higher proportion than usual of families with children and under such circumstances a baby boom is likely to occur, which can put pressure on statutory services. The draft plan includes the provision of appropriate health care facilities which will be a positive impact for this characteristic.

The Draft plan proposes primary and secondary schools along with creche and nursery provision. Provision is also made in the Draft plan for children's play spaces, in addition to areas of informal public open space which will benefit the wider community.

Impact on pregnancy and maternity – Positive

Race

Relevant community organisations supporting people of different ethnicities will be consulted including the Cambridge Ethnic Community Forum, Friends Families and Travellers, the Irish Traveller Movement in Britain, The East Anglian Gypsy Council and the Traveller Solidarity Network.

There is an established community of Travellers who live to the east of the Cambridge to Ely railway line bounding the AAP area. There are approximately 340 mobiles/caravans on the site, although this does not represent the number of pitches or households. Two of the roads have mobile home park licences, which means they can be rented out to anyone; hence these units are not necessarily occupied by Travellers. The Travellers on the Fen Road site tend to be Romani Gypsies or Eastern European.

In relation to the geography of the Fen Road site, there is currently only one road for access, Green End Road. This causes this community to experience exclusion from the surrounding area and has had negative implications when the level crossing needs to be closed with restricted access. There is a need to explore opportunities to provide better access to the Fen Road site.

It has been identified that Travellers have a lower level of literacy than other ethnic groups. In order to ensure that Travellers' views are considered, the consultation document will be written in plain English with minimal use of jargon. A glossary will be included to explain technical terms used within the document. A leaflet will be produced specifically for the Gypsy and Traveller community to encourage participation in the consultation exercise. Copies of the leaflet will be provided to Council staff who work directly with the community for distribution. The Councils' Gypsy and Traveller Site Liaison Officer has liaised with the community during previous consultation exercises and her advice will be sought prior to the Draft Plan consultation.

No specific equality impacts have been identified at this stage specific to other ethnic groups, although it has been found that there is a higher than average proportion of internationals (from all over the world) in new communities in other ethnic groups. All documentation relating to the Draft AAP will be made available on request in different languages and people will be able to feed back their responses through the Councils' translation/interpretation service providers. It is envisaged that a Community Development Worker will be appointed for the North East Cambridge development. Such an appointment would provide a valuable liaison point for internationals and could facilitate the formation of an international group within the community to provide support and advice for access to statutory services.

Impact on different ethnic groups, including national origins, colour and nationality – Neutral

Sex

Relevant community organisations will be consulted including Cambridgeshire Constabulary, Council Community Safety teams, CPSL Mind, Cambridge Women's Aid, Cambridge Women's Resource Centre, Cambridge Rape Crisis.

A higher proportion of males tend to be involved in crime and drugs, and the CB5 and CB4 areas, in particular, have been reported to have a higher level of crimes for burglary. In addition, in a community needs assessment for Cambridge City undertaken in 2015 on women's experiences of living in Cambridge, women felt unsafe on the streets of Cambridge at night. A Community Safety Topic Paper will

seek to address these issues in terms of establishing a safe community and fostering social inclusion. The topic paper will be published alongside the Draft AAP.

Social isolation is a factor in suicides and there are some indications that there may be higher than average incidence of suicides in large new developments because of the isolation experienced in the early years before a community is established. Both sexes are affected, but the incidence of male suicides is generally higher than females. A Health and Well-being Topic Paper will explore these issues and propose appropriate recommendations.

Impact on sex - Neutral

Religion or belief

Consultation on the Draft AAP will include specific groups such as the Faiths Partnership and the Church of England Ely Diocese, in order to seek views on the provision of places of worship within the AAP.

Impact on different religious/faith groups – Neutral

Sexual Orientation

Relevant community organisations will be consulted on the Draft AAP including the Kite Trust and The Encompass Network.

No equality impacts have been identified at this stage specific to this equality group.

Impact on Sexual Orientation – Neutral

Other factors that may lead to inequality e.g. Low Income groups or those experiencing the impacts of poverty, rurality, caring responsibility etc.

Of the three wards adjoining the site, two are within the 20 most deprived wards in Cambridgeshire in terms of multiple deprivation, namely King's Hedges and East Chesterton. An Anti-Poverty Strategy Topic Paper exploring this issue has been prepared and will be published alongside the Draft AAP.

It can be difficult to involve some low income groups in public consultation exercises if they have limited access to the internet and transport and therefore local events will be organised and publicised which local residents will be encouraged to attend to find out more about the Draft AAP. Relevant community organisations will be

consulted including local resident associations, and other local community groups that are representative of the area.

The Draft AAP proposes a range of opportunities to assist low income groups and assist with addressing poverty in the area. This includes providing good pedestrian and cycle access to new local services, providing additional affordable housing that could be made available to meet the local housing needs, and providing a greater number and range of employment and training opportunities for local people.

It will also be important to consider the interests of the new residents that will be moving to the development. There is evidence to indicate that some large new developments can create feelings of isolation with higher incidences of anti-social behaviour, suicide etc. It is important that community development and support is a key element in the creation of the community. There is also a risk of divide developing between the new and existing communities, and initiatives will be explored in order to integrate the communities where possible. For example, employment opportunities for local people could be secured through the adoption of a Community Engagement Strategy.

D Action Plan

New equality impacts will be identified in different stages throughout the planning and implementation stages of the North East Cambridge Area Action Plan. How will these be monitored going forward?

Indicators will be monitored and reported in the Greater Cambridge Annual Monitoring Report produced by the Policy, Strategy and Economy Team. The Annual Monitoring Report is endorsed by Members and the monitoring data is supplied by Cambridgeshire County Council. More specifically the trajectories and objectives of the Area Action Plan will be monitored along with KPIs for each policy.

Any new equality impacts identified throughout the plan-making process will be reported in an updated EqIA.

E Recommendation

Recommend whether Cambridge City Council and South Cambridgeshire District Council should adopt, modify, pilot or reject the new policy/plan. Reasons for recommendation to be provided.

It is recommended that the Draft North East Cambridge Area Action Plan continue to be progressed through the plan-making process, taking into account the equality issues raised in this assessment, and inform the Sustainability Appraisal. The Draft AAP will be published for consultation with members of the public and stakeholders. The consultation exercise will allow the opportunity for all sections of the local community to influence the final version of the plan.

Sign off

Signature of Lead Officer:

Date:

Signature of Director:

Date:

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Item 6: Cambridge Market Square Project

Introduction

Cambridge and the surrounding Greater Cambridge catchment area is experiencing significant population and economic growth, with plans to deliver a further 14,000 additional homes in the city, and 19,500 in South Cambridge, by 2031.

Cambridge is also a nationally and internationally important visitor destination, with annual visitor numbers increasing from 5M to 8M in the past 3 years.

The market square is one of Cambridge's most important outdoor public realm assets, given its central, strategic location within the historic core and associated civic functions.

The central 'cobbled' area of the market square is owned by the City Council and used to accommodate a successful 7 day a week day-time general market, in accordance with the Charter Market Regulations, and returns a net income of c£300K per annum. The surrounding tarmac 'road' which wraps around the City owned 'cobbled area' is managed by the County Council as a public highway and used for vehicular access (predominantly for business deliveries; street cleansing operations and market set up/ take down) and by pedestrians and cyclists.

Project outline

We have embarked on a multi-stage project to explore how the design, appearance and daytime, evening and night-time use of the market square can be enhanced, while being sensitive to the site's obvious heritage value and retaining its market function. The agreed objectives of the project are as follows:

- a) To develop a strategic vision for the market square in terms of its future use and appearance, covering both day and night-time periods
- b) To maximise availability and flexibility of outdoor public realm space to accommodate both commercial and community use
- c) To incorporate a continued daytime 7 day per week general market but with an improved design/ layout which enhances both the market offer and overall visitor experience of the space
- d) To maximise the ability to use the market square space for other activities at times when not being used for the day-time market function
- e) To maintain and, where feasible, enhance the net commercial return from the market square public asset
- f) To enhance the quality of the public realm offer and associated furniture provision, including waste management and seating

- g) To ensure the underground structures associated with the square, including drainage pipes/ culverts, are physically sound and able to function effectively
- h) To conserve and enhance the heritage value of the space
- i) To determine a future access plan for all modes/users of the space
- j) To create an inclusive design that meets the needs of all user
- k) To review future toilet provision requirements (public and, as existing, market trader) within market square
- l) To address commercial and public waste management issues, including waste storage and collection issues
- m) To assess feasibility of restoring the Listed historic fountain structure
- n) To enhance quality and design of outdoor public realm, ensuring it is consistent with that of wider historic core

Through these objectives, the project aims to identify and assess the issues and opportunities offered by this key strategic city centre open space asset; and to use the findings to identify a feasible and financially viable concept design and associated set of proposals, which can be successfully progressed to implementation.

The project is being undertaken in accordance with the Royal Institute of British Architects (RIBA) Plan of Work: <https://architectureforlondon.com/news/the-riba-plan-of-work/>; and is being managed by a project steering group led by the City Council, with support from Cambridgeshire County Council and Greater Cambridge Partnership.

Stage 1: Feasibility assessment

In July, 2019, we completed the first stage of the project, which involved an assessment of the current form and function of the market square, and the associated issues, constraints and opportunities. A copy of the resulting feasibility assessment report can be viewed at: <https://www.cambridge.gov.uk/market-square-redevelopment>]

The feasibility assessment shows that the square suffers from a range of design and operational management issues, which prevent it from achieving its full potential as the city's main city centre public space, including:

- a) Fixed market stall infrastructure prevent the space from being able to fulfil other uses when the market is not in operation
- b) Fixed market stall infrastructure attracts anti-social behaviour associated with the night-time economy and is not an inviting space to visit at night
- c) Fixed market stall infrastructure makes it difficult to wash the space down and keep clean as functional daily market space

- d) Significant lack of public seating in the square
Uneven and varied surfacing materials, including granite setts; and raised kerbs, which makes the space difficult for people to access easily, especially disabled
- e) Central area of granite sets are uneven with exposed joints making it difficult to keep clean.
Design quality of the space is poor, with unsightly and abundant street clutter an over-wide, confusing road system and surfacing which is difficult to clean and maintain.
With the exception of the trial of the night time markets, there is currently no night-time commercial or community benefit return from asset to the Council
- f) Limited available space/ opportunities for residents and visitors to meet and relax within the square

Stage 2: Concept design

We are now seeking to use the first stage work to inform the development of a proposed concept design for the market square, which is financially viable and addresses the project objectives and management issues identified above.

In summary, we are committed to retaining the existing 7 day per week day-time market function in the square, but would like to investigate alternative market stall design, layout and management options that maximise the availability and flexibility of the market square project area space and accommodate a range of uses and activities (both commercial and non-commercial/ community) outside of the market function operating times. Current and previous use of the space has included: 'trial' night markets, outdoor films with associated temporary outdoor seating (on pavement and road area outside Guildhall), commercial events (e.g. Christmas lights 'switch on') street performers and for public gatherings/ protests/ civic events.

To support the proposed concept design, we will also be developing an accompanying investment plan, which will review and identify how the design's indicative capital and revenue costs are proposed to be met.

We are currently embarking on a programme of stakeholder engagement to inform the proposed concept design. We aim to present the proposed concept design and investment plan to committee, autumn 2020, for formal public consultation, ahead of final committee adoption, spring 2021.

Equalities Panel discussion

As part of our Stage 2 stakeholder engagement programme, we welcome the opportunity of discussing the project with the Panel and obtaining members' views on how the existing form, function and management of the market square space could be improved. The results of the Panel discussion, along with our other stakeholder engagement work, will be used to inform the development of the proposed concept design and investment plan. Listed below are some specific prompts for Panel members to consider, ahead of the 21st January meeting discussion item:

- a) What benefits does the existing use/ management of the market square space provide different equality groups or people with protected characteristics?
- b) What changes to the daytime use/ management of the space would benefit different equality groups or people with protected characteristics?
- c) What changes to the night-time use/ management of the space would benefit different equality groups or people with protected characteristics?
- d) What more should the project be doing to support the council's Public Sector Equality Duty (PSED)?