

# Cambridge City Council Equality Impact Assessment



Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 457174 or email [suzanne.goff@cambridge.gov.uk](mailto:suzanne.goff@cambridge.gov.uk) or from any member of the Joint Equalities Group.

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

Cambridge Northern Fringe East Area Action Plan

1<sup>st</sup> Stage: Issues and Options Consultation Report

## 2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

The project objectives are to:

- i) Achieve the regeneration of CNFE through a high quality employment led mixed use development;
- ii) Contribute to meeting the employment and housing needs of the sub-region;
- iii) Provide a high quality gateway to the city and an area which is an important and attractive destination in itself;
- iv) Contribute to the wider growth agenda of the area, including the retention and enhancement of a strategic rail freight head;
- v) Enhance the transport, water, community and social infrastructure and environmental assets in the north-east of Cambridge.

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

- Residents
- Visitors
- Staff

A specific client group or groups (please state):

Consultation and community engagement will be undertaken in accordance with the agreed

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

strategy which is being considered by Development Plan Scrutiny Committee on 11/11/14.

**4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)**

- New
- Revised
- Existing

**5. Responsible directorate and service**

Directorate: Environment

Service: Planning

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

- No
- Yes (please give details):

To varying degrees;

Cambridge City Council (joint plan-making partner)

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

South Cambridgeshire District Council (joint plan-making partner)

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

Cambridgeshire County Council (key stakeholder assisting project)

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

## 7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

**(a) Age** (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

Consultation:

The document will be available for inspection in local libraries for people who have difficulty getting into Council offices. Relevant community organisations (such as Age Concern and Cambridgeshire Older Peoples Enterprise) are included in the consultation [as well as local schools, colleges and youth groups].

Although there is no evidence of any negative impact on young people, it is often difficult to engage with younger members of the community and officers may need to think about how young people can become involved in the policy making process.

Policy:

It is early in the process to determine the impact of the new policy other than the proposed employment uses will tend to focus on the working age groups. The transport infrastructure will need to provide access for all.

The plan will seek to meet objectively assessed need including the needs for an ageing and young population.

The plan will seek that all residential development is built to lifetime homes standard. It may deliver some affordable housing which will benefit young people who cannot afford market housing. A portion of the housing may also be built to wheelchair housing design standard. There may also be the need to provide further specialist housing (e.g. care homes and sheltered housing).

The plan will also plan for infrastructure such as childrens play areas, benefiting families with young children, and any need for creche or nursery provision.

A range of community facilities within easy within reasonable walking distance will need to be provided.

**(b) Disability** (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

Consultation:

Kings Hedges ward has the largest number of people reporting a long term activity-limiting illness in Cambridge. The Consultation process will be available for inspection in libraries for people who have difficulty getting into Council offices. Relevant community organisations are included in the consultation such as Disability Cambridgeshire.

The consultation document will be made available on request in large copy print, audio cassette or Braille and officers are always willing to meet individuals and talk issues through. Documents will be available for inspection in libraries for people who have difficulty getting into Council offices.

Policy:

It is early in the process to determine the impact of the new policy. The transport infrastructure will need to provide access for all. A portion of the housing may also be built to wheelchair housing design standard and may also deliver specialist housing such as care homes and sheltered housing).

A range of community facilities within easy within reasonable walking distance will need to be provided.

**(c) Gender**

Consultation:

Officers do not anticipate that there will be specific gender-based issues connected with access to consultation documents.

Policy:

There is no evidence that the plan proposals will have a disproportionate effect attributable solely to gender but this may change depending on the outcome of the initial consultation.

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

##### Consultation:

Officers do not anticipate that it will be particularly difficult for pregnant individuals or those with responsibility for the care of infants to access and respond to the consultation documents. The document is available for inspection in local libraries for people who have difficulty getting into Council offices. Relevant community organisations are included in the consultation such as Disability Cambridgeshire.

##### Policy:

At this early stage the impact of the plan proposals is difficult to assess fully but there are anticipated to be some positive impacts.

The plan will seek to achieve a high quality, design and the transport infrastructure will seek to provide access for all.

The plan will seek that all residential development is built to lifetime homes standard and with a mix of house sizes. It may deliver some affordable housing which will benefit young families who cannot afford market housing.

It is too early to know whether the plans include health facilities, but this would be a positive for this characteristic.

The Area Action Plan will also plan for infrastructure such as childrens play areas, benefiting families with young children, and any need for creche or nursery provision.

#### **(e) Transgender (including gender re-assignment)**

##### Consultation:

Officers do not anticipate that it will be particularly difficult for the transgender community to access to consultation documents.

##### Policy:

The plan proposals are not expected to have a disproportionate impact on the transgender community (including gender re-assignment) but this may change depending on the outcome of the initial consultation.

It is too early to know whether the plans include health facilities, but this would be a positive for this characteristic.

## **(f) Marriage and Civil Partnership**

### Consultation:

Kings Hedges ward has the largest number of single non-pensioner households in Cambridge. However, officers do not think that marital status will affect the ability of any individual to access the consultation documents.

### Policy:

The plan proposals are not expected to have a disproportionate impact in terms of marital status of individuals.

## **(g) Race or Ethnicity**

### Consultation:

Cambridge is one of the most diverse places in the country with a total 'non-white' population of 17.5%. East Chesterton has the highest proportion in the white/British community of 70%. There is an established community of travellers who live to the east of the Cambridge to Ely railway line. The document will be written in plain English with minimal use of jargon and the Council has a translations service available. A glossary will be included to explain technical terms used within the document. Relevant community organisations will be consulted including the Cambridge Ethnic Community Forum, the Irish Traveller Movement in Britain, The East Anglian Gypsy Council and the Traveller Solidarity Network.

### Policy:

There are no current plans to include the existing traveller site within the area of the plan. If this changes then due regard will be paid to the impact of any redevelopment proposals on the traveller community, and any relevant considerations under the Human Rights Act Articles and the UN Convention on the Rights of the Child will be taken into account.

## **(h) Religion or Belief**

### Consultation:

Officers do not think that access to consultation will be affected by an individual's faith or belief. However the Council will include in the consultation specific groups such as Cambridge Interfaith group, East of England Faiths Council and the Church of England Ely Diocese.

### Policy:

It is too early to say whether or not the plan proposals are not expected to have a disproportionate impact in terms of faith or belief. There may be a negative impact as the redevelopment is likely to focus on employment uses and no additional faith facilities are anticipated to be provided.

## **(i) Sexual Orientation**

Consultation:

Officers do not anticipate that the sexual orientation of particular individuals will make it particularly difficult to access to consultation documents.

Policy:

The plan proposals are not expected to have a disproportionate impact in terms of sexual orientation but this may change depending on the outcome of the initial consultation.

## **(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):**

Life expectancy for both men and women in Cambridge is similar to the England average but there are significant health inequalities present with life expectancy 8.7 years lower for men and 10.5 years lower for women in the most deprived areas. Half of the city's child benefit population live in three of the city's 14 wards - two of which, East Chesterton and King's Hedges, are next to the area of the plan.

This suggests that economic deprivation is more of a factor in relation to these wards than in the city generally; something to be taken into account in terms of both access to consultation and the effect of the plan proposals.

Consultation:

The document is available for inspection in libraries for people who have difficulty getting into Council offices. Relevant organisations will be consulted: The GET Group, Work Advice Volunteering Education Training (WAVET) and the COVER Group (social enterprise).

Policy:

At this early stage the impact of the plan proposals is difficult to assess fully but there may well be positive impacts. Increasing employment uses may lead to the creation of jobs and providing local skills training may enhance the chances of securing those jobs. New homes will include an element of affordable housing which will benefit young families who cannot afford market housing.

It is too early to know whether the plans include health facilities, but this would be a positive for this characteristic.

The Area Action Plan will also plan for infrastructure such as children's play areas, benefiting families with young children, and any need for creche or nursery provision, improving the facilities for everyone in the area.

## **8. If you have any additional comments please add them here**

## **9. Conclusions and Next Steps**

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website.  
[Email suzanne.goff@cambridge.gov.uk](mailto:suzanne.goff@cambridge.gov.uk)

## **10. Sign off**

Name and job title of assessment lead officer:

Julian Sykes, Urban Extensions Project Manager and PM for the CNFE project

Names and job titles of other assessment team members and people consulted:

Suzanne Goff and Sue Chadwick

Date of completion:

30 October 2014

Date of next review of the assessment:

Following end of consultation on the issues and options paper

## Action Plan

**Equality Impact Assessment title:**

**Date of completion: 30 October 2014**

<b>Equality Group</b>	<b>Age</b>
Details of possible disadvantage or negative impact	Although there is no evidence of any negative impact on young people, it is often difficult to engage with younger members of the community and officers may need to think about how young people can become involved in the policy making process
Action to be taken to address the disadvantage or negative impact	<p>It will be an online consultation and relevant organisations will be consulted.</p> <p>Some exhibitions will be held outside core school hours and the consultation periods will include the Christmas school holiday period.</p> <p>Opportunities to include exhibitions and other consultation events at colleges and schools will be explored.</p> <p>Officers will do their best to ensure that the consultation literature is clear and informative and are always willing to meet individuals and talk issues through.</p> <p>The impact of the consultation will be assessed when the EQIA is reviewed.</p> <p>The impact of the plan itself can not reassessed until substantial parts of the plan have been implemented on site.</p>
Officer responsible for progressing the action	Julian Sykes
Date action to be completed by	The initial stage upon completion of the Issues and Option consultation February 2015.

<b>Equality Group</b>	<b>Disability</b>
Details of possible disadvantage or negative impact	<p>It is not envisaged there will be a significant disadvantage providing the consultation venues are fully accessible.</p>
Action to be taken to address the disadvantage or negative impact	<p>It will be an online consultation, the document will be available for inspection in local libraries and relevant organisations will be consulted.</p> <p>The consultation venues will be visited in advance to ensure they have suitable for people with disabilities.</p> <p>The consultation document will be made available on request in large copy print, audio cassette or Braille. Officers will do their best to ensure that the consultation literature is clear and informative and are always willing to meet individuals and talk issues through.</p> <p>The impact of the consultation will be assessed when the EQIA is reviewed.</p> <p>The impact of the plan itself can not reassessed until substantial parts of the plan have been implemented on site.</p>
Officer responsible for progressing the action	Julian Sykes
Date action to be completed by	The initial stage upon completion of the Issues and Option consultation February 2015.

<b>Equality Group</b>	<b>Gender</b>
Details of possible disadvantage or negative impact	No significant impact has been identified or is considered likely.
Action to be taken to address the disadvantage or negative impact	<p>Relevant organisations will be consulted.</p> <p>The impact of the consultation will be assessed when the EQIA is reviewed.</p> <p>The impact of the plan itself can not reassessed until substantial parts of the plan have been implemented on site.</p>
Officer responsible for progressing the action	Julian Sykes
Date action to be completed by	The initial stage upon completion of the Issues and Option consultation February 2015.

<b>Equality Group</b>	<b>Pregnancy and Maternity</b>
Details of possible disadvantage or negative impact	No significant impact has been identified or is considered likely.
Action to be taken to address the disadvantage or negative impact	<p>It will be an online consultation, the document will be available for inspection in local libraries and relevant organisations will be consulted.</p> <p>The impact of the consultation will be assessed when the EQIA is reviewed.</p> <p>The impact of the plan itself can not reassessed until substantial parts of the plan have been implemented on site.</p>
Officer responsible for progressing the action	Julian Sykes
Date action to be completed by	The initial stage upon completion of the Issues and Option consultation February 2015.

<b>Equality Group</b>	<b>Transgender</b>
Details of possible disadvantage or negative impact	No significant impact has been identified or is considered likely.
Action to be taken to address the disadvantage or negative impact	The impact of the consultation will be assessed when the EQIA is reviewed.  The impact of the plan itself can not reassessed until substantial parts of the plan have been implemented on site.
Officer responsible for progressing the action	Julian Sykes
Date action to be completed by	The initial stage upon completion of the Issues and Option consultation February 2015.

<b>Equality Group</b>	<b>Marriage and Civil Partnership</b>
Details of possible disadvantage or negative impact	No significant impact has been identified or is considered likely.
Action to be taken to address the disadvantage or negative impact	The impact of the consultation will be assessed when the EQIA is reviewed.  The impact of the plan itself can not reassessed until substantial parts of the plan have been implemented on site.
Officer responsible for progressing the action	Julian Sykes
Date action to be completed by	The initial stage upon completion of the Issues and Option consultation February 2015.

<b>Equality Group</b>	<b>Race or Ethnicity</b>
Details of possible disadvantage or negative impact	No significant impact has been identified or is considered likely.
Action to be taken to address the disadvantage or negative impact	<p>It will be an online consultation, the document will be available for inspection in local libraries and relevant organisations will be consulted.</p> <p>The consultation document will be made available on request in languages other than English. Officers will do their best to ensure that the consultation literature is clear and informative and are always willing to meet individuals and talk issues through.</p> <p>The impact of the consultation will be assessed when the EQIA is reviewed.</p> <p>The impact of the plan itself can not reassessed until substantial parts of the plan have been implemented on site.</p>
Officer responsible for progressing the action	Julian Sykes
Date action to be completed by	The initial stage upon completion of the Issues and Option consultation February 2015.

<b>Equality Group</b>	<b>Religion or Belief</b>
Details of possible disadvantage or negative impact	No significant impact has been identified or is considered likely.
Action to be taken to address the disadvantage or negative impact	<p>Relevant organisations will be consulted.</p> <p>The impact of the consultation will be assessed when the EQIA is reviewed.</p> <p>The impact of the plan itself can not reassessed until substantial parts of the plan have been implemented on site.</p>
Officer responsible for progressing the action	Julian Sykes
Date action to be completed by	The initial stage upon completion of the Issues and Option consultation February 2015.

<b>Equality Group</b>	<b>Sexual Orientation</b>
Details of possible disadvantage or negative impact	No significant impact has been identified or is considered likely.
Action to be taken to address the disadvantage or negative impact	The impact of the consultation will be assessed when the EQIA is reviewed.  The impact of the plan itself can not reassessed until substantial parts of the plan have been implemented on site.
Officer responsible for progressing the action	Julian Sykes
Date action to be completed by	The initial stage upon completion of the Issues and Option consultation February 2015.

<b>Other factors that may lead to inequality</b>	
Details of possible disadvantage or negative impact	Some people may struggle to have the resources to reach the consultation venues.
Action to be taken to address the disadvantage or negative impact	It will be an online consultation, the document will be available for inspection in local libraries and relevant organisations will be consulted.  The impact of the consultation will be assessed when the EQIA is reviewed.  The impact of the plan itself can not reassessed until substantial parts of the plan have been implemented on site.
Officer responsible for progressing the action	Julian Sykes
Date action to be completed by	The initial stage upon completion of the Issues and Option consultation February 2015.