



# EQUALITY IMPACT ASSESSMENT STAGE ONE – Initial Screening





## EQUALITY IMPACT ASSESSMENT STAGE ONE – Initial Screening

POLICY OR FUNCTION TO BE ASSESSED		Is the policy/function:	
Old Press/Mill Lane Supplementary Planning Document (SPD)		NEW	EXISTING
		Yes	
Lead Officer	Assessment Team	Date of Stage One Initial Screening	
Joanna Gilbert-Wooldridge	Joanna Gilbert-Wooldridge; Christine Leonard; Melanie Jones	01 December 2008	
1. Who defines or defined this policy/function?	Cambridge Local Plan 2006		
2. Who implements it?	The City Council and the University of Cambridge are producing the policy document, working with all stakeholders. The City Council will adopt the policy document. The Council's Development Services Team has a key role in ensuring that planning applications are determined in accordance with the policy document. The University and potentially other developers will be responsible for the implementation of development and this is not a matter for this EqIA.		
3. Describe the aim, objective or purpose of the policy or function	The document will guide the development of the Old Press / Mill Lane site by providing a further level of detail than is provided within policy 7/5 of the Cambridge Local Plan 2006.		

<p>4. Are there any related objectives? If so, what are they?</p>	<p>Central &amp; regional government set the context for planning policy. The Government sets out four aims for sustainable development in its 1999 strategy - A Better Quality of Life – A Strategy for Sustainable Development for the UK:</p> <ul style="list-style-type: none"> <li>• Social progress that meets the needs of everyone</li> <li>• Protection of environment</li> <li>• Prudent use of natural resources</li> <li>• High &amp; stable levels of economic growth</li> </ul> <p>Planning Policy Statement 1 (PPS1) goes onto state that planning should:</p> <ul style="list-style-type: none"> <li>• Make suitable land available for development in line with economic, social and environmental objectives to improve people’s quality of life;</li> <li>• Contribute to sustainable economic development; Protect and enhance the natural and historic environment, the quality and character of the countryside, and existing communities;</li> <li>• Ensure high quality development through good and inclusive design, and the efficient use of resource, and,</li> <li>• Ensure that development supports existing communities and contributes to the creation of safe, sustainable, liveable and mixed communities with good access to jobs and key services for all members of the community.</li> </ul> <p>All of the Medium Term Objectives for Cambridge City Council are considered relevant and include:</p> <ul style="list-style-type: none"> <li>• Promote Cambridge as sustainable city Ensure that residents and other service users have positive experience in dealing with Council - relevant for consultation process</li> <li>• Maintain a healthy, safe and enjoyable city for all, with thriving and viable neighbourhoods</li> <li>• Lead the growth of Cambridge to achieve attractive sustainable new neighbourhoods, including affordable housing, close to a good range of facilities, and supported by transport networks so that people can opt not to use the car.</li> </ul>
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<p>4. continued.</p>	<p>Policy and Projects Service Plan Objective 3 aims to establish a robust statutory policy framework to support integrated environmental, planning and transport decision-making in development.</p> <p>The Cambridge Sustainable Community Strategy 2008 – 2011 identifies three priority issues which include:</p> <ul style="list-style-type: none"> <li>• Tackling Climate Change – so that local people and organisations can make an active contribution to reducing its causes and mitigating its impact;</li> <li>• Building Sustainable Communities – that are thriving, environmentally sensitive and affordable places in which to live, and,</li> <li>• Ensuring Strong and Inclusive Communities – that are strong, healthy, active, safe and inclusive.</li> </ul> <p>The eight development objectives for the SPD are:</p> <ol style="list-style-type: none"> <li>a) preserve and enhance the special historic character of the Conservation Area, including its Listed Buildings and their settings;</li> <li>b) create the opportunity for the adaptive re-use of existing buildings where possible;</li> <li>c) create the opportunity for redevelopment to provide high quality, sustainable new buildings of innovative design which contribute positively to the character of the Conservation Area and the setting of Listed Buildings;</li> <li>d) introduce a range of complementary and compatible land uses that add vitality and vibrancy to the area throughout the day;</li> <li>e) create and enhance areas of public open space and public realm to a high quality, potentially including a new vibrant public space fronting onto the river;</li> <li>f) improve permeability through the site and create safer streets with priority for pedestrians and cyclists;</li> <li>g) minimise non-essential car parking and improve servicing;</li> <li>h) provide high quality, well designed areas of cycle parking.</li> </ol>
<p>5. What are the current priorities associated with this policy/function?</p>	<p>To manage the redevelopment of the Old Press / Mill Lane site in a sustainable and sensitive way in line with the City Council’s Medium Term Objectives and taking the key historic environment and access and movement issues into account.</p>

<p>6. What outcomes are wanted from this policy/function?</p>	<p>An agreed policy document that will enable the site to be brought forward for development by the University and/or other developers and will create a high quality development that accords with the key principles of cohesive and sustainable communities.</p>
<p>7. Who are the main stakeholders?</p>	<ul style="list-style-type: none"> <li>• University of Cambridge</li> <li>• Existing and future residents and businesses</li> <li>• Cambridge City Council, Cambridgeshire County Council officers and Members.</li> <li>• Statutory consultees, e.g. the Environment Agency, Government Office for the Eastern Region</li> <li>• Service providers</li> </ul>
<p>8. What outcomes do stakeholders want from this policy/function?</p>	<ul style="list-style-type: none"> <li>• All want a robust, clear policy document which provides a deliverable development framework;</li> <li>• High quality development in an enhanced environment that facilitates a cohesive and sustainable new community;</li> <li>• Improvements to the existing environment; and</li> <li>• Improvements to transport infrastructure and permeability.</li> </ul>
<p>9. Is the policy/function corporate and far-reaching?</p>	<p>Yes</p>

<p>10. What number of people may be affected or impacted upon by the implementation of the policy/function?</p>	<ul style="list-style-type: none"> <li>• A number of people, potentially including students, could benefit from the provision of new residential accommodation. The indicative figure for residential units on site is up to 150 units. This indicative figure is dependent on the type, size and mix of units and ancillary facilities, and the relationship of the development with its context. However, although it is envisaged that the units will generally be small to be in keeping with the location and constraints of the site, specific unit sizes are not known at this stage.</li> <li>• A number of new employment opportunities will be created with the provision of new commercial space.</li> <li>• Existing residents and businesses on the site and in adjoining parts of the City will be affected by the development, although the SPD seeks to ensure any impact is minimised and there are no unacceptable adverse impacts.</li> </ul>
<p>11. Are key elements of people's lives affected by this policy/function e.g. finance, accommodation, welfare?</p>	<p>Yes, assuming that the SPD is successful in bringing forward high quality development.</p> <ol style="list-style-type: none"> <li>1. Improvements to transport infrastructure, including enhanced pedestrian and cycling environments.</li> <li>2. Provision of housing for a range of people, including students.</li> <li>3. The provision of retail and commercial uses in the City Centre to support the development of a vibrant area of mixed uses.</li> <li>4. Need to create environments that are safe for all members of the community.</li> <li>5. Improved access to the river and open spaces beyond the site.</li> </ol>

12. Are there any criteria, requirements or aspects of this policy/function that could contribute to inequality?

This may be considered in two parts:

Firstly, the process of preparing the document, which could be carried out in such a way as to disadvantage people who do not have easy access to formal planning procedures. The consultation process in developing this document has involved two stakeholder workshops prior to the drafting of the SPD and formal consultation for a six-week period on the draft document. The stakeholder workshops involved County and City Council Members and officers, University officers, public transport companies, local societies and campaign groups, local residents and businesses. In terms of formal consultation, documents will be made available at City libraries and at The Guildhall, and on the City Council's website. Letters and CDs of the documents will be issued to relevant statutory and non-statutory consultees. Although the documents, comprising the SPD, Sustainability Appraisal and background documents, will be available on line and by CD to many consultees, it is acknowledged that it is difficult to read large amounts of information on screen. Unfortunately, due to budgetary constraints, it is not possible to provide the documents on paper to all consultees.

Secondly, the document itself, which could include guidance and proposals that disadvantage certain groups or do not take into account reasonable specific needs, although this would be contrary to the requirement that local authorities positively promote equality. There is restricted land availability on the site. There are a range of constraints present on the site, including the historic environment, movement corridors and potential for flooding. This may have some impact on the potential for the development to meet all the needs of all groups, but this will depend on the nature and form of the development and the way in which it is brought forward and cannot be determined at this stage.

<p>13. Could the policy/function discriminate against any group(s) either directly or indirectly?</p>	<p>1. Hard to reach groups could be disadvantaged indirectly depending on the form of public consultation undertaken by the Council. However, the plan-making process has gone beyond the minimum requirements set out in the Planning Regulations and is in accordance with Cambridge City Council's Statement of Community Involvement, which is the subject of a separate EqlA. The draft SPD's round of public consultation will include:</p> <ul style="list-style-type: none"> <li>- Public Notices;</li> <li>- Letters to statutory and general consultees as considered appropriate to the document;</li> <li>- Information made available at Council Offices, Council website and libraries across the City.</li> </ul> <p>2. The document sets out the framework for future development, but does not create new policy. It seeks to enhance existing policy within the Cambridge Local Plan 2006. The document contains guidance intended to meet all community and individual needs and are considered not to disadvantage any group. However, it will be appropriate to ensure that specific needs are addressed where they can be identified. Specific needs can often be highlighted through the consultation process as well as through the planning application process where a more detailed proposal prepared by the developer can address the demographics of the proposed development, assess the needs of the new community, including any minority groups, and demonstrate that all those needs are properly addressed in the application. This can then be tested by the Council in determining the application. The SPD can only provide guidance for the development and should be flexible enough to respond to changing circumstances, including any changing needs of minority groups.</p>			
<p>14. Are there any concerns that the policy/function could have a <b>differential impact</b> in terms of equality?</p> <p>If Yes, please indicate what your concerns are for each category.</p>	<p><b>Ethnicity</b> Including Gypsies &amp; Travellers</p>	<p>Y</p>	<p><del>N</del></p>	<p>Due to nature of the site, Gypsies and Travellers would not be physically or economically able to live on/use the site.</p>
	<p><b>Disability</b> Including Mental Health</p>	<p>Y</p>	<p><del>N</del></p>	<p>Yes, although the SPD aims to improve accessibility for all groups, a number of the buildings on the site are Listed Buildings and may have limited changes made to them affecting accessibility.</p>



Please substantiate your concerns with any existing evidence.	<b>Gender</b> Including Transgender	¥	N	The SPD sets out guidance for the development and design of the site, and attempts to ensure ease of access, a high degree of safety, and a gender-neutral approach to building and site design with appreciation of the access difficulties experienced by the frail, the disabled and parents with small children.
	<b>Sexual Orientation</b>	¥	N	Given the nature of the SPD as planning guidance and the generality of the subjects treated (building form, access, landscape, etc.), the policy/function should not discriminate on the basis of sexual orientation.
	<b>Religion or Belief</b>	Y	<del>N</del>	Although it is hoped that, as a result of the SPD, safety will be increased on the site due to the mix of uses and greater natural surveillance, it is possible that the type and form of development may discriminate against the specific set of beliefs of a particular religion or faith group who desire a different use or form of architecture.
	<b>Age</b> Young-Elderly	¥	N	Safety will be increased on the site due to the mix of uses, lighting and greater natural surveillance. Furthermore, improvements to the public realm should have positive impacts for those with mobility difficulties and parents with small children.
15. Of the groups who might be expected to benefit from the intended outcomes, are there any that do not?	At this early stage in the planning process, it is considered that some members of the following groups may experience some differential impact as a result of the development occurring following the requirements of the SPD: BME, including Gypsies and Travellers; the disabled; and those with a religion or belief.			

<p>16. Do your answers reveal there is <b>potential or actual differential or adverse impact</b> of this policy/function?</p>	<p>The main potential for adverse impacts in term of process revolves around consultation processes, which could be negative if not carried out in a way that ensures that all sectors of the community or organisations representing their interests are properly consulted. All stages of consultation on the SPD will be carried out in accordance with the City Council’s SCI and go beyond the minimum requirements of the Regulations.</p> <p>The baseline data collected through analysis of documentary evidence, visits to the site and the two stakeholder workshops will be available at the Council’s offices and online. All representations submitted during the consultation period will be properly registered on a specific database. Consultation reports will be available on the Council’s website and will form part of a comprehensive audit trail.</p> <p>The key will be in the implementation of the SPD and the form of the development that comes forward through planning applications. The City Council has completed separate EqlAs for the planning application cycle, which includes the pre-application stage, receipt of planning application to determination and post determination.</p>	
<p>17. Can any differential impact be justified on the grounds of promoting equality for one group, or for any other reason?</p> <p>Please give details.</p>	<p><b>Ethnicity</b> Including Gypsies &amp; Travellers</p>	<p>The mix of uses on the site may not meet the specific needs of BME groups. The needs of Gypsies and Travellers are being considered by the Council for the whole of the City through the development of new Development Plan Documents. These documents will consider whether it is appropriate to allocate a site in the light of identified needs and all reasonable alternative site options. However, the Old Press/Mill Lane site has a considerable number of constraints, which would be likely to preclude the allocation of the site for Gypsies and Travellers.</p>

	<p><b>Disability</b> Including Mental Health</p>	<p>The plan strives to ensure that the needs of this group are fully met, e.g. a range of housing provided including lifetime homes, and that all new development is fully accessible. The implementation of the SPD will take place via the determination of planning applications for parts of the site. Alongside the planning process, building control processes ensure mandatory levels of accessibility to buildings and sites. The City Council has completed separate EqlAs for the planning application cycle, which includes the pre-application stage, receipt of planning application to determination and post determination. The City Council’s Access Officer is based in Development Control, where he addresses issues of equality throughout the planning process.</p>
	<p><b>Gender</b> Including Transgender</p>	<p>The SPD aims to improve the safety and security of all users of the site. As a result of the requirements set out in the SPD, the design of spaces and street lighting and/or other measures may address the provision of a safe environment for people who may consider themselves to be vulnerable.</p>
	<p><b>Sexual Orientation</b></p>	<p>The SPD aims to improve the safety and security of all users of the site. As a result of the requirements set out in the SPD, the design of spaces and street lighting and/or other measures may address the provision of a safe environment for people who may consider themselves to be vulnerable.</p>
	<p><b>Religion or Belief</b></p>	<p>The existing places of worship within and adjoining the SPD site are considered to be positively influenced by the proposed development, as the development will give rise to improvements to the public realm, allowing better access to the places of worship. Although the site is considered small for a community facility to be provided on-site for any new residential development, Section 106 monies would be required to contribute towards community facilities off-site.</p>

	<b>Age</b> Young-Elderly	It is hoped that, as a result of the SPD, safety will be increased on the site due to the mix of uses and greater natural surveillance. Furthermore, improvements to the public realm should have positive impacts for those with mobility difficulties and parents with pushchairs.	
18. Does the policy/function meet the statutory <b>duty to promote good relations</b> ?  If Yes, please detail how.	<p>No, in that this function is not in itself pursued to meet the statutory duty. However, the function should be carried out in a way that contributes towards fulfilling that duty by:</p> <ul style="list-style-type: none"> <li>• using consultation to bring together people from diverse communities;</li> <li>• supporting understanding of diversity through the consultation process;</li> <li>• using inclusive language and images during consultation;</li> <li>• more generic methods, including training, used within Policy and Projects in order to meet the duty to promote.</li> </ul> <p>The SPD has also been subject to Sustainability Appraisal, which assesses the impacts of the objectives of the SPD on a range of social, environmental and economic objectives. In terms of equalities and social objectives, the appraisal of the draft SPD has highlighted significant long term positive benefits for a range of issues including the provision of affordable housing and the reduction of crime and the fear of crime, which can have significant impacts on certain groups, for example the elderly and women.</p>		
19. Should this policy or function proceed to a <b>STAGE 2 PARTIAL EIA</b> ?	<b>YES</b>		<del><b>NO</b></del>
	If Yes, is there enough evidence to proceed straight to a <b>STAGE 3 FULL EIA</b> ?		
	<del><b>YES</b></del>		<b>NO</b>
<b>Date set for:</b>	<b>STAGE 2 PARTIAL EIA</b>	or	<b>STAGE 3 FULL EIA</b>
<b>Signature of Lead Officer</b>		<b>Date EIA completed</b>	31/12/2008
<b>Name and Position</b>			
Joanna Gilbert-Wooldridge, Senior Planning Officer			

<b>EIA checked by</b>		<b>Date</b>	
Name and Position			
<b>STAGE ONE EIA completed and located at:</b>			
<b>Ongoing monitoring arrangements, and review date:</b>			