



# EQUALITY IMPACT ASSESSMENT STAGE TWO – Partial EIA





**EQUALITY IMPACT ASSESSMENT  
STAGE TWO – PARTIAL Equality Impact Assessment**

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 2 EIA	
Joanna Gilbert-Wooldridge	Joanna Gilbert-Wooldridge; Christine Leonard; Melanie Jones.	18 <sup>th</sup> January 2010	
1. In what areas has this policy/function been identified as having a <b>differential impact</b> ?  Please give details.	<b>Ethnicity</b> Including Gypsies & Travellers	Safe environment, provision of facilities to meet the needs of different religions and ethnic groups.	
	<b>Disability</b> Including Mental Health	Safe environment, transport and housing (lifetime homes)	
	<b>Gender</b> Including Transgender	Safe environment, especially for women	
	<b>Sexual Orientation</b>	Safe environment for vulnerable groups	
	<b>Religion or Belief</b>	Provision of facilities to meet the needs of different religions and ethnic groups.	
	<b>Age</b> Young-Elderly	Provision of safe environment for vulnerable groups, access to suitable facilities, transport and housing (lifetime homes).	

2. What existing evidence, presumed or otherwise, do you have for this?

**Transport:** It is known to be an issue in this area of the City Centre. Although tidal flow operates on Silver Street, the streets are congested and there is conflict between different modes of transport. This is exemplified in part by the number of accidents along Silver Street and Trumpington Street between 2004 and 2007. Twenty-six accidents took place in this period, with 80% involving pedestrians or cyclists. Representations to the draft SPD also raised concerns regarding the need for enhancement to routes and spaces for sustainable modes of transport.

**Disability:** Whilst some buildings on the site have disabled access, the age and nature of many of the buildings and the uneven and narrow nature of footpaths deter people with disabilities from using parts of the site. The need to enhance the external environment of the site is recognised in the Local Plan. Additionally, in respect of housing, there is a requirement within the Local Plan for housing designed for people with disabilities. In addition to recognition of the poor environment by consultants employed by the University of Cambridge, consultation responses indicate that accessibility is an issue, with particular concern raised about parking for people with disabilities and access for the frail elderly to the church within the site.

**Safety:** Discussion in the stakeholder workshops raised the issue of safety and security due to the quiet nature of routes through the site at night and the lack of and inconsistency of street lighting. Although there are a number of formal and informal routes through the site, feedback during the workshops raised the need for a mix of uses to promote activity and better lighting and footways to enhance people's feelings of security.

**Housing:** The shortage of housing, particularly affordable housing in the City is well-established. Representations were made by a number of University Colleges in relation to the need for student housing, whilst other respondents raised the need for affordable housing.

**Places of worship:** Surveys have shown a wide range of religions practice in the City. Consultation and the development of documents such as the Cambridgeshire Horizons' Faith Facilities Study has show a requirement for a larger mosque serving city-wide need and facilities to serve other minority faiths; all development areas need to be assessed for their capacity to meet this need.

2. Continued..  
What existing evidence, presumed or otherwise, do you have for this?

The main potential for adverse impacts in term of process would have been if consultation processes had not been carried out in a way that ensures that all sectors of the community or organisations representing their interests are properly consulted. The consultation on the SPD has been carried out in accordance with the City Council's SCI and goes beyond the minimum requirements of the Regulations.

With regards to the content of the SPD, there is not considered to be a differential or adverse impact in relation to the vision, objectives or framework for the development of the Old Press/Mill Lane site. All representations submitted during the consultation periods were properly registered on a specific database and detailed responses have been agreed by Councillors. The consultation reports on the SPD itself and its Sustainability Appraisal are available on the Council's website and forms part of a comprehensive audit trail.

The key will be in the implementation of the SPD and the form of the development that comes forward through planning applications. Monitoring and review will provide a mechanism to ensure that the development itself has no differential impacts or to identify any actions necessary to ensure this.

The City Council has completed separate EqIAs for the planning application cycle, which includes the pre-application stage, receipt of planning application to determination and post determination.

<p>3. Does the policy/function meet the statutory duties to <b>promote</b> equality and good relations?</p> <p>If Yes, please detail how.</p>	<p><b>Ethnicity</b> Including Gypsies &amp; Travellers</p>	<p>The nature of the Old Press/Mill Lane SPD is not a direct service to a population, which will include the groups under consideration. Rather it is about a process that will deliver guidance on the development of this area. Further work will be undertaken by the developer on a Masterplan for the site and through a series of planning applications.</p> <p>The duty to promote can be measured through:</p> <ol style="list-style-type: none"> <li>1. Assessment                             <ol style="list-style-type: none"> <li>a. Of the needs of the area;</li> <li>b. Of the attitudes and views expressed through consultation.</li> </ol> </li> <li>2. Consultation during the preparation of the SPD was guided by the Council's Statement of Community Involvement.</li> </ol> <p>The final form of the developments proposed within the SPD should be inclusive to the needs of all City residents and the wider sub-region.</p>
	<p><b>Disability</b> Including Mental Health</p>	
	<p><b>Gender</b> Including Transgender</p>	
	<p><b>Sexual Orientation</b></p>	
	<p><b>Religion or Belief</b></p>	
<p><b>Age</b> Young-Elderly</p>		

<p>4. What existing evidence, presumed or otherwise, do you have for this?</p>	<p>The City Council works towards fulfilling the duty to promote through individual policies, projects and programmes which face different challenges in tackling equity issues – discrimination may occur through the process or the product or both. However, the authority has a long established record of seeking best practice in consultation and community involvement and trying to ensure that the needs of various groups are taken into account. All staff are required to address these issues.</p> <p>We have reviewed this through:</p> <ol style="list-style-type: none"> <li>1. the internal analysis of the responses to consultation and outreach work;</li> <li>2. publication of the results and reporting to Scrutiny Committee.</li> </ol> <p>These processes take into account the nature of prior assessments, consultations and the final form of the output.</p>
<p>5. What information can you access for this <b>Stage 2 Partial EIA</b>?</p> <p>Please detail.</p>	<p>The SPD has gone through one round of public consultation and has been the subject of discussion at two stakeholder workshops. All representations submitted during the consultation periods are properly registered on a specific database and Councillors have agreed detailed responses. The consultation report is available on the Council’s website and forms part of a comprehensive audit trail.</p>
<p>6. What additional information do you need?</p> <p>Please detail how to propose to get this.</p>	<p>No further information collection is proposed.</p>
<p>7. Are there any experts / relevant groups you can approach to explore their views on the issues?</p>	<p>We have consulted a number of key stakeholders and organisations, which range from statutory consultees such as Natural England and English Heritage to Parish Councils, local Residents’ Associations and the Design and Conservation Panel (at two separate meetings).</p>

<p>8. Please list who you propose to seek the views of, and why.</p>	<p>See Appendix 1.</p>		
<p>9. How will these views be obtained?  Please select/detail.</p>	<p>Letter</p>	<p>√</p>	<p>We informed key stakeholders and local residents of the consultation stage of the draft SPD and invited representations on draft SPD using the following methods:</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 websites and libraries across the City.</li> </ul>
	<p>Meetings</p>	<p>√</p>	
	<p>Interviews</p>	<p></p>	
	<p>Telephone</p>	<p></p>	
	<p>Workshops</p>	<p>√</p>	
	<p>Questionnaires</p>	<p></p>	
	<p>Existing consultation forum</p>	<p></p>	
	<p>Survey</p>	<p></p>	
<p>10. Please detail the views received through these processes.  Record how and when these views were obtained.</p>	<p>See Appendix 2, which sets out the main issues raised through formal public consultation on the SPD, which took place between 23<sup>rd</sup> February and 6<sup>th</sup> April 2009. This report discusses the representations received during the six-week period of public consultation and addresses a number of areas of concern.</p>		
<p>11. In view of these responses, the outcomes of the initial screening and investigation of all other evidence and information, please list any issues or concerns identified.</p>	<p><b>Ethnicity</b> Including Gypsies &amp; Travellers</p>	<p>Respondents to the consultation process were keen to ensure that community services and facilities were made available through the development to ensure their availability for all residents.</p>	
	<p><b>Disability</b> Including Mental Health</p>	<p>Concern was raised during the consultation that access arrangements and facilities for disabled people should be improved on the site. This issue was directly addressed as an area of concern with significant scope for improvement within the SPD.</p>	

	<b>Gender</b> Including Transgender	While no specific reference to issues surrounding gender were identified as part of the consultation, officers are aware of recent research that shows that development planning does not adequately consider the needs of women, for example in the ways in which women use public open space and the disparity between the location of schools, homes and other facilities in relation to centres of employment.
	<b>Sexual Orientation</b>	
	<b>Religion or Belief</b>	Respondents to the consultation process were keen to ensure that access to and facilities for religious worship needed to be provided at the site. There are two existing churches on the site or directly adjacent to the site, both of which have ageing congregations with particular access needs.
	<b>Age</b> Young-Elderly	There were concerns raised during the consultation process that any retail spaces or new open space must be planned to ensure that there was no nuisance or disturbance to existing local residents. There was also concern raised with regards to the level of provision of affordable housing.
12. Please assess and detail whether there is any <b>unjustified differential or adverse impact.</b>	Consultation did not highlight any unjustified differential or adverse impacts as a result of the Supplementary Planning Document. Policy 7/5 of the Cambridge Local Plan 2006 and the supporting Supplementary Planning Document will be monitored on an annual basis and this should highlight any adverse impacts that might arise during the future stages of development at the site. Action can then be taken should any unjustified impacts become apparent.	



<p>13. Please detail any positive actions/improvements that will be carried out to correct any differential impact, and/or to promote good relations and equality.</p> <p>Identify how these will be taken forward.</p>	<p>During the planning application process, positive action can be taken to ensure community development and the provision of adequate community facilities – these will be secured through the use of legal agreements. Further discussions will be undertaken with the County Council to ensure that the negative transport impacts are mitigated and that access to and through the site is improved.</p> <p>Stakeholder workshops were run throughout the day. Venues were also chosen that had good disabled accessibility and were in close proximity to the study site. It may be that certain groups are unable to attend venues that are located some distance away from public transport routes or events during the day. The location of venues is carefully considered when planning stakeholder workshops, although it is not always possible to ensure proximity to public transport in areas of the City where suitable venues are scarce. However this will be reviewed when planning future workshop events.</p>			
<p>14. As a result of this partial impact assessment, is a <b>STAGE 3 FULL EIA</b> required?</p>	<p>YES</p>		<p>NO</p>	<p>√</p>
<p><b>If Yes, date set for STAGE 3 FULL Equality Impact Assessment:</b></p>				
<p><b>Signature of Lead Officer</b></p>			<p><b>Date Stage 2 EIA completed</b></p>	<p><b>January 2010</b></p>
<p>Name and Position <b>Joanna Gilbert-Wooldridge, Senior Planning Policy Officer</b></p>				
<p><b>Stage 2 EIA checked by</b></p>			<p><b>Date</b></p>	
<p>Name and Position</p>				

**STAGE TWO EIA published at:**

**Ongoing monitoring arrangements, and review date:**