

Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

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

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk or phone 01223 457046. Once you have drafted the EqIA please send this to equalities@cambridge.gov.uk for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, (graham.saint@cambridge.gov.uk or 01223 457044).

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

Redevelopment of Park Street Car Park

Update on progress made in exploring the commercial options for the redevelopment of the car park site and identifying the option that meets the criteria set out in the Council's Strategic Development Brief.

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)

Strategy and Resources Scrutiny Committee meeting page:

<https://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=159&MIId=3425&Ver=4>

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

Redevelopment of Park Street car park site to include providing basement car parking facilities and the development of a hotel development above the basement car park on the site.

4. Responsible Service

Housing Development Agency working with CIP

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

- Residents of Cambridge City
- Visitors to Cambridge City
- Staff
- City Council Tenants

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

Residents and visitors to Cambridge, council tenants and car parks staff will be impacted by the proposals.

At the commencement of construction and for the duration of the redevelopment there will be no parking available for cars, motorcycles and bicycles until construction of the car park is completed and the car park reopens.

The public toilet facilities in the car park will close at the start of the construction phase. Following a review of the public toilet facilities within the city, it is proposed that the council will provide public toilet facilities (including a changing places facility) at Quayside, close to Park St Car Park.

The council has tenants with leases relating to spaces within the redline of the site. These leases will be terminated in accordance with legal process to achieve vacant possession prior to redevelopment. The parties affected have been previously notified of the forthcoming development proposals.

Given that the closure is temporary it is not expected to have any direct impact on staff per se. The service is currently under general review

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

- New
- Major change
- Minor change

7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)

No

Yes (Please provide details):

- Cambridge Investment Partnership (CIP)
- CCC Property Services
- 3Cs Legal Services
- CCC Parking Services
- Development Partner

8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?

The overarching principles of developing this sites were approved at Strategy and Resources Committee on 13th November 2017. A further report in regard to this site was submitted to Strategy and Resources Committee in March 2018

This EqIA is bring produced in preparation for the Strategy and Resources Scrutiny Committee meeting on 25th March in order to:

- Note the progress made in relation to the project and confirm delegated authority to the Strategic Director to finalise the due diligence and lease documents/conditional contracts required to ensure delivery of the project within the agreed parameters and timescales.
- Note that the legal documents will be conditional upon a successful planning application

9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?

We do not consider that there are any specific equality issues as a consequence of this proposal that require research. However, we will be undertaking public consultation in May 2019 and following this, will update this EqlA with any equality impacts identified.

Up to now, a stakeholder group was established and first met in May 2018 in order to ensure an appropriate environment for information provision and feedback. The group is chaired by the Leader of the Council or the Exec Cllr for Planning and Transport as an alternate. The group comprises ward councillors and representatives for residents and local businesses, alongside the BID and FSB. The group meets on a quarterly basis or as project milestones require. Initially, the businesses immediately adjacent to the site were also represented on

9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service? (Continued)

the group but they requested bilateral meetings, and these have therefore been established.

The groups' discussions have surrounded a number of key areas, including the timescale for the development, car park capacity and the impact of the car park closure.

10. Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

(a) Age - Any group of people of a particular age (e.g. 32 year-olds) , or within a particular age range (e.g. 16-24 year-olds) – in particular, please consider any safeguarding issues for children and vulnerable adults

We do not consider that there are any equality impacts specific to the protected characteristic 'age' or safeguarding issues as a consequence of this proposal. Where toilets are redeveloped at Quay Side provision of changing facilities for families with children will be considered.

(b) Disability - A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities

The proposed scheme will re-provide the accessible parking and appropriate lift facilities currently located in Park St Car Park. The redevelopment proposals allow the council to maintain provision of accessible parking facilities within the city. Consideration will need to be given to the temporary measures which can be provided during the car park closure period so that disabled drivers can conveniently access the services they require in the city.

It is proposed that public toilet facilities currently provided at the car park will be provided at Quay Side, which will include looking into inclusion of a changing places facility.

(c) Gender reassignment

Current facilities do not have gender neutral toilet options, which people with the protected characteristic of gender reassignment can sometimes prefer due to privacy, which can increase feelings of safety. As part of the review of public facilities within the city, it is proposed by the Council that public facilities, be provided at Quay Side, close to the car park, rather than as part of the new car park development itself. There is scope to look into feasibility of providing gender neutral provision in this planning.

(d) Marriage and civil partnership

No impacts have been identified specific to this protected characteristic.

(e) Pregnancy and maternity

The carpark will be at basement level, so there will be lifts available for parents with buggies/pushchairs in the redevelopment.

Where toilets are redeveloped at Quay Side provision of changing facilities for families with children will be considered.

(f) Race

Note that the protected characteristic 'race' refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

No impacts have been identified specific to this protected characteristic.

(g) Religion or belief

No impacts have been identified specific to this protected characteristic. Surveys of car park visitors revealed that the vast majority will simply park elsewhere or use public transport during the redevelopment and will not change their location destination.

(h) Sex

There will be female and male (and potentially self-contained gender neutral facilities for people of any sex/ gender that wish for greater privacy) at Quay Side. The current toilets at Park Street will be closed.

(i) Sexual orientation

No impacts have been identified specific to this protected characteristic.

(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

None identified related to the redevelopment of the car park area. However, the new hotel is expected to bring 145 new permanent jobs for the city.

11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqlA accordingly.)

This EqlA will be updated following public consultation in May 2019, and once legal contracts for a redevelopment scheme have been signed by the council and the development partner.

12. Do you have any additional comments?

None

13. Sign off

Name and job title of lead officer for this equality impact assessment:

- Fiona Bryant, Director
- Cath Conlan, Project manager
- James Elms, Head of Commercial Services

Date of EqlA sign off: March 2019

Date of next review of the equalities impact assessment: May/June 2019

Sent to Helen Crowther, Equality and Anti-Poverty Officer?

Yes

Date to be published on Cambridge City Council website (if known): 13th March 2019