

## **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.

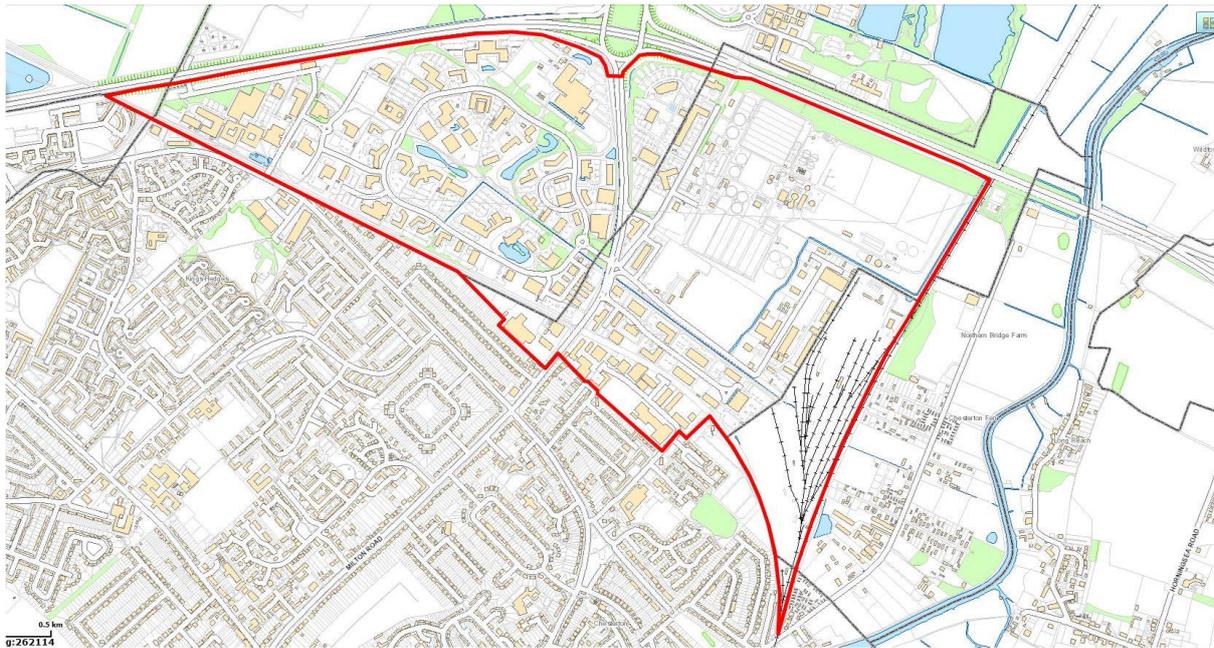
The AAP will also explore the wider economic and social considerations, what it will be like to live in this new area, and how the new population will be successfully integrated with the existing communities to the north, south and east.

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 EqIA 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 EqIA implications through the formulation of the plan and further iterations of this EqIA 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](#).

## **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: