

# **APPENDIX E**

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:**

January 2020

### **Webpage links to full details of the Draft AAP:**

[Greater Cambridge Shared Planning website](#)

# **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 the adopted Local Plans allocate the area for a mixed use development, they do not set out 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 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 paragraph A3 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
- Proposed Submission Consultation (Autumn 2023) – Updated EqlA to be prepared
- Submission to Secretary of State (Date to be confirmed)
- Examination period (Date to be confirmed)
- AAP Adoption (Date to be confirmed)
- 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 the South Cambridgeshire District Council Business Plan 2020-25 and the 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 EqlA implications through the formulation of the plan and further iterations of this EqlA 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 current Greater Cambridge Shared Planning Statement of Community Involvement, including the recent June 2020 Addendum update in light of Covid-19 Restrictions, 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 and new local businesses and their employees
- Local Parish Councils & 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 Cambridge City Council's Equalities and Diversity Policy and Single Equality Scheme, 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. In addition, there is an established community of Travellers who live to the east of the Cambridge to Ely railway line bounding the AAP area. 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 are set out in the Statement of Consultation document which accompanies the Draft NEC AAP. These details can also be viewed on the [Greater Cambridge Planning website](#). Common themes arising from previous consultations in relation to equality implications have been calls for an inclusive approach to community development to include the deprived neighbouring residential areas of Arbury, Kings Hedges and the Fen Road Travellers community. Concerns have also been expressed that proposals to restrict access by car could adversely affect some groups, such as disabled or older people, who are unable to walk or cycle to use the new facilities. It has been suggested that all walking and cycling infrastructure should be designed to be fully accessible to those with disabilities, including for use by those with mobility scooters and adapted cycles.

## **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 ten-week public consultation between Monday 27 July and Friday 2 October 2020 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 and is attached as Appendix A to this document.

## **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 for consultation exercises. A range of measures are proposed to address this as part of the consultation on the Draft AAP, including the use of social media platforms to specifically target younger people and, where possible, holding events at local secondary schools and Cambridge Regional College towards the end of the consultation period, in line with any Covid-19 restrictions in place at the time. 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 leaflets will be distributed to local businesses and residents with a view to reaching out to all age groups.

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 older people.

The Draft plan seeks to achieve high quality transport infrastructure to serve the site and will seek to provide access for all. Potentially this has implications for different age groups, for example, those under driving age and those who have given up driving as they get older, may be reliant on public transport provision to travel within the AAP area and beyond.



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. The Planning Service will engage with local business groups and forums in the area online and through mailing lists. Where possible, consultation events will be arranged through existing businesses in the locality in order to engage with employers and employees. Any such events will need to comply with Covid 19 restrictions in force at the time. Themed webinars are planned throughout the consultation period to which local business groups and forums will be invited. 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, retail 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 the Greater Cambridge Planning website. All documentation can be made available on request in large copy print, audio cassette or Braille and Planning Officers will be available to meet individuals, subject to Covid 19 restrictions, to discuss proposals

contained within the Draft Plan. Should face to face meetings not be possible, telephone or online Skype/Teams meetings will be arranged

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 a large number 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 people with this protected 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. South Cambridgeshire District 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 that support men and women with some areas described below 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 postcode 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, 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. The Planning Service will seek to place information regarding the Draft AAP within the public realm at accessible hubs and venues which are visited as part of residents' daily lives, at local supermarkets and food banks, for example. Where possible, local face to face consultation events will be organised during the consultation period. Such events will need to comply with any Covid-19 restrictions in place at the time. 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.

# Appendix A

## List of Consultees for the Draft NEC AAP

The following organisations will be directly notified of the consultation on the Draft North East Cambridge Area Action Plan in accordance with the Town and County Planning (Local Planning) (England) Regulations 2012 via email or by post where no email address is available (individuals are not listed).

### Duty to co-operate bodies

Cam Health (Clinical Commissioning Group)  
Cambridgeshire and Peterborough Clinical Commissioning Group  
CATCH (Clinical Commissioning Group)  
Civil Aviation Authority  
English Heritage  
Environment Agency  
Greater Cambridge & Greater Peterborough Local Enterprise Partnership  
Greater Cambridgeshire Local Nature Partnership  
Highways Authority  
Homes and Communities Agency  
Marine Management Organisation  
Natural England  
NHS England (The National Health Service Commissioning Board)  
Office of the Rail Regulator  
Transport for London

### Specific Consultation bodies

Affinity Water  
Anglian Water  
Bedford Borough Council  
Bedfordshire and River Ivel Internal Drainage Board  
Braintree District Council  
British Gas

British Telecom Network Capacity Forecast  
Cambridge Crown Court  
Cambridge University Hospital (Addenbrooke's)  
Cambridge Water Company  
Cambridgeshire Constabulary  
Cambridgeshire County Council  
Central Bedfordshire Council  
E.On Energy  
East Cambridgeshire District Council  
Ely Group of Internal Drainage Boards  
Essex County Council  
Fen Ditton Parish Council  
Fenland District Council  
Forest Heath District Council  
Hertfordshire County Council  
Highways Agency  
Histon and Impington Parish Council  
Homes and Communities Agency  
Horningsea Parish Council  
Huntingdonshire District Council  
Hunts Health – Local Commissioning Group  
Landbeach Parish Council  
Middle Level Commissioners  
Milton Parish Council  
Npower  
National Grid Transco Property division  
Natural England  
Network Planning National Grid Gas Distribution  
Network Rail (Town Planning)  
NHS Cambridgeshire  
NHS Cambridgeshire and Peterborough Clinical Commissioning Trust  
NHS Property Services  
North Hertfordshire District Council  
Npower Renewables

Oakington and Westwick Parish Council  
Orchard Park Community Council  
Over and Willingham Internal Drainage Board  
Papworth NHS Trust  
Peterborough City Council  
Scottish and Southern Electric Group – SSE  
Scottish Power  
St. Edmundsbury Borough Council  
Suffolk County Council  
Swavesey Internal Drainage Board  
UK Power Networks (formerly EDF Energy Networks)  
Uttlesford District Council  
Waterbeach Parish Council

### **Councillors and MPs**

Cambridge City Council Members  
South Cambridgeshire District Council Members  
Cambridgeshire County Council Members (for Cambridge City and South Cambridgeshire wards)  
South Cambridgeshire Parish Councils  
Councils adjoining South Cambridgeshire District Council  
Local MPs

### **Community Organisations**

Alzheimer's Society  
Addenbrooke's Equalities Officer  
Advisory Council for the Education of Gypsy and other Travellers  
Age UK Cambridgeshire  
British Romany Union  
Brown's Field Community Centre  
Cambridge Citizens Advice Bureau

Cambridge Council for Voluntary Service  
Cambridge Ethnic Community Forum  
Cambridge Federation of Residents' Associations – FECRA  
Cambridge Forum for Disabled People  
Cambridge GET Group  
Cambridge Interfaith Group  
Cambridge Online  
Cambridge Rape Crisis  
Cambridge Women's Aid  
Cambridge Women's Resources Centre  
Cambridgeshire Acre  
Cambridgeshire Community Foundation  
Cambridgeshire Ecumenical Council  
Cambridgeshire Local Access Forum  
Cambridgeshire Older Peoples Enterprise (COPE)  
Camsight  
Care Network  
CPSL Mind  
Centre 33  
Disability Cambridgeshire  
Disability Panel  
Ely Diocesan Board  
Encompass Network  
EQIA Panels  
Equalities Panel  
Faiths Partnership  
Friends, Families and Travellers  
Fen Road Community Group  
FFT Planning  
Friends, families and Travellers Community Base  
Healthwatch  
Irish Traveller Movement in Britain – Traveller reform project  
Lifecraft (Mental health charity)  
MENTER

Milton Community Centre  
National Association of Health Workers with Travellers  
National Association of Teachers of Travellers  
National Federation of Gypsy Liaison Groups  
National Romany Rights Association  
National Travellers Action Group  
Ormiston Children's and Family Trust  
Richmond Fellowship  
Romany Institute  
Smith Fen Residents Association  
The Amusement Catering Equipment Society (ACES)  
The Association of Circus Proprietors  
The Association of Independent Showmen (AIS)  
The Church of England Ely Diocese  
The COVER Group  
The East Anglian Gypsy Council  
The GET Group  
The Gypsy and Traveller Law Reform Coalition  
The Gypsy Council (GCECWCR)  
The Kite Trust  
The Showman's Guild of Great Britain  
The Society of Independent Roundabout Proprietors  
The Traveller Law Reform Project  
The Traveller Movement  
Traveller Solidarity Network  
Work Advice Volunteering Education Training (WAVET)

### **Environmental Groups**

Cam Valley Forum  
Cambridge Carbon Footprint  
Cambridge Friends of the Earth  
Cambridge Past, Present and Future

Cambridgeshire Local Access Forum  
Campaign to Protect Rural England (CPRE)  
Conservators of the River Cam  
Countryside Restoration Trust  
Forestry Commission  
Landscape Institute  
National Trust  
RSPB Eastern England Office  
Sustrans (East of England)  
The CamToo Project  
The Varrier Jones Foundation  
The Wildlife Trust (BCN)  
The Woodland Trust – Public Affairs  
Transition Cambridge

### **Major City Businesses and Networks**

Airport Operators Association  
ARM Holdings  
Cambridge Ahead  
Cambridge Cleantech  
Cambridge Energy Forum  
Cambridge Hoteliers Association  
Cambridge Network  
Cambridge Science Park (Trinity College)  
Cambridgeshire Chambers of Commerce  
Chemical Business Association  
Confederation of British Industry – East of England  
CRACA (Cambridge Retail and Commercial Association)  
Creative Front  
Ely Cathedral Business Group  
Encompass Network  
Federation of Small Businesses

Freight Transport Association  
Future Business  
Institute of Directors – Eastern Branch  
Love Cambridge  
Marshalls Group of Companies  
One Nucleus  
Redgate Software  
Road Haulage Association  
Royal Mail Group Ltd

## **Education**

Anglia Ruskin University  
University of Cambridge Estate Department  
Colleges of the University of Cambridge  
The Bursars' Committee  
Cambridge Sixth Form Colleges  
Cambridge Regional College  
Local Secondary Schools in Cambridge  
Local Cambridge Primary Schools

## **Local Residents Associations/Groups**

Bradmore & Petersfield Residents Association  
Cambanks Residents Society Ltd  
Cambridge Federation of Tenants Leaseholders & Residents Associations  
East Chesterton Community Action Group  
FeCRA (Federation of Cambridge Residents Associations)  
Fen Estates and Nuffield Road RA (FENRA)  
Fen Road Steering Group  
Friends of Stourbridge Common  
Iceni Homes (Hundred Houses) Tenants' Association  
Kings Hedges Neighbourhood Partnership



Nuffield Road Allotment Society  
Old Chesterton Residents' Association  
One Hundred Houses Residents' Association  
Protect Union Land group  
Save Our green Spaces  
Three Trees Residents' Association

### **Key Delivery Stakeholders**

Ambury Developments Ltd  
Anglian Water Services Ltd  
Cambridge Business Park – The Crown Estate  
Cambridge City Council property Services  
Cambridgeshire County Council Estates Department  
Cambus Ltd (Stagecoach)  
Compserve Ltd  
Coulson & Son Ltd  
Cranston Properties Ltd  
David William Poyntz Kendrick & Elizabeth Anne Kendrick  
Dencora Trinity LLP  
Friends First Life Assurance Company Ltd  
Graham Martin Dacre

### **Landowners**

Network Rail Infrastructure Ltd  
Rathbone Pension & Advisory Services (Trustees Ltd) and Anthony James  
Alexander Helme  
Santino Barresi & Antonio Barresi  
Secretary of State for Transport  
St.John's Innovation Centre (The Master, Fellows and Scholars of the College of St  
John The Evangelist in the University of Cambridge)  
Stuart James Woolley

The Company of Biologists Ltd

### **Developers/Agents/Registered Providers**

A2 Dominion Housing Group

Accent Nene Housing Society Limited

Artek Design House

Barratt Eastern Counties

Barton Wilmore

Beacon Planning Ltd

Bedfordshire Pilgrims Housing Association

Bellway Homes

Berkeley Homes

Bidwells

Bovis Homes Ltd

Brookgate

Cambridge and County Developments (formerly Cambridge Housing Society)

Capita Symonds

Carter Jonas

Chartered Institute of Architectural Technologist

Cheffins

Circle Anglian Housing Trust

Countryside Properties

Crown Estate

DPP

Drivers Jonas

Estate Management and Building Service, University of Cambridge

Flagship Housing

Gallagher Estates

Granta Housing Society Limited

Grosvenor USS

Hastoe Housing Association

Home Builders Federation

Hundred Houses Society Limited  
Iceni Homes Ltd  
Januarys  
Jephson Housing Association Group  
Kier Partnership Homes Ltd  
King Street Housing Society  
Liberty Property Trust  
Luminus Group  
National Housing Federation  
Paradigm Housing Group  
Persimmon Homes East Midlands Ltd  
Pigeon Land  
Quy Estate  
Quy Farms Ltd  
RLW Estates and Defence Infrastructure Organisation  
RPS  
Sanctuary Housing Association  
Savills  
Skanska UK Plc  
Taylor Wimpey Developments Ltd  
Terence O'Rourke  
The Cambridgeshire Cottage Housing Society  
The Home Builders Federation  
The Howard Group of Companies  
The Papworth Trust  
The Universities Superannuation Scheme  
Turnstone Estates Ltd (c/o Januarys)  
Unex

## **Other**

Abellio Greater Anglia  
BT Open Reach New Sites

Building Research Establishment  
Cable and Wireless UK  
Cambridge Allotment Networks  
Cambridge And District CAMRA – Campaign for Real Ale  
Cambridge Association of Architects  
Cambridge Cycling Campaign  
Cambridge Dial-a-Ride – Community  
Cambridge Federation of Tenants and Leaseholders  
Cambridge Local Access Forum  
Cambridge University Hospitals NHS Foundation Trust  
Cambridgeshire and Peterborough Association of Local Councils  
Cambridgeshire Campaign for Better Transport  
Cambridgeshire Fire and Rescue Service  
Cambridgeshire Fire Service (Operational Support Directorate)  
Care Network Cambridgeshire  
Centre for Ecology and Hydrology Directorate  
Church Commissioners  
Country Land and Business Association  
Defence Infrastructure Organisation  
Defence Lands Ops North  
Department for Business Innovation and Skills  
Department for Transport  
Department of Environment, Food and Rural Affairs  
Design Council/CABE  
Education Funding Agency  
Equality and Human Rights Commission  
Fields in Trust  
Friends of Milton Road Library  
Great Ouse Boating Association  
Hazardous Installations Inspectorate  
Health and Safety Executive  
Local businesses in the Cambridge Northern Fringe East Area Action Plan area.  
Milton Country Park  
Ministry of Defence

Mobile Operators Association  
National House Building Council  
Network Regulation  
Post Office Property  
Ramblers' Association (Cambridge Group)  
Registered Social Landlords (TBD)  
Renewable UK  
Respondents to the Cambridge Northern Fringe East policies in the Cambridge City Council Local Plan: Proposed Submission 2014 and the South Cambridgeshire District Council Draft Local Plan.  
RLW Estates and Defence Infrastructure Organisation  
Shelter  
Skills Funding Agency  
Sport England (Football, Tennis, Ice Sports Associations, etc)  
Tenants and leaseholders in the Cambridge Northern Fringe East Area Action Plan area including St John's Innovation Centre, Cambridge Business Park and Cambridge Science Park.  
The Linchpin Project  
The Magog Trust  
The Theatres Trust  
Travel for Work Partnership  
Travel Plan Plus for the Northern Fringe (Local Transport Plan Network)  
Visit East Anglia Ltd  
Whippet Coaches Ltd