

## Appendix D:

### Cambridge Market Square Project – RIBA Stage 2 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](mailto:equalities@cambridge.gov.uk) or phone 01223 457046.

Once you have drafted the EqIA please send this to [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, ([graham.saint@cambridge.gov.uk](mailto:graham.saint@cambridge.gov.uk) or 01223 457044).

<b>1. Title of strategy, policy, plan, project, contract or major change to your service</b>
Market Square project

<b>2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)</b>
<a href="https://www.cambridge.gov.uk/market-square-redevelopment">https://www.cambridge.gov.uk/market-square-redevelopment</a>

<b>3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?</b>
The project will result in an enhanced civic space that is fit for purpose and in keeping with both the global stature of the city and its historic setting. It aims to achieve increased satisfaction and use by the community with the creation of increased seating, a space to gather and an accessible single level floor surface that incorporates the existing highway into the design. These measures coupled with the introduction of an improved dismountable market stall infrastructure and revised stall layout will allow for events and

activities to take place during the early evening and at night.

Transforming the Market Square infrastructure and making significant investment in public realm to encourage dwell time, improve trading conditions and make space more inclusive; incorporating revised market stall layout and stall design to gain flexibility over how space is used and to introduce a central seating and eating area and clear space in front of the Guildhall for events, public speaking or demonstrations.

We are currently working on Stage 2 of the project which will result in a vision and Concept Design for the Market Square. This aims to improve the space's public realm offer for all ages as there are plans to increase seating and to increase the open space and improve the surface of the market for ease of access which is likely to have a positive impact older, the disabled and visually impaired people.

Research has shown that women may use and access public spaces in different ways to men and have concerns in relation to accessibility and safety aspects, particularly at night and we will ensure these areas are fully explored.

Further work is needed as we are keen to understand what would attract children and young people to the square. A young people's engagement event, Shape Your City, took place in September 2018. 49 students aged 12–18 years old from across Cambridgeshire attended, and worked with city planners to develop ideas for improving some of the city's public and urban spaces which included the market square. The winning team suggested improvements for the Market Square, which have been shared with the design team.

#### 4. Responsible service

Environmental Services - Streets and Open Spaces

#### 5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?

(Please tick all that apply)

- Residents
- Visitors
- Staff

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

Visitors to Cambridge City both from UK and abroad

People who work in Cambridge but do not live here

Students

Shoppers

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

- 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)**

- Yes  
 No

If 'Yes' please provide details below:

Cambridgeshire County Council

City Council Heritage Officers, Urban Designer, Landscape Designer. Market Manager

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

Environment and Community Scrutiny Committee

**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?**

Engagement planned with women's groups and community safety and street outreach teams in relation to perceptions and realities of using the market square at different times of the day and night and what would improve it.

Engagement planned with the BID, universities and language schools to obtain views of visitors. Engage with Cambridge Ethnic community forum to explore how space is perceived and used by people of different ethnicities.

Engagement planned with tenants of square to explore how their customers use space and if any feedback to give.

Some engagement with primary school age pupils has taken place and views on the current space as is were explored but further work will need to be undertaken as we are keen to find out what would young people like to see the space used for outside of the working market in terms of activities or types of events.

## 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 - Please also consider any safeguarding issues for children and adults at risk

With regards to older people who may be more likely to have mobility issues or other disabilities, there are plans to increase seating in the Market Square and, for ease of access, to increase open space and improve the surface of the market. We are aware that currently the market stalls are close to each other and are not aligned. This makes it difficult to move around, especially for people with visual or mobility impairments and for those negotiating the space in wheelchairs or with buggies and prams; due to dropped curbs, cobbles and the general layout of the space and not having clear through-routes.

Surface consistency and contrasting colours are important for the mobility and visually impaired.

Further work is needed to understand what would attract children and young people to the square. A young people's engagement event, Shape Your City, took place in September 2018. 49 students aged 12–18 years old from across Cambridgeshire attended, and worked with city planners to develop ideas for improving some of the city's public and urban spaces which included the market square. The winning team suggested improvements for the Market Square, which have been shared with the design team.

### (b) Disability

The council would plan to increase seating that will benefit people with mobility impairments. In the market's design we want to increase open space and improve surfaces for ease of access, especially for people with mobility and sight impairments.

We are aware that currently the market stalls are close to each other and are not aligned. This makes it difficult to move around, especially for people with visual or mobility impairments and for those negotiating the space in wheelchairs or with buggies and prams; due to dropped curbs, cobbles and the general layout of the space and not having clear through-routes.

Surface consistency and contrasting colours are important for the mobility and visually impaired and consultation has been undertaken with Cam Sight and Disability Cambridgeshire and advice sought from the City Access Officer from the Planning Service.

### **(c) Gender reassignment**

Impacts for people with the protected characteristic of gender reassignment shall be considered via engagement with community groups including with The Encompass Network that organised events for LGBTQ+ people in the city and the community safety team to explore thoughts, feelings and perceptions of the space to ensure views are factored into the design.

The redevelopment of the market square may help to improve feelings of safety at night for transgender people in looking at lighting, spatial design, and night-time uses. Safety at night was a concern raised for transgender and gender variant people recently in a meeting with voluntary and community sector groups and activists supporting transgender and gender variant people on the Single Equality Scheme.

### **(d) Marriage and civil partnership**

No impact has been identified specific to this equality group

### **(e) Pregnancy and maternity**

Women's organisations, CHYPS and community groups will be engaged with to understand any access or usage implications and any perceptions around the safe use of the space particularly at night; and any issues pregnant and nursing mothers/fathers and parents of young children may have to ensure their needs are considered and factored into the design. For those who are pregnant or who have recently had a baby, the planned increased seating as part of the project may be of benefit. Open space and provision of a level surface to

move pushchairs or buggies around would also benefit people who are pregnant or who have young children.

**(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.**

The BID, universities and language schools will be engaged with to obtain views of visitors. Engagement with Cambridge Ethnic community forum to explore how space is perceived and used by people of different ethnicities and religions will ensure their needs are considered and factored into the design.

Many people using the market are overseas visitors and improvements to the market and the night-time offer would be of benefit to them. The market will continue to offer a wide variety of stalls and is an inclusive trading space with an ethnic diversity of stallholders, especially in terms of cuisine that bring broad appeal.

**(g) Religion or belief**

The BID, universities and language schools will be engaged with to obtain views of visitors. Engagement with Cambridge Ethnic community forum to explore how space is perceived and used by people of different ethnicities and religions will ensure their needs are considered and factored into the design.

**(h) Sex**

The space is being re-designed for broad appeal and while design aspects will aim to be gender-neutral, particular emphasis will be paid to engaging with women as research indicates that women use space differently to men but predominantly spaces are designed by men, so their needs are not adequately taken into account. Space needs to be inclusive and consider the needs of the whole community.

We need to understand any access or usage implications and any perceptions around the safe use of the space particularly at night; and with pregnant and nursing mothers/fathers and parents of young children to ensure their needs are considered and factored into the design.

**(i) Sexual orientation**

Impacts for people with the protected characteristic of gender reassignment shall be considered via engagement with community groups, including with The Encompass Network that organised events for LGBTQ+ people in the city, and the community safety team to explore thoughts, feelings and perceptions of the space to ensure views are factored into the design.

**(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**

The space needs to be inclusive and consider the needs of the whole community. The 7-day market will be maintained offering a wide range of fresh produce providing an alternative to supermarkets. There is a wide variety of stalls with affordable goods. The Market Square is a central friendly community space. Market stall traders know and are aware of members of the public who are regular customers, some of whom may be vulnerable or have differing needs.

The space outside the Guildhall will continue to be used for civic functions – e.g. remembrance events, flag raising ceremonies and demonstrations. This may generate the interest and awareness of shoppers and visitors. The space is being designed to allow for spontaneous community led free events to take place and entertainment in the form of buskers will continue. There is also the potential to hold or host events that are part of the Equality and Diversity programme and for temporary public art projects to be displayed which can help capture a wider audience and include people who may not otherwise engage with these events where they are in an enclosed/ booked space.

**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 EqIA accordingly.)**

Design team are engaging with technical expert staff within the authority and at the county council who will help them consider and work through all aspects that take into account varied needs of the community during the remaining development stages of the project.

Sense checks are planned with organisational stakeholders and market traders throughout the process.

Will ensure equalities monitoring of consultation responses is undertaken to ensure that views are representative of the Cambridge population.

## 12. Do you have any additional comments?

None

## 13. Sign off

Name and job title of lead officer for this equality impact assessment: Joel Carre, Head of Environmental Services

Names and job titles of other assessment team members and people consulted: Sarah French, Project Manager, Helen Crowther, Equality & Anti-Poverty Officer

Date of EqIA sign off: 13th January 2021

Date of next review of the equalities impact assessment: June 2021

Date to be published on Cambridge City Council website: 1st February 2021

**All EqIAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer. Ctrl + click on the button below to send this (you will need to attach the form to the email):**

**Send form**