

Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#)

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

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

Environmental Enhancements to the boundary of Trumpington Recreation Ground, Cambridge

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

N/A

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

The boundary of the Recreation Ground is very open and there is an opportunity to enhance the recreational space boundary edges for the environment and for biodiversity.

Currently the biodiversity of the recreation space is a good example of the variability in the quality of Cambridge's green spaces both across the city and on an individual greenspace. Quality is a subjective matter and can mean different things to different people. A wildlife area may be considered untidy and unmanaged to an untrained eye, and conversely a manicured lawn may look like a green desert to an ecologist. The key is to get a balance to ensure that the area is providing an amenity to the widest community possible whilst ensuring biodiversity in the area. Local development has impacted on the intensity of use and therefore quality of green space in the local area and this includes impacts on the environment and biodiversity of the area, and with the current climate emergency and the general public support trends for measures to reduce climate impacts and improve biodiversity this project provides a chance for a local response and a redressed balance between ease of maintenance, sports areas and biodiversity.

The project therefore proposes to implement a range of biodiversity improvement measures along the boundary to redress the current balance. On two sides of the rectangular recreation ground it is grassed right up to the highway kerb edge this forms an opportunity around the approximately 575 linear metres along two sides of the perimeter area to the sports fields with a 20m plus runoff from the sports areas so potentially 11,500 msq.

The Project Proposes to implement a range of biodiversity improvement measures that can include:

- a. Planting of trees (est. 20 no.) staggered within the existing tree line and open ground to potentially form an avenue to include a mix of Heavy Standard or Extra Heavy trees approx. 8m apart with substantial tree guards.
- b. Installation of est. 5 x bee banks (see <https://community.rspb.org.uk/wildlife/homesforwildlife/b/gardeningforwildlife/posts/get-wildlife-rich-at-the-bee-bank>) made from recycled timber/stone with sand/gravel banking to encourage increase in species and natural pollinators to the area.
- c. If required some intermittent earth mound rills that have wildflower seed mix or wildflower turfed areas.
- d. Additional intermittently placed street furniture, this may include (3 to 5 new benches).
- e. Reclaimed/recycled boulders if required to provide extra features for natural play, resting and to reinforce (beebanks) and use of space for sports and recreation only.
- f. Access point(s) with lockable gate for maintenance teams/emergency access that could incorporate one or more of the other biodiversity measures.

4. Responsible service

Environmental Services (SOS).

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

- Those residents immediately bordering the space particularly Byron Square
- Residents and community members who visit or are likely to visit the space
- Residents Association, community centre users and those that organise and use the space for events.

Visitors

- Those that use the area for sport and recreation will see additional environmental and biodiversity features reducing the pitch run off areas
- Use of space for other activities other than recreation and sport will be more restricted.

The Staff likely to be affected by this project currently based at Cowley Road Depot are:-

- Streets and Open Spaces operational teams – maintaining the greenspace ingress and egress will likely be by 1 clear access point as well as differing maintenance requirements for areas of the space
- Third party operators, contractors etc.
- Local Councillors

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:

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

Project was considered as part of the S106 funding round report for Planning and Transport Scrutiny Committee: 29 September 2020 but was withdrawn. Withdrawal reasons other than the S106 mitigation of the impacts of development were cited in the September 2020 P&T report as purposes for the S106 funding proposal at Trumpington Rec (e.g., the prevention of unauthorised encampments on the site). The proposals referred to the possibility of ditches, bunds and fencing around the boundary of the recreation ground. This caused concern amongst the Travelling community and their representatives. The current project proposal for Trumpington Rec now wholly focusses on enhancing the environmental and biodiverse quality of the green space (e.g., with emphasis on tree-planting, creating natural habitats and recreation).

The project will be considered by an appropriate Scrutiny Committee in September/October and likely the Environment and Community Scrutiny Committee on 7 October 2021.

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?

Considered previous applications and purpose of s106 and the Climate Crisis looked at responses of our and other authorities' responses to issues, sought advice from Nature Conservation Projects Officer.

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

For young people more places to sit and enjoy Trumpington Recreation Ground. Adding more interest in for example toddlers clambering over and sitting on the proposed boulders, parents using the nearby benches and thus attractions to other areas of the recreational space.

(b) Disability

The additional seating may benefit people with mobility problems or people with long-term health conditions who may need space to sit and rest.

(c) Gender reassignment

No impacts have been identified specific to this equality group.

(d) Marriage and civil partnership

No impacts have been identified specific to this equality group.

(e) Pregnancy and maternity

More places to sit and enjoy the local environment on the recreational ground.

(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 range of measures may indirectly impact and eventually restrict unauthorised vehicles from using the space. On average one or two unauthorised encampments set up on Trumpington Recreation ground each year.

Unauthorised encampments may be set up by people from Gypsy and Traveller backgrounds who are protected under the Equality Act 2010. There is no transit site in the city where travelling Gypsies and Travellers are authorised to go, which makes unauthorised encampments more likely on the city’s open spaces. The Enforcement Officer at Cambridge City Council for unauthorised encampments reports that some unauthorised encampments are likely to set up there to access Addenbrooke’s services. Gypsy, Roma, and Traveller

people have the worst outcomes of any ethnic group relating to their health¹, and a key priority of the Single Equality Scheme has been to identify means to support them to access public services. The Gypsy and Traveller Nurse working for Cambridgeshire County Council shares that as Gypsy and Traveller people are less likely to be registered with local GPs due to mistrust in public services and discrimination of many GP surgeries asking people for their proof permanent address, so they drop in and use Addenbrooke's services generally as well as using their emergency services etc.

(g) Religion or belief

No impacts have been identified specific to this equality group.

(h) Sex

No impacts have been identified specific to this equality group.

(i) Sexual orientation

No impacts have been identified specific to this equality group.

(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**
- **Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: https://media.ed.ac.uk/media/1_159kt25q).**

As explored in section 10.f), Cambridge City Council's Gypsy and Traveller communities have previously set up unauthorised encampments on Trumpington Recreation Ground to access Addenbrooke's services. It might be the case that further encampments may be set up by Gypsy and Traveller people with long-term health issues or disabilities who need to access health services and Gypsy, Roma, and Traveller people have the worst outcomes of any ethnic group relating to their health. The range of measures of this project may indirectly impact and eventually restrict unauthorised vehicles from using Trumpington Rec.

¹ See: <https://publications.parliament.uk/pa/cm201719/cmselect/cmwomeq/360/360.pdf>

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.)

The EqIA will be updated once local consultation has been undertaken and decisions have been made on the method/content of project delivery if required. Consultation with Trumpington Ward Councillors was undertaken between June and September 2021 and Councillors broadly support the application. We have also contacted a Traveller representative, who had expressed concerns about previous project at this site which was subsequently withdrawn from Committee meeting over a year ago, to make them aware of the EQIA and new project coming forward for the site

On 22 July, the Council passed a 'Policing Bill' motion, which shared concerns about the Police, Crime, Sentencing and Courts Bill's impact on Gypsy and Traveller communities. The Council resolved to stand in solidarity with Traveller and Gypsy communities in Cambridge and continue to build trust and good relations with them. In relation to unauthorised encampments, it resolved to undertake the following work, which may also help mitigate the potential impacts identified in section 10.f) of this report:

- Continue to work with neighbouring local authorities in Cambridgeshire to find solutions where it is found that there is a lack of legal sites and stopping places for Gypsy and Traveller communities.
- Identify opportunities to work with the police to find best practice solutions to supporting Gypsy and Traveller communities when no legal site places are available and to enable them to move to safe stopping places.

12. Do you have any additional comments?

13. Sign off

Name and job title of lead officer for this equality impact assessment: James Ogle, Project Officer

Names and job titles of other assessment team members and people consulted: Tim Wetherfield, Urban Growth Project Manager, Alistair Wilson, SOS Streets and Open Space – Development Manager, Helen Crowther, Equality and Anti-Poverty Officer

Date of EqIA sign off: 07/10/2021

Date of next review of the equalities impact assessment: [Click here to enter text.](#)

Date to be published on Cambridge City Council website: 08/10/2021

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