



# North East Cambridge Area Action Plan

## Proposed Submission

# Equality Impact Assessment (EqIA): Proposed Submission North East Cambridge Area Action Plan 2021

Greater Cambridge Planning Service

November 2021



## Introduction – Please read


The Public Sector Equality Duty, introduced under the Equality Act 2010, requires all public bodies, including local authorities, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation
- Advance equality of opportunity between those who share a protected characteristic and those who do not
- Foster good relations between those who share a relevant protected characteristic and those who do not

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that we are meeting this legal duty by demonstrating due regard for the provisions of the Public Sector Equality Duty
- Identify possible negative impacts on individuals and groups with protected characteristics, plan mitigating action and seek to maximise opportunities to advance equality within our activities.

EqIAs provide a methodical approach to the assessment of impacts across the [nine protected characteristics](#) and should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

Throughout the course of this form, please hover over the  symbol for guidance in relation to specific questions. When the form is completed, please send an electronic copy to [equality.schemes@scambs.gov.uk](mailto:equality.schemes@scambs.gov.uk). If you require any additional support completing the form, please email the above address.



# Equality Impact Assessment Complete Form

## Section 1: Identifying Details

- 1.1** Officer completing EqIA: Claire Spencer, Fiona Lightfoot
  
- 1.2** Team and Service: Planning Policy Team, Greater Cambridge Shared Planning Service
  
- 1.3** Title of proposal: North East Cambridge (NEC) Area Action Plan (AAP)  
Version: Proposed Submission AAP 2021
  
- 1.4** EqIA completion date: November 2021
  
- 1.5** Proposal implementation date:  
Adoption of the North East Cambridge AAP currently anticipated winter 2024/25, subject to the outcome of the separate Water Recycling Centre Development Consent Order process on which the AAP is predicated and subject to the progress of independent Examination.
  
- 1.6** Who will be responsible for implementing this proposal: Greater Cambridge Shared Planning Service, other Cambridge City Council and South Cambridgeshire District Council Service areas and external stakeholders.

## Section 2: Proposal to be Assessed

- 2.1** Type of proposal: Policy
  
- 2.2** Is the proposal: New.



The Proposed Submission North East Cambridge 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 (2018). Once adopted, the AAP will form part of the Greater Cambridge Development Plan which will also include the Greater Cambridge Local Plan currently being prepared.

**2.3** State the date of any previous Equality Impact Assessment completed in relation to this proposal:

- Cambridge Northern Fringe East Area Action Plan- Issues and Options 1 (Dec 2014-Feb 2015): Cambridge City Council EqIA October 2014
- Cambridge Northern Fringe East Area Action Plan- Issues and Options 1 (Dec 2014-Feb 2015): South Cambridgeshire District Council EqIA November 2014
- North East Cambridge (Cambridge Northern Fringe) Area Action Plan - Issues and Options 2 (February - March 2019): Cambridge City Council EqIA February 2019
- North East Cambridge (Cambridge Northern Fringe) Area Action Plan - Issues and Options 2 (February - March 2019): South Cambridgeshire District Council EqIA February 2019
- North East Cambridge Area Action Plan - Draft Plan (July to October 2020): Joint EqIA January 2020

**2.4** What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Approximately 250 words)

The North East Cambridge Area Action Plan (NEC AAP) builds 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 contains 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 Science Park and then extended again to include Cambridge Regional College.

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 the AAP is intended to provide a detailed and pro-active 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 Proposed Submission North East Cambridge AAP is as follows:

- To set out a framework for the future development of the North East Cambridge 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 Proposed Submission AAP.
- At the appropriate time the Proposed Submission AAP will be formally consulted on and then submitted to the Secretary of State with the representations for examination.



**2.5** Which of South Cambridgeshire District Council's business plan priorities does this proposal link to?

✓  
✓ ✓  
✓

**2.6** Which of South Cambridgeshire District Council's equality objectives (as detailed in SCDC's Equality Scheme) does this proposal link to or help to achieve?

✓  
✓  
✓

**2.7** Which of Cambridge City Council's equality objectives (as detailed in CCC's Equality Scheme) does this proposal link to or help to achieve?

✓  
✓  
✓



**2.8** Which groups or individuals will the proposal affect:

- Service Users ✓ ✓
- Employees ✓ ✓
- Other ✓ ✓

**2.9** How will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later on in the form) (approximately 250 words)

The AAP is being prepared to provide a 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 on the Proposed Submission AAP will be undertaken in accordance with the current Greater Cambridge Shared Planning Statement of Community Involvement. Consistent with this stage of the plan making process, it will provide the opportunity for all stakeholders, including local residents to make formal representations on the proposed policies and proposals for this area and the consultation process will be shaped to help them understand the purpose of consultation at this stage and the importance to submit their views if they wish them to be considered by the independent planning inspector at the public examination. However, there will be a pause in the AAP process following the member process and consultation will only take place following the outcome of the Development Consent Order (DCO) process for the relocation of the Cambridge Waste Water Treatment Plant on which the AAP is predicated, if the DCO is approved.





The delivery of development outlined in the Proposed Submission AAP is anticipated to be of benefit to the local economy as well as new and existing residents in the area. The plan seeks to deliver a mix of employment, residential, recreational, and other community uses with the intention of creating balanced communities.

Once adopted, it is anticipated the 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.

**2.10** How many people will this proposal affect? (Approximately)

The AAP will affect residents of Greater Cambridge, in particular residents in the areas surrounding North East Cambridge and future residents of the new City District being proposed. The Plan will also impact upon all visitors to the area, for employment, education, retail and leisure activities.


**2.11** If any part of the proposal is being undertaken by external partners, please specify how SCDC will ensure that they will meet equality standards?  
(Approximately 250 words)

The Greater Cambridge Shared Planning service, on behalf of the Local Planning Authorities, have been working with Cambridgeshire County Council, Greater Cambridge Partnership, Cambridgeshire & Peterborough Combined Authority and a wide range of delivery partners. As public bodies all are required to comply with the Public Sector Equality Duty, introduced under the Equality Act 2010. Buildings and infrastructure need to comply with the necessary design and safety standards, including Building Regulations and safety audits, to ensure they are safe and accessible to all users.



The Proposed Submission AAP is informed by evidence documents commissioned from external consultants. The procurement process addresses tackling inequalities in employment and equal opportunities for our communities.

### Section 3: Evidence and Data


- 3.1** Describe any research (this could include consultation) and analysis you have undertaken to understand how [protected characteristic groups](#) are likely to be affected? Please list any key sources that you used to obtain this Information.   
(Approximately 250 words)

The North East Cambridge AAP is informed by an extensive evidence base across a breadth of topics and issues including employment, housing, transport, health and well-being and social inclusion. These studies provide an understanding of the existing situation and identify issues which need to be addressed and/or mitigated through the AAP.

Throughout the plan making process a Sustainability Appraisal (SA) (incorporating Strategic Environmental Assessment (SEA), Health Impact Assessment (HIA) and Equalities Impact Assessment (EqIA)) will be undertaken. These will consider whether the AAP is likely to disproportionately affect any groups with particular 'protected characteristics' under the Equality Act, as well as whether it may disproportionately affect any other groups, such as different socio-economic groups or groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage.


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 Proposed Submission 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.

- 3.2** Describe any research (this could include consultation) and analysis you have undertaken to understand any effects on any other groups of people not mentioned in the nine [protected characteristic groups](#) (for example people who live in rural areas, who live in areas of high growth, or from low income backgrounds). 

(Approximately 250 words)

See 3.1 above

- 3.3** If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place. 

(Approximately 250 words)

To date the 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 and ongoing)
- Issues and Options 1 consultation (December 2014 – February 2015)
- Issues and Options 2 consultation (February 2019 – March 2019)
- Draft Plan consultation (July – October 2020)



Details of the representations received as part of these consultations are set out in the Statement of Consultation document which accompanies the Proposed Submission 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.

The views expressed by individuals, communities, businesses, academic institutions, and stakeholders during previous consultations have helped to develop the Proposed Submission AAP.

The Proposed Submission AAP will be subject to consultation in due course with a range of stakeholders in accordance with the Greater Cambridge Shared Planning Service Statement of Community Involvement. A list of consultees who will be notified of the consultation is included in the Consultation Statement.

## Section 4: Impact of proposal on those with protected characteristics

### 4.1 Age:


**4.1.1** Has your research identified that the proposal will have an impact on this protected characteristic?

**Yes**

**If you have selected no – please move forward to question 4.2 Disability**

**If you have selected yes – please continue below (4.1.2)**

**4.1.2** Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Impact - Positive

Relevant community organisations, such as Age UK, Cambridgeshire Older People's Enterprise (COPE), Children & Young People's Participation Service (ChYpPS) and Centre 33 (Supporting young people up to the age of 25) have been included in previous consultations and will be directly consulted on the Proposed Submission AAP.

Evidence suggests that a relatively high proportion of people within older age groups may not have access to the internet and therefore are less able to participate in public consultation exercises. The Planning Service will be mindful of this in preparing for the future public consultation and will ensure there are opportunities for members of the public to view hard copies of



documents at council buildings. A contact telephone number for the Policy Team is provided on all publicity materials, including public notices, to assist anyone experiencing difficulties accessing the documents.

Although there is no evidence to suggest the development proposed by the AAP will have a negative impact on young people residing in or visiting North East Cambridge for education or employment, it is often difficult to engage with younger members of the community as part of a consultation exercise. A range of measures are proposed to address this as part of future consultations on the AAP, including the use of social media platforms to specifically target younger people.

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 Proposed Submission 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 families with children. The Proposed Submission Plan also makes provision for specialist housing for older people.

The Proposed Submission 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 Proposed Submission 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. 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 Proposed Submission AAP.

The Proposed Submission AAP includes provision for appropriate primary 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 14% of the population residing within the North East Cambridge AAP will be under the age of 16, based on the number and range of residential units proposed by the Proposed Submission AAP. The AAP proposes a range of community facilities to cater for all age groups, including public open space, retail and leisure facilities.

**4.1.3** Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	Consultation will only take place following the outcome of the Development Consent Order (DCO) process for the relocation	Update Statement of Consultation to record who is consulted, issues arising, and how they have been addressed.  Consultation will confirm whether the Proposed

		<p>of the Cambridge Waste Water Treatment Plant on which the AAP is predicated, if the DCO is approved.</p>	<p>Submission Area Action Plan responds appropriately to the needs of this protected characteristic group.</p>
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## 4.2 [Disability:](#)


**4.2.1** Has your research identified that the proposal will have an impact on this protected characteristic?

**Yes**

**If you have selected no – please move forward to question 4.3 Gender Reassignment**

**If you have selected yes – please continue below (4.2.2)**

**4.2.2** Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Impact- Positive





A number of local charities and organisations for disabled people have been included in previous consultations and will be directly consulted on the Proposed Submission AAP. These include Disability Cambridgeshire, Healthwatch Cambridgeshire, Lifecraft and Mind (Cambridgeshire, Peterborough and South Lincolnshire).

All consultation documents will be produced in an accessible format on the Greater Cambridge Planning website and all documentation can be made available on request in large copy print, audio cassette or Braille, should such adjustments be required to enable those with low vision or blindness to take part in the consultation.

The Proposed Submission 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 disabled people 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.

Population projections for Greater Cambridge anticipate that there will be a significant increase in the over 65s with mobility problems by 2040. The Proposed Submission AAP encourages new homes to be accessible and adaptable to ensure they are future proofed and can accommodate changes in residents' personal circumstances over time. In addition, specialist housing such as accommodation for older people is proposed.

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 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

**4.2.3** Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	Consultation will only take place following the outcome of the Development Consent Order (DCO) process for the relocation of the Cambridge Waste Water Treatment Plant on which	Update Statement of Consultation to record who is consulted, issues arising, and how they have been addressed.  Consultation will confirm whether the Proposed Submission Area Action Plan responds

		the AAP is predicated, if the DCO is approved.	appropriately to the needs of this protected characteristic group.
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### 4.3 Gender Reassignment:


**4.3.1** Has your research identified that the proposal will have an impact on this protected characteristic?

**Yes**

**If you have selected no – please move forward to question 4.4 Marriage and Civil Partnership**

**If you have selected yes – please continue below (4.3.2)**

**4.3.2** Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Impact- Neutral

Relevant community organisations such as The Kite Trust and The Encompass Network have been included in previous consultation exercises and will be directly notified of the Proposed Submission AAP consultation.

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 Proposed Submission plan includes the provision of health care facilities which may result in a positive impact for this characteristic.

**4.3.3** Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	Consultation will only take place following the outcome of the Development Consent Order (DCO) process for the relocation of the Cambridge Waste Water Treatment Plant on which the AAP is predicated, if	Update Statement of Consultation to record who is consulted, issues arising, and how they have been addressed.  Consultation will confirm whether the Proposed Submission Area Action Plan responds appropriately to the needs of this protected

		the DCO is approved.	characteristic group.
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#### 4.4 Marriage and Civil Partnership:

**4.4.1** Has your research identified that the proposal will have an impact on this protected characteristic?

**No.** At present there is no evidence to suggest the Proposed Submission AAP will have a disproportionate effect on individuals attributable to their marital status. Hence no equality impacts have been identified

**If you have selected no – please move forward to question 4.5**

#### **Pregnancy and Maternity**

**If you have selected yes – please continue below (4.4.2)**

**4.4.2** Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 📖
- approximately 250 words per impact

**4.4.3** Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared	Consultation will only take place following	Update Statement of Consultation to record who is

	<p>Planning Policy Team</p>	<p>the outcome of the Development Consent Order (DCO) process for the relocation of the Cambridge Waste Water Treatment Plant on which the AAP is predicated, if the DCO is approved.</p>	<p>consulted, issues arising, and how they have been addressed.</p> <p>Consultation will confirm whether the Proposed Submission Area Action Plan responds appropriately to the needs of this protected characteristic group.</p>
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#### 4.5 Pregnancy and Maternity:

**4.5.1** Has your research identified that the proposal will have an impact on this protected characteristic?

**Yes**

**If you have selected no – please move forward to question 4.6 Race**

**If you have selected yes – please continue below (4.5.2)**

**4.5.2** Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative



- whether it is a high, medium or low impact. 📖
- approximately 250 words per impact

### Impact- Positive

The Proposed Submission AAP proposes a high density development with predominantly small household sizes and the provision of affordable housing on the site. It has been found that typically in new communities, there is a higher proportion of younger families who may have children, which can put pressure on statutory services. The Proposed Submission plan includes the provision of appropriate health care facilities which will be a positive impact for people with this protected characteristic.

The Proposed Submission plan proposes primary schools along with creche and nursery provision. Provision is also made in the plan for children's play spaces, in addition to areas of informal public open space which will benefit the wider community.

Policies within the Proposed Submission plan require the design of new streets and public places in North East Cambridge to consider the needs of those walking, cycling and using other sustainable modes by providing wide thoroughfares to minimise conflict between different users. Such users will include pedestrians with prams and buggies, and cyclists transporting children using non-standard cycles, such as cargo cycles or attached child seats. A cycle parking policy is proposed which requires facilities to include spaces for non-standard cycles due their different shape, size and bulk. It is envisaged that such provision will have a positive impact on families with young children visiting and residing in the area.

**4.5.3** Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	Consultation will only take place following the outcome of the Development Consent Order (DCO) process for the relocation of the Cambridge Waste Water Treatment Plant on which the AAP is predicated, if the DCO is approved.	Update Statement of Consultation to record who is consulted, issues arising, and how they have been addressed.  Consultation will confirm whether the Proposed Submission Area Action Plan responds appropriately to the needs of this protected characteristic group.



## 4.6 Race:


**4.6.1** Has your research identified that the proposal will have an impact on this protected characteristic?

**Yes**

**If you have selected no – please move forward to question 4.7 Religion or Belief**

**If you have selected yes – please continue below (4.6.2)**

**4.6.2** Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Impact- Neutral

Relevant community organisations supporting people of different ethnicities, including the Cambridge Ethnic Community Forum, Friends Families and Travellers, the Irish Traveller Movement in Britain and The East Anglian Gypsy Council, will be directly notified of the Proposed Submission AAP consultation.

There is an established community of Travellers who live to the east of the Cambridge to Ely railway line bounding the AAP area in Fen Road. There are approximately 340 mobiles/caravans within this area, although this does not represent the number of pitches or households. In relation to the location of this community, there is currently only one road for access, which causes the community to experience exclusion from the surrounding area and has



negative implications when the level crossing needs to be closed. Previous consultations have identified a need to explore opportunities to provide better access to this site. This area lies outside the AAP area and east of the Cambridge to Ely railway line. The issue of access is not an issue for the AAP to address, although the Councils recognise the issues facing this community and are engaging with Network Rail to stress to them the importance of addressing this issue.

It has been identified that Travellers have a lower level of literacy than other ethnic groups. To ensure that Travellers' views are considered, the consultation document will be written in plain English. A glossary will be included to explain technical terms used within the document. For previous consultations a leaflet has been prepared specifically for the Fen Road Traveller community to encourage participation in the consultation exercise. Council staff who work directly with the community distributed copies of the leaflet and it is anticipated that similar arrangements will be made for the future consultation. South Cambridgeshire District Councils' Gypsy and Traveller Site Liaison Officer has liaised with the community during previous consultation exercises and their advice will be sought prior to the Proposed Submission AAP 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. All documentation relating to the Proposed Submission 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 will 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.

**4.6.3** Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	Consultation will only take place following the outcome of the Development Consent Order (DCO) process for the relocation of the Cambridge Waste Water Treatment Plant on which the AAP is predicated, if the DCO is approved.	Update Statement of Consultation to record who is consulted, issues arising, and how they have been addressed.  Consultation will confirm whether the Proposed Submission Area Action Plan responds appropriately to the needs of this protected characteristic group.

#### 4.7 Religion or Belief:


**4.7.1** Has your research identified that the proposal will have an impact on this protected characteristic?

**Yes**

**If you have selected no – please move forward to question 4.8 Sex**

**If you have selected yes – please continue below (4.7.2)**

**4.7.2** Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Impact- Neutral

Consultation on the Proposed Submission AAP will include groups such as the Faiths Partnership, to seek views on the provision of places of worship within the AAP.

The Proposed Submission AAP proposes community meeting space which will be available for hire for use by a range of local community and cultural groups, including religious and faith groups.

**4.7.3** Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	Consultation will only take place following the outcome of the Development Consent Order (DCO) process for the relocation of the Cambridge Waste Water Treatment Plant on which the AAP is predicated, if the DCO is approved.	Update Statement of Consultation to record who is consulted, issues arising, and how they have been addressed.  Consultation will confirm whether the Proposed Submission Area Action Plan responds appropriately to the needs of this protected characteristic group.

## 4.8 Sex:


**4.8.1** Has your research identified that the proposal will have an impact on this protected characteristic?

**Yes**

**If you have selected no – please move forward to question 4.9 (Sexual Orientation)**

**If you have selected yes – please continue below (4.8.2)**

**4.8.2** Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Impact- Neutral

Organisations such as Cambridgeshire Constabulary, Council Community Safety teams, Mind (CPSL), Cambridge Women's Aid, Cambridge Women's Resource Centre and Cambridge Rape Crisis have been included in previous consultation exercises and will be directly notified of the Proposed Submission AAP consultation.

Evidence shows that a higher proportion of males tend to be involved in crime and drugs and women felt unsafe on the streets of Cambridge at night. The Proposed Submission AAP identifies community safety as one of the important principles guiding new development and as such, through a designed 'Designing out Crime' approach, has the potential to help foster a sense of safety and reduce or prevent crime in the area.



A Community Safety Topic Paper has been prepared which seeks to address these issues in terms of establishing a safe community and fostering social inclusion. The topic paper will be published alongside the Proposed Submission 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 explores these issues and proposes appropriate recommendations.

**4.8.3** Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	Consultation will only take place following the outcome of the Development Consent Order (DCO) process for the relocation of the Cambridge Waste Water Treatment Plant on which the AAP is predicated, if the DCO is approved.	Update Statement of Consultation to record who is consulted, issues arising, and how they have been addressed.  Consultation will confirm whether the Proposed Submission Area Action Plan responds appropriately to the needs of this protected characteristic group.



#### 4.9 Sexual Orientation:


**4.9.1** Has your research identified that the proposal will have an impact on this protected characteristic?

**Yes**

**If you have selected no – please move forward to question 4.10 (Other)**

**If you have selected yes – please continue below (4.9.2)**

**4.9.2** Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Impact- Neutral

The Proposed Submission AAP identifies community safety as one of the important principles guiding new development and as such has the potential to help reduce or prevent hate crime in the area. Hate crime is defined as any crimes that are targeted at a person because of hostility or prejudice towards that person's disability, race or ethnicity, religion or belief, sexual orientation or transgender identity. The AAP proposes the development of high-quality places with well-designed buildings, streets, spaces and landscape with good natural surveillance to reduce crime and the fear of crime along with anti-social behaviour. Such an approach will have a positive impact on the safety and well-being of those working, living and visiting the North East Cambridge.

A Community Safety Topic Paper has been prepared which seeks to address these issues in terms of establishing a safe community and fostering social

cohesion. Relevant community organisations will be consulted on the Proposed Submission AAP including the Kite Trust and The Encompass Network.

**4.9.3** Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	Consultation will only take place following the outcome of the Development Consent Order (DCO) process for the relocation of the Cambridge Waste Water Treatment Plant on which the AAP is predicated, if the DCO is approved.	Update Statement of Consultation to record who is consulted, issues arising, and how they have been addressed.  Consultation will confirm whether the Proposed Submission Area Action Plan responds appropriately to the needs of this protected characteristic group.



4.10 Other: (e.g., rurality, growth, socio-economic status, groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage etc.).

**4.10.1** Has your research identified that the proposal will have an impact on this protected characteristic?

**Yes**

**If you have selected no – please move forward to question 5.1**

**If you have selected yes – please continue below (4.10.2)**

**4.10.2** Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 📖
- approximately 250 words per impact

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 Proposed Submission 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 Proposed Submission AAP at accessible hubs and venues which are visited as part of residents' daily lives, at local supermarkets and food banks, for example. Relevant community organisations will be consulted including local resident associations, and other local community groups that are representative of the area.



The Proposed Submission 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 (through retaining a mix of employment types including industrial uses, and providing flexible and affordable units for business start-ups and growth) 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 to integrate the communities where possible. For example, employment opportunities for local people could be secured through the adoption of a Community Engagement Strategy.

The term Intersectionality recognises the lived experiences of those who experience discrimination on multiple grounds due to the complexity of people's identities. For example, Black women can have different experiences of sexism than White women and can experience racism differently than Black men, and a member of the Traveller community has a higher likelihood of having a disability or long-term illness and as such may need greater access to healthcare facilities. An important objective of the Proposed Submission AAP is the integration of the proposed development with surrounding communities by providing a range of jobs, shops and facilities, including healthcare services, which will benefit neighbouring communities as well as new residents. As outlined in section 4.6 (Race) above, publicity materials will



be prepared specifically for the Fen Road Traveller community to raise awareness of the proposals and the Gypsy and Traveller Site Liaison Officer will assist by encouraging participation in the future Proposed Submission AAP consultation.

**4.10.3** Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Undertake consultation with stakeholders and review feedback	Greater Cambridge Shared Planning Policy Team	Consultation will only take place following the outcome of the Development Consent Order (DCO) process for the relocation of the Cambridge Waste Water Treatment Plant on which the AAP is predicated, if the DCO is approved.	Update Statement of Consultation to record who is consulted, issues arising, and how they have been addressed.  Consultation will confirm whether the Proposed Submission Area Action Plan responds appropriately to the needs of this protected characteristic group.

## Section 5: Summary

- 5.1** Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding whether or not to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Approximately 250 words)

It is recommended that the Proposed Submission 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. The Proposed Submission AAP will be published at the appropriate time for consultation with members of the public and stakeholders. As part of the consultation exercise, comments will be invited on this Equality Impact Assessment and any representations will feed into the next assessment to be prepared to accompany the Submission Stage of the AAP. The consultation exercise will allow the opportunity for all sections of the local community to influence the final version of the plan.

- 5.2** Confirm the recommendation of the officer completing the EqIA:
- Approved (No major change): Your analysis demonstrates that the policy is robust, and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.
- 5.3** Signature of individual(s) completing EqIA: Claire Spencer  
Fiona Lightfoot
- 5.4** Date of completion: November 2021



## Section 6: Sign Off

**6.1** Approving officer EqIA review outcome:

- Approved (No major change): Your analysis demonstrates that the policy is robust, and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.

**6.2** Do you give permission to publish this EqIA on SCDC website (delete as appropriate)? If no, please state reason

Yes

**6.3** When will this proposal next be reviewed and who will this be?

At the Submission stage of the AAP, undertaken by the Greater Cambridge Shared Planning Policy Team

**6.4** Approving officer signature: Paul Frainer

**6.5** Date of approval: 19<sup>th</sup> November 2021

Please send a copy to [Equality.Schemes@scambs.gov.uk](mailto:Equality.Schemes@scambs.gov.uk)