

Equality Impact Assessment (EqIA): Planning Obligations Supplementary Planning Document

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. 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:
Alfie Gibbs, Planning Policy Officer
- 1.2** Team and Service:
Planning Policy and Strategy, Greater Cambridge Shared Planning Service
- 1.3** Title of proposal:
Draft Greater Cambridge Planning Obligations Supplementary Planning Document (SPD)
- 1.4** EqIA completion date:
16.10.2024 (updated 15.01.2026 to reflect the version of the SPD for adoption)
- 1.5** Proposal implementation date:
The First Consultation on the Planning Obligations SPD was carried out between November 2024 – January 2025. The second consultation took place between August 2025 – October 2025. Formal adoption of the Greater Cambridge Planning Obligations SPD is anticipated for Winter 2026.
- 1.6** Who will be responsible for implementing this proposal:
Cambridge City and South Cambridgeshire District Councils through the Greater Cambridge Shared Planning Service.

Section 2: Proposal to be Assessed

2.1 Type of proposal:

Policy Guidance – Draft Supplementary Planning Document (SPD)

2.2 Is the proposal: New

The draft Greater Cambridge Planning Obligations SPD (herein referred to as “SPD”) is a new document; however, it does not introduce new planning policy. The document expands and provides additional guidance on the application of policies within the adopted Local Plans covering guidance on the Greater Cambridge Area, namely the South Cambridgeshire Local Plan (September 2018) and the Cambridge Local Plan (October 2018).

Upon adoption, it is intended to revoke the Cambridge City Council Planning Obligations Strategy SPD 2010, as it will be superseded by the Greater Cambridge Planning Obligations SPD. Specific elements of the South Cambridgeshire Open Space in New Development SPD will also be superseded by the Greater Cambridge Planning Obligations SPD, particularly in relation to costings, but the document overall will remain a material consideration.

2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):

Assessments completed during the preparation of the two adopted Local Plans to which this supplementary guidance relates.

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims?

The draft SPD sets out the approach, policies and procedures taken by



Cambridge City Council and South Cambridgeshire District Council in respect of the use of planning obligations. It will supplement policies in the adopted Local Plans, detailing the planning obligations the Councils will seek through section 106 on a range of topics, and providing clarity on the processes that will be followed, with an overall aim to speed up the planning process.

In carrying out the completion of the draft Planning Obligations SPD, the Councils have set clear intentions for the document to:

- a) Aid the smooth functioning of the planning application process by making developers and landowners aware of the procedures for securing planning obligations, including the provision of affordable housing
- b) Clarify the types of planning obligations that may be sought depending on the nature of the development proposal and site circumstances
- c) Clarify the relationship between planning obligations and planning condition
- d) Help to deliver good quality sustainable growth across the Greater Cambridge area that accords with the policies and requirements of the Development Plans.

The draft SPD is split into chapters that set out specific types of infrastructure or obligations that may need to be secured by applying policies of the adopted Local Plans. The types of infrastructure or mitigation applicable is dependent on the land use proposed (residential, commercial, mixed-use), its scale, location and its impacts (environmental, economic, social) both on the immediate and wider area.

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

- Helping Businesses to grow - ✓
- Building homes that are truly affordable to live in - ✓



- Being green to our core - ✓
- A modern and caring council - ✓

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?

- Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community- ✓
- SCDC is an employer that values difference and recognises the strength that a diverse workforce brings - ✓
- Protected characteristic groups have a voice and are represented in forming the future shape of the district - ✓

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?

- To further increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively - ✓
- To continue to work to improve access to and take-up of Council services from all residents and communities - ✓

To work towards a situation where all residents have equal access to public activities and spaces in Cambridge and are able to participate fully in the community - ✓

2.8 Which groups or individuals will the proposal affect:

- Service Users ✓
- External Stakeholders ✓
- Employees ✓
- Councillors ✓
- Other ✓



If other, please specify – all residents and visitors to the Greater Cambridge area.

- 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).

The draft SPD sets out guidance to assist applicants for planning permission in meeting local and national policy requirements in their proposed developments. In this regard, the draft SPD will specifically affect applicants, agents, landowners, and developers by providing additional clarification and guidance.

During the public consultation on this SPD from November 2024 to January 2025, GCSP invited all groups and individuals to comment, with their representations being considered when amending the final draft version of the SPD for consultation in Summer 2025.

- 2.10** How many people will this proposal affect?

The draft SPD has the capacity to affect all population groups across the Greater Cambridge Area, including members of protected population groups.

The draft SPD sets out guidance to assist applicants for planning permission in meeting local and national policy requirements for planning obligations in the planning and development process. In this regard, the draft SPD will also affect applicants, agents, landowners, and developers.

Across Greater Cambridge, the two adopted Local Plans make provision for an additional 33,500 new homes and 22,100 new jobs between 2011 and 2031. This growth will result in increased pressures on local infrastructure,



services, and facilities, creating demands for new provision. The Councils and developers have a responsibility, through the planning process, to manage the impact of this growth and ensure that any harm caused by development is mitigated and that necessary infrastructure is provided in a timely manner.

Both adopted Local Plans were supported by a detailed evidence base. This included an Infrastructure Delivery Study (updated in 2015), which explored infrastructure needs and costs, when and where infrastructure will need to be provided, the scale of funding needed to achieve delivery, and potential sources of funding.

The purpose in setting out possible obligations is to assist applicants in preparing their planning applications, and to facilitate pre-application discussions around policy requirements, including affordable housing, development impacts, and appropriate mitigation. It is hoped that this ensures negotiations on planning obligations are conducted in a way that is seen to be fair, open and reasonable.

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?

No external partners will deliver this policy but there is guidance on how developers should engage through the planning process.

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. 

During the drafting process of the SPD, officers identified key issues by understanding common themes arising in a number of arising strategies and assessments as listed below:

- [The Greater Cambridge Housing Strategy 2024 – 2029](#) and the associated Annexes provide a summary of some of the key evidence and data sources
- Housing Needs Assessment ([GL Hearn, Housing Needs of Specific Groups in Cambridgeshire and West Suffolk, 2021](#))
- [South Cambridgeshire District Council Doubling Nature Strategy 2021](#)[Cambridgeshire Green Infrastructure Strategy - Cambridge City Council 2011](#)
- [Green Infrastructure Framework - Principles and Standards for England](#) Natural England (2023)
- [The Cambridge Nature Network: A nature recovery network for Cambridge and its surrounds Final Report](#) Wildlife Trust for Bedfordshire, Cambridgeshire and Northamptonshire (2021)
- [Greater Cambridge Shared Planning Biodiversity Supplementary Planning Document \(2022\)](#)
- [Cambridge Community Wealth Building Strategy - Cambridge City Council 2024](#)
- [Cambridge City Council Cultural Strategy 2024-29](#)
- [South Cambridgeshire Community Facilities Study 2009](#)
- [Cambridgeshire County Council Planning Obligations Strategy](#)
- Cambridgeshire County Council guidance on Transport Assessments and Travel Plans: [Transport Assessment Requirements - January 2024](#)
- [Cambridgeshire Active Travel Strategy \(Cambridgeshire County](#)



[Council\) and Active Travel Toolkit](#)

- [Securing Developer Contributions for Education \(August 2023\)](#)
- [Public Art Supplementary Planning Document - Cambridge City Council \(2010\)](#)
- [South Cambridgeshire Public Art Supplementary Planning Document \(2009\)](#)
- [South Cambridgeshire District Design Guide Supplementary Planning Document \(2010\)](#)
- [Cambridge Open Space and Recreation Strategy - Cambridge City Council \(2011\)](#)
- [Cambridge City Council Outdoor Play Spaces Investment Strategy \(2024\)](#)
- [South Cambridgeshire Open Space in New Developments Supplementary Planning Document \(2009\)](#)
- [Cambridge and South Cambridgeshire Playing Pitch Strategy 2015-2031 \(2016\)](#)
- [Cambridge City Council Swimming Pool Investment Strategy 2018](#)
- [Cambridge City Council and South Cambridgeshire District Council Indoor Sports Facility Strategy 2015-2031 \(June 2016\)](#)
- [Cambridge Playing Pitch and Indoor Sports Strategies Update \(October 2019 Environment and Community Scrutiny Committee\)](#)
- [Cambridgeshire and Peterborough Minerals and Waste Local Plan.](#)
- [RECAP Waste Management Design Guide Supplementary Planning Document](#)
- Greater Cambridge Shared Waste Service [Waste and Recycling guide for developers.](#)
- [Cambridge City Council Community Wealth Building Strategy](#)
- [Greater Cambridge Growth Sectors Study: Life science and ICT locational, land and accommodation needs](#)
- [Cambridgeshire Rights of Way Improvement Plan \(Cambridgeshire County Council\)](#)
- Cambridgeshire Local Cycling and Walking Infrastructure Plan <https://www.cambridgeshire.gov.uk/residents/travel-roads-and-parking/transport-plans-and-policies/cambridgeshires-local-cycling->



[and-walking-infrastructure-plan-lcwip](#) (Cambridgeshire County Council)

- [Cambridgeshire Local Transport and Connectivity Plan](#) (Cambridgeshire and Peterborough Combined Authority)
- [Health Impact Assessment SPD - South Cambs District Council](#) (scambs.gov.uk)
- [Health & Wellbeing Integrated Care Strategy | CPICS Website](#) (Cambridge & Peterborough ICS - Health and Wellbeing Integrated Care Strategy 2022)
- [Cambridgeshire & Peterborough Insight – Joint Strategic Needs Assessment \(JSNA\) – Published Joint Strategic Needs Assessments 2024](#)
- [Single Equality Scheme 2021 to 2024 - Cambridge City Council](#) – now extended for a further year to cover 2021-2025.
- [South Cambridgeshire Community Facilities Study \(2025\)](#) (South Cambridgeshire District Council)

Early engagement with Planning Obligations officers have helped to refine the guidance and tools provided within the SPD.

- 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). 

From November 2024 to January 2025, GCSP carried out a public consultation process on the SPD, which included an in-person engagement event, an online webinar, and online consultations to be digitally inclusive. Not being able to use the internet is an important, non-protected characteristic, which GCSP perceived was important when engaging with members of the public. The councils are aware that older people, disabled people and people in poverty or on low incomes are more likely to be [digitally excluded](#). The in-person consultation event gave people with limited access to the internet an opportunity to engage with the Council on the preparation of the draft SPD.



Moreover, guidance was given within public notices regarding the submission of hand-written responses to the consultation process. GCSP used representations received from these various forms of consultation to amend the SPD in preparation of the document going out to re-consultation in Summer 2025.

3.3 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place. [📖](#)

Consultation on the draft Greater Cambridge Planning Obligations SPD took place from 9am on Thursday 28 November 2024 to 5pm on Friday 24 January 2025. The consultation approach reflected the requirements of national regulations and the Greater Cambridge Statement of Community Involvement.

A further consultation was carried out between August 2025 – October 2025 using the same methods of consultation that were used previously. The Councils had reviewed all representations received during the second round of consultation and where necessary made amendments to the SPD ahead of the document going to both Cambridge City Councils and South Cambridgeshire District Councils respective cabinet meetings for adoption.

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

Positive, low impact

The guidance contained in this SPD will inform developments to positively impact upon this protected characteristic. The SPD sets out the specific types of infrastructure or obligations that may need to be secured by applying policies of the adopted Local Plans to help to deliver good quality sustainable growth across the Greater Cambridge area, including the delivery of schools for children and young people. The types of infrastructure or obligations could enable access to infrastructure for disabled people, and children and young people.

When preparing for the public consultation for this draft SPD, Planning Officers, guided by the Greater Cambridge Shared Planning Statement of Community Involvement (2024), were mindful of the barriers that are in place which could restrict certain age groups from participating in the consultation.



<https://www.ons.gov.uk/businessindustryandtrade/itandinternetindustry/bulletins/internetusers/2020>

Office for National Statistics suggests that older age groups are less likely to have access to the internet. Therefore, printed versions of the consultation draft of the SPD were made available to view at the Council Offices. An in-person drop-in event was also held in addition to the online webinar, and guidance was provided to ensure people could submit their comments via letter. The consultation was advertised through local newspapers and other press releases, in addition to advertising it online.

Previous experience in consultations undertaken by the Greater Cambridge Shared Planning service has shown that children, teenagers and young adults engage with the planning system less frequently than older adults. Where possible and appropriate, relevant organisations and individuals were identified and contacted to reach as wide an age range as possible during specific consultation and engagement activities. This engagement included working with service areas such as the Greater Cambridge Youth Engagement Service, and the Community Development Officers across Greater Cambridge.

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:

Public Consultation on the draft SPD

Responsible Officer - Greater Cambridge Shared Planning Service

Timescale for completion – First Consultation completed: November 2024 – January 2025, Second Consultation will be completed between August 2025 – October 2025.

How will the actions be monitored?

When consulting on the draft SPD, officers ensured all persons were able to provide comments by engaging in various forms of consultation, including in-person events, an online webinar, and written and digital forms of communication. Officers ensured all protected characteristics could be involved in the consultation through careful planning of



events and publicity, which was guided by engagement, equalities and community safety officers from across Greater Cambridge. Documents were also made available in an accessible format to ensure people that required e-readers were not excluded from the consultation process.

Adopting the SPD

Responsible Officer - Greater Cambridge Shared Planning Service

Timescale for completion – Winter 2026..

How will the actions be monitored?

Planning Officers at both Councils will ensure that the SPD actions are implemented so that both Councils are compliant with their public sector equality duty. In practice, this will mean that the positive impacts that we have identified in the EqIA will be delivered.

Delivering the SPD

Responsible Officer - Greater Cambridge Shared Planning Service

Timescale for completion – Winter 2026.

How will the actions be monitored?

Once the SPD has been adopted, Planning Officers will ensure that applicants have taken the guidance contained in the SPD into consideration within their development proposals. In practice, this will mean that the positive impacts that we have identified in the EqIA will be delivered.

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

Positive, low impact

The guidance contained in this draft SPD will inform developments to positively impact upon this protected characteristic. The draft SPD sets out the specific types of infrastructure or obligations that may need to be secured by applying policies of the adopted Local Plans to help to deliver good quality sustainable growth across the Greater Cambridge area, including delivery of hospitals, primary care facilities, community pharmacies, community service providers and mental health providers. Where contributions or provisions are required, these will need to address the needs of people with disabilities in the relevant community.

The draft SPD also sets out specific types of infrastructure or obligations that can provide disability-friendly and inclusive growth through accessible and well-connected new developments that provide walking, wheeling and cycling routes that are safe for people vulnerable to hate crime.



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:

The actions that need to take place to maximise the positive impacts and minimise the negative impacts of the SPD are broadly the same for all protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqIA.

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

Positive, low impact

Transgender people are at a higher risk of hate crime, and guidance contained in this draft SPD will help to mitigate this with emphasis on creating a strong sense of place and community life – a factor which has strong links with a reduction in antisocial behaviour. Developer contributions such as S106 agreements can provide new facilities and open spaces, creating safe, accessible and inclusive places for all. Design of place can result in reduced anti-social behaviour for communities, the provision of community facilities open to all will mitigate this. The details of design of these facilities in dealt with through the wider planning process and planning policy guidance.

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:

The actions that need to take place to maximise the positive impacts and



minimise the negative impacts of the SPD are broadly the same for all protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqIA.

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

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)

4.5 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

Positive, low impact

The draft SPD sets out the specific types of infrastructure or obligations that will deliver good quality sustainable growth across the Greater Cambridge area including access to healthcare, nursery provision and schools.

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:

The actions that need to take place to maximise the positive impacts and minimise the negative impacts of the SPD are broadly the same for all protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqlA.

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

Positive, low impact

People from Ethnic Minority backgrounds may be at increased risk of hate crime, and the guidance in this draft SPD will inform developments to positively impact upon people and groups with this protected characteristic and celebrate cultural diversity within communities. For example, with development contributions towards the delivery of cultural facilities.

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:

The actions that need to take place to maximise the positive impacts and minimise the negative impacts of the SPD are broadly the same for all protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqIA.

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

Positive, medium impact

Greater Cambridge is home to a range of new communities, which require appropriate facilities and support to make them successful. This is not only in terms of the right new buildings and facilities, but also the right support to get new communities started. The draft SPD details how the Councils are keen to ensure that all residents have access to facilities which are appropriate and suitable for their needs, including facilities which can be used as meeting places for religious groups, and how new developments are required to mitigate their impact on these facilities.

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:



The actions that need to take place to maximise the positive impacts and minimise the negative impacts of the SPD are broadly the same for all protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqIA.

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

Positive, low impact

Development coming forward that is required to deliver specific types of infrastructure may positively impact women who are at risk. [Research](#) from the Office for National Statistics suggests that women may be more likely to feel unsafe in public spaces. Therefore, developer contributions such as S106 agreements to provide new facilities and open spaces can support in creating safe, accessible and inclusive places for women and girls.

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:

The actions that need to take place to maximise the positive impacts and minimise the negative impacts of the SPD are broadly the same for all protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqIA.

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

Positive, medium impact

LGBTQ+ people are at a higher risk of hate crime, and guidance contained in this draft SPD will help to mitigate this with emphasis on creating a strong sense of place and community life – a factor which has strong links with a reduction in antisocial behaviour. Developer contributions such as S106 agreements can provide new facilities and open spaces, creating safe, accessible and inclusive places.

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:

The actions that need to take place to maximise the positive impacts and minimise the negative impacts of the SPD are broadly the same for all protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqlA.

4.10 Other: (e.g. rurality, growth, socio-economic status 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

Positive, medium impact

The SPD considers social and economic impacts of proposed development coming forward and sets out to require specific types of infrastructure that will positively impact people experiencing poverty and social isolation for people living in rural areas by improving connectivity and access to local green space, health and wellbeing facilities and community or cultural infrastructure. For example, Chapter 4 of the SPD Affordable Housing has set out how affordable housing will be secured to ensure access to affordable housing is made available to all protected characteristics as per the process of the Councils.

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:

The actions that need to take place to maximise the positive impacts and minimise the negative impacts of the SPD are broadly the same for all



protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqlA.

Section 5: Summary

- 5.1** Briefly summarise the key findings of the EqlA 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).

The EqlA demonstrates that the Greater Cambridge Planning Obligations Supplementary Planning Document will have a positive impact on a number of groups and protected characteristics.

Team Leaders and the Equalities Officers at both Councils will work to ensure that the actions set out in this EqlA are implemented so that both Councils are compliant with public sector equality duty. GCSP is also committed to monitoring the efficacy of this document to ensure that it delivers the positive benefits set out in this EqlA, and we will continue to work with Equality Officers at both Councils to achieve these aims.

- 5.2** Confirm the recommendation of the officer completing the EqlA:
- 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 completing EqlA:
Alfie Gibbs, Planning Policy Officer
- 5.4** Date of completion:
- For first consultation: 08/03/2025
 - For second consultation: 30/07/2025
 - For adoption: 15/01/2026

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?

Yes

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

The Greater Cambridge Planning Obligations SPD will be reviewed when the Greater Cambridge Local Plan is adopted. The submission and examination of the Local Plan is proposed for Winter 2026.

6.4 Approving officer signature:

Lauren Wilkinson, Planning Policy and Strategic Planning, Team Leader

6.5 Date of approval:

15.01.2026

Please send a copy to Equality.Schemes@scambs.gov.uk