



# Equality Impact Assessment (EqIA): Greater Cambridge Local Plan: Preferred Options

## 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:  
Paul Frainer
  
- 1.2** Team and Service:  
Planning Policy Team, Strategy and Economy Greater Cambridge Shared Planning
  
- 1.3** Title of proposal:  
Greater Cambridge Local Plan – First Proposals (Preferred Options) 2021
  
- 1.4** EqIA completion date:  
29/07/2021
  
- 1.5** Proposal implementation date:  
01/04/2025
  
- 1.6** Who will be responsible for implementing this proposal (Officer and/or Team):  
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. Once adopted, the Greater Cambridge Local Plan will supersede the South Cambridgeshire Local Plan 2018 and the Cambridge Local Plan 2018.

**2.3** State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):  
01/01/2020

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

Cambridge City Council and South Cambridgeshire District Council are working together to create a joint [Local Plan](#) for Greater Cambridge. This will ensure that there is a consistent approach to land use planning, and the same planning policies, where appropriate, across both administrative areas over the next 20 years.

A Local Plan is a legal document that the Councils are required to prepare, which sets out the future land use and planning policies for the area over a set time period. It sets out:

- the amount of new homes and jobs that should be planned for
- the services and infrastructure that are needed to support this change
- where new development should happen, and
- where should be protected from development.

Preparation of the Local Plan involves many stages, which are outlined in the [Local Development Scheme](#).



The Local Plan is informed by an extensive evidence base across a breadth of topics and issues including employment, housing, transport, infrastructure, open space and recreation, retail and leisure, water and flooding, climate change, biodiversity, health and wellbeing, social inclusion, and viability. These studies provide an understanding of the existing situation and identify issues which need to be addressed and/or mitigated through the Local Plan.

In addition, because planning shapes the places where we live, work and play, everyone should have the opportunity to get involved to help shape the Local Plan. Public consultation is undertaken at key stages, in accordance with the [Greater Cambridge Shared Planning Statement of Community Involvement \(2019\)](#), (including the Addendum prepared in response to restrictions related to the Coronavirus pandemic), to actively engage with the community and stakeholders. A Statement of Consultation is prepared following each consultation to summarise who was consulted and the main issues raised in comments and how they have been addressed.

The Greater Cambridge Shared Planning Service undertook a '[First Conversation](#)' consultation (January-February 2020) which sought views on a range of 'issues and options' to be included in the draft plan.

Subsequently the shared planning service conducted an interim stage (November 2020) outlining the proposed development strategy informed by a number of emerging evidence studies. Since November 2020, two further blended strategic options were identified for testing. A supplement to the November 2020 interim stage has been prepared exploring these, and this can be found in Appendix A. We published the findings of initial expert assessments of a range of broad spatial locations and growth level options. You can read the findings, including the Development Strategy Options Summary Report, in the [Document Library](#). We also held another series of workshops with key stakeholders to explore these findings. However,



this was not a formal consultation and feedback from stakeholders and communities was not requested.

### First Proposals - Preferred Options Stage Report

The First Proposals (preferred options) stage is the next major step in our plan making journey. It sets out our preferred approach to the level of growth that should be planned for, and where it should be planned, including the first proposals on the range of sites across the Greater Cambridge geography that we have proposed to be included in the emerging Greater Cambridge Local Plan.

It describes the planning policies we propose to prepare that would shape development and guide planning decisions. It sets out why we have identified these approaches against the alternatives available.

The purpose of this consultation stage is to invite responses to these proposals from residents and businesses as well as stakeholders and other organisations. We want to hear views before we develop the approaches into detailed planning policies. In particular we are seeking feedback on:

- The emerging development strategy
- The direction of travel for policies
- Issues we should be considering as policies are prepared

In legal terms, this consultation forms part of our consultation under Regulation 18 of the Town and Country Planning (Local Planning) (England) Regulations 2012.

- 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 ✓         | • Councillors ✓ |
| • External Stakeholders ✓ | • Other ✓       |
| • Employees ✓             |                 |



If other, please specify – N/a

- 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)

Land use planning and associated development policies have a fundamental affect on peoples live who live within the geography of a development plan.

The emerging plan will;

Seek to deliver sustainable development across the Greater Cambridge area providing communities with a range of housing, including affordable, with access to safe and affordable sustainable transport.

It will also aim to support communities to thrive, providing community and shared spaces, and protecting valuable open spaces.

It will seek to ensure people have access to education and health services.

We should make places inclusive, proving employment and training opportunities, and provide space for cultural activities and for social enterprise. It should also help people live healthy lives, such as providing opportunities to grow local food.

The plan can be linked with a number of key issues relating to equality, specifically around wellbeing and social inclusion which covers a wide range of issues, which can be encompassed by the concept of 'good growth'. This has influenced a range of policy areas in the plan: providing good quality, affordable housing in accessible locations; providing good access to services and facilities; creating places that enable healthy and active lifestyles and social interaction; supporting access to education, employment and training opportunities; promoting sustainable and active travel; providing community



and shared spaces; and protecting and providing public access to open spaces and the natural environment.

This also intersects with other themes of the plan including;

Green Infrastructure – sports and open spaces will support and encourage people to follow a healthy and active lifestyle as well as encourage greater social interaction within communities.

Great Places – seeks to create developments that are designed to be inclusive and feel safe.

Jobs – Includes proposals to deliver employment opportunities through development.

Homes – Delivery of a range of types of homes to meet needs, including affordable housing.

Infrastructure – Includes policy proposals related to sustainable travel, ensuring places are well connected and that active travel is supported.

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

Residents, workers, and visitors to Greater Cambridge are all stakeholders in the preparation of the Local Plan.

The adopted Local Plan will affect all residents within the South Cambridgeshire District Council and Cambridge City Council areas. 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 Local Plan is being prepared to provide a clear framework to assist decision making relevant to land use planning in the Greater Cambridge area. Delivery of the proposals contained within the plan will involve a number of stakeholders to ensure the provision of all necessary supporting infrastructure to serve the development in a timely manner.

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 they will be required to comply with the Public Sector Equality Duty, introduced under the Equality Act 2010. Buildings and infrastructure have to comply with the necessary design and safety standards, including Local Plan policy, Building Regulations, and safety audits, to ensure they are safe and accessible to all users.

The Local Plan 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 Local Plan is informed by an extensive evidence base across a breadth of topics and issues including employment, housing, transport, infrastructure,



open space and recreation, retail and leisure, water and flooding, climate change, biodiversity, health and well-being, social inclusion, and viability. These studies provide an understanding of the existing situation and identify issues which need to be addressed and/or mitigated through the Local Plan. 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 Local Plan is likely to disproportionately affect any groups with particular 'protected characteristics' under the Equality Act, as well as whether the Local Plan may disproportionately affect any other groups, such as different socio-economic groups. Equalities issues have been included in the data collated in the [Sustainability Appraisal Scoping Report](#), in particular, Chapter 3 on Population, Health and Wellbeing. The views expressed by individuals, communities, businesses, academic institutions and stakeholders during consultations will help us develop the emerging policies and proposals for the Greater Cambridge Local Plan. The Local Plan will be subject to a number of stages of public consultation prior to its adoption, as set out in the Greater Cambridge Local Development Scheme. As part of the First Conversation consultation process we took a number of actions to engage with a wide range of protected characteristic groups, details of which can be seen in the Greater Cambridge Local Plan – 'The First Conversation' Issues and Options - December 2019 EqIA and will be published in a Statement of Consultation as part of this formal consultation stage. The preferred spatial options have been tested by a range of evidence, which will help inform a further round of stakeholder engagement: The full range of evidence informing the plan to this point can be found in the [Document library \(greatercambridgeplanning.org\)](#)

- 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 section 3.1.

- 3.3** If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place. [📖](#) (Approximately 250 words)

The consultation for this stage is proposed to commence on the 1 November.

## 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](#)

- 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.

The Greater Cambridge Local Plan will include a range of land use policies many of which, once implemented, will have a positive impact upon different age groups. For example, house prices in Greater Cambridge are particularly high and this has a negative impact on those sections of the population wishing to purchase their own home, particularly young people wanting to



purchase their first home. Housing policies may seek to ensure a proportion of new dwellings are affordable, and provision of a mix of house types and sizes for a range of household types, which would benefit young people struggling to afford market housing and also families with children. Similarly, policies can also make provision for adaptive or specialist housing, Care Homes and Assisted Living accommodation which would benefit older people. If a need is established provision will be made for student accommodation.

Employment policies could support a range of employment opportunities at various skills levels, which will benefit people of working age. Similarly, the location of new development, including the provision of new services and facilities, may improve accessibility by sustainable modes and inclusivity, helping to foster community interaction and ensure people who are more likely to have mobility issues, like older people, can access the services and facilities they need. Additional growth should bring with it a wider variety of jobs for those of working age and houses to meet the local housing needs of everyone, including helping to address the issues faced by younger and older people. Looking at the locations being tested: Growth in and around urban areas, in new settlements and along transport corridors may be more inclusive to all age groups, providing access to a range of services and facilities, either within the community or by various modes of transport. Access by non-car modes are the most inclusive options for people of any age. However, reliance on public transport may not be an affordable choice for people on low incomes, particularly people that are not of working age with disposable income. Options for dispersal of growth in villages, particularly remote villages, may enforce a reliance on car use which could negatively impact younger and older people who are unable to drive or own a car.

**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	Paul Frainer (Greater Cambridge Shared Planning Service, Policy Team)	To inform the next stage – drafting of GC Local Plan policies, ensuring regard is had to impact on different age groups	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

4.2

### Disability:

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

**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.

The Greater Cambridge Local Plan will include a range of land use policies many of which once implemented will have a positive impact upon people with disabilities. For example, the drafting of transport policies provides the opportunity to deliver ways of improving access in new developments for people with mobility impairments through the provision of seating areas for people needing to rest, tactile pavements, and wide pavements to comfortably

accommodate mobility scooters. The location of new development, including the provision of new services and facilities, may improve accessibility and inclusivity by reducing the need to travel, reduce the distances involved, and provide more travel options for journeys by a variety of different modes. Housing policies may seek to ensure a proportion of houses are adaptive to enable people to live healthy and long lives in their own homes. Access to healthcare services may be important for this group. Policies in the emerging Local Plan may include the provision of health care facilities which has the potential to result in a positive impact for this characteristic. Creating safe communities is considered an important theme, which might mean that the Local Plan has potential to help prevent hate crime (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). Additional growth should bring with it a wider variety of jobs and houses to meet the local housing needs of everyone, including helping to address the issues faced by disabled people, such as through provision of adaptive housing. Looking at the locations being tested: Growth in and around urban areas, in new settlements and along transport corridors may be more inclusive to more people, providing access to a range of services and facilities (including healthcare), either within the community or by various modes of transport. Access by non-car modes are often the most inclusive options for people. However, reliance on conventional public transport may not be an option for people with some disabilities. Development in new settlements or large urban extensions provide a 'clean slate' whereby new accessible buildings, streets and the public realm can be designed legibly from the outset to cater for all needs, rather than retrospective adaptation. Options for dispersal of growth in villages, particularly remote villages, may rely on car use which could negatively impact people who are unable to drive or own a car. Integrating homes and jobs in technology clusters may benefit people who have mobility issues by allowing them to live closer to their place of work and avoid having to overcome transport issues. Options which include

a larger scale of development (such as edge of Cambridge and new settlements) may be more likely to include new healthcare services on site. Other spatial options are likely to require expansion of existing facilities (which may not be local), which may have a bearing on the types and range of healthcare provision and/or its relative accessibility for disabled people.

**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:

<b>Action</b>	<b>Responsible Officer</b>	<b>Timescale for completion</b>	<b>How will the actions be monitored?</b>
Undertake consultation with stakeholders and review feedback	Paul Frainer (Greater Cambridge Shared Planning Service, Policy Team)	To inform the next stage – drafting of GC Local Plan policies, ensuring regard is had to impact on disabled people	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

4.3

#### Gender Reassignment:

**4.3.1** Has your research identified that the proposal will have an impact on this protected characteristic? No.

#### 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.

## 4.5 Pregnancy and Maternity:

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

**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 Greater Cambridge Local Plan will include a range of land use policies including those seeking to increase the provision of affordable housing and to provide a mix of house types for a range of different household sizes within Greater Cambridge. Such policies when implemented could benefit families with children, including those in the process of starting or adding to their families. Communities with a predominance of families with children can put pressure on statutory services, including health care facilities and education. The Local Plan is likely to include policies seeking to secure the provision of appropriate health care facilities which would be a positive impact for this characteristic. The Local plan will include policies relating to the provision of education facilities, including primary and secondary schools along with creche and nursery provision. Such policies once implemented could impact positively on the protected characteristic. Looking at the locations being tested: Growth in and around urban areas, in new settlements and along transport corridors may be more inclusive, providing access to a range of services and facilities (including healthcare), either within the community or by various modes of transport. Access by non-car modes are the most inclusive options for people. However, reliance on public transport may not be an affordable choice for people on low or reduced incomes. Options for dispersal

of growth in villages, particularly remote villages, may rely on car use which could negatively impact women who are unable to drive or own a car. Spatial options which include a larger scale of development (such as edge of Cambridge and new settlements) may be more likely to include new healthcare services on site. Other spatial options are likely to require expansion of existing facilities (which may not be local), which may have a bearing on the types and range of healthcare provision and/or its relative accessibility.

**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	Paul Frainer (Greater Cambridge Shared Planning Service, Policy Team)	To inform the next stage – drafting of GC Local Plan policies, ensuring regard is had to pregnancy and maternity	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

4.6

Race:

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

**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 – Positive.

Whilst Gypsies and Travellers are united by their travelling lifestyles, each community within this racial classification has its own distinct culture.

Collectively they are the most affected racial groups. The Greater Cambridge Local Plan will include a range of land use policies including those seeking to provide for the needs of Gypsy and Traveller communities. Creating safe communities is considered an important theme, which might mean that the Local Plan has potential to help prevent hate crime (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). Gypsy and Traveller communities have an accommodation need for serviced pitches to site their mobile homes and any equipment associated with their work. Whilst there are travelling communities amongst these ethnic groups, others have become more settled therefore transit, permanent pitches, and some housing is needed to accommodate their needs. These communities have poor health outcomes and access to doctors, as well as schools, and shops will help to reduce inequalities. Additional growth should bring with it a wider variety of jobs and houses to meet the local housing needs, including pitches to meet the needs of the Gypsy and Traveller community. The Local Plan will need to consider how those needs should be addressed. In partnership with other Councils in Cambridgeshire and parts of Norfolk and Suffolk a new accommodation needs assessment has been commissioned and is underway. However, it has been delayed significantly by the COVID-19 pandemic. Through this process we are seeking to engage effectively with traveller communities, their representatives, and other stakeholders, to understand the number of permanent residential pitches required for Gypsies and Travellers and the number of permanent plots for Travelling Showpeople that are needed. It has

not been possible to complete this survey in time to inform this consultation. However, it will be available at the next stage of plan making and will be used to inform the draft local plan and what provision is required.

**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	Paul Frainer (Greater Cambridge Shared Planning Service, Policy Team)	To inform the next stage – drafting of GC Local Plan policies, ensuring regard is had to impact on different ethnic groups	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

4.7

### Religion or Belief:

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

**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.

The preferred options stage includes proposed policy direction within the wellbeing and social inclusion theme which could impact positively on the protected characteristic. Creating safe communities is considered an important theme, which might mean that the Local Plan has potential to help prevent hate crime (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).

**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	Paul Frainer (Greater Cambridge Shared Planning Service, Policy Team)	To inform the next stage – drafting of GC Local Plan policies, ensuring regard is had to impact on different religious/faith groups	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

4.8

Sex:

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

**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.

At present there is no evidence to suggest the Greater Cambridge Local Plan will have a disproportionate effect on individuals attributable to their sex. Hence no equality impacts have been identified. In a community needs assessment from 2015 on women’s experience of living in Cambridge, a major concern was safety at night on the streets in Cambridge. Creating safe communities is considered an important theme and there is policy direction proposed within the preferred option stage under the Great Places theme which includes approaches to improvement of community safety including that in relation to those with protected characteristics under the Equalities Act.

**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	Paul Frainer (Greater Cambridge Shared Planning Service, Policy Team)	To inform the next stage – drafting of GC Local Plan policies, ensuring regard is had to different sexes	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

#### 4.9 Sexual Orientation:

**4.9.1** Has your research identified that the proposal will have an impact on this protected characteristic? Yes - See above response on Sex.

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.

**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

Impact – Positive.

Cambridge was identified as the most unequal city in the UK by the Centre for Cities and includes areas that are among the most deprived in the UK. Within South Cambridgeshire, there are specific issues facing some of those living in rural communities particularly those with limited access to services and transport. One of the big themes identified for the Local Plan is wellbeing and social inclusion.

The preferred option stage begins to propose policy directions under this and other themes which seek to impact the following;

Supporting a range of business types and sizes, and therefore an associated range of employment opportunities, across a range of sectors, and supporting more flexible working. This could reduce inequality and poverty by increasing people's employment opportunities. Undertake full consultation with communities and stakeholders. Providing sufficient transport infrastructure,



community facilities and allowing people to connect via superfast broadband and mobile phone coverage. This can help people better access services and tackle isolation. The Local Plan will also set out how new developments can provide a range of affordable housing choices and help ensure that new homes are cost efficient to maintain – for example, through energy efficiency measures. This will include: Continuing to ensure that new developments include appropriate and viable levels of affordable housing. Planning for a balance of tenure types - affordable rented, shared ownership and community-led housing. Additional growth should bring with it a wider variety of jobs for those of working age and houses to meet the local housing needs. Additional infrastructure (including transport) and services and facilities will be needed to support the growth. Development in the urban areas of Cambridge could contribute to providing opportunities to access employment, services and facilities, and the delivery of new homes in or near to some of the most deprived wards in the area. The spatial option which disperses additional homes in the rural area may help to sustain existing services and facilities but are unlikely to provide communities with sufficient scale of development to sustain new services and facilities, particularly in smaller communities. This would increase the number of people needing to travel to meet day to day needs, which impacts on people in several of the protected characteristics. Unless jobs are also dispersed in the rural area, it would not redress the jobs / homes balance, impacting on working aged people. New settlements (larger existing settlements) could act as a local hub for surrounding smaller communities, to avoid the need to travel longer distances to market towns or Cambridge for all their needs, provided access issues could be overcome. Spatial options which connect communities to transport corridors may provide better accessibility to Cambridge or the market towns by public transport and cycling. However, public transport may not be an option for some disabled people or an affordable choice for people on low incomes. Rural areas can be remote and involve long distances, so that cycling would not be an option for many people. It is likely rural communities would remain somewhat dependent

upon on car use which could negatively impact people who are unable to drive or own a car.

**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	Paul Frainer (Greater Cambridge Shared Planning Service, Policy Team)	To inform the next stage – drafting of GC Local Plan policies, ensuring regard is had to these issues	Prepare a Statement of Consultation to record who is consulted, issues arising, and how they have been addressed

## 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)

The Greater Cambridge Local Plan will plan for and deliver growth in the Greater Cambridge area to meet local housing needs and assist the local economy. Development will bring with it improvements in local infrastructure, services and facilities to the benefit of existing communities. Policies in the Local Plan will carefully manage the location and nature of development to protect the characteristics of the area which make it one of the best places in the country to live. This stage is one part of a plan making process that will involve significant consultation and engagement with local communities.



Equalities Impact Assessment will continue to be a part of the plan making process and will be carried out again at the Draft Plan stage in 2022.

**5.2** Confirm the recommendation of the officer completing the EqIA (delete as appropriate):

- 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 EqIA:

Paul Frainer

**5.4** Date of completion:

01/08/2021

## **Section 6: Sign Off**

**6.1** Approving officer EqIA review outcome: (delete as appropriate):

- 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?  
Autumn/Winter 2022 (Project Lead/Sponsor for the Greater Cambridge Local Plan

**6.4** Approving officer signature:  
Paul Frainer

**6.5** Date of approval:  
05/08/2021

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



## **Appendix A: Greater Cambridge Local Plan Preferred Options supplementary document for Interim Stage November 2020: Equality Impact Assessment: Impact of new alternative blended strategy**

This supplementary document was completed as part of the interim stage (November 2020) outlining the proposed development strategy and was informed by a number of emerging evidence studies. Since November 2020, two further blended strategic options were identified, resulting in the need to review the draft EQIA. The EQIA has been reviewed in full in response to this task and assessed the impacts of the new alternative blended strategy including the edge of Green Belt sites. It is a relatively high level document that provides an overview of the Local Plan with regard to the Public Sector Equality Duty. It has a set format with specific questions, which reflect the various protected characteristics (gender, race, people with disabilities, etc). As such, the document does not undertake a detailed, systematic assessment of each of the original eight spatial options.

It does, however, refer to the broad pros and cons of different locations reflected in the spatial options; so, for example, it refers to the accessibility of different locations by public transport and the implications for individuals with different protected characteristics. For this reason, it simply refers to the 'edge of Cambridge' as a location on a couple of occasions. No reference, however, is made to Green Belt or non-Green Belt locations; Green Belt is a policy designation that has no direct bearing on the implications drawn out from an equalities perspective.

The EQIA does not draw any firm conclusions about the benefits or disadvantages of any single option or combination of options (or locations within options). Therefore, to include additional material related to the new alternative blended strategy (specifically including reference to edge of Cambridge Green Belt locations) would not be consistent with the existing approach and would appear incongruous within the current structure and content of the EQIA.



Overall, the EQIA is a thorough document that in an appropriate and proportionate way assesses the equalities implications of development, encompassing the various locations included across the spatial options. As the additional options, 9 and 10, are comprised of a blend of these existing locations across the original spatial options, it follows that the EQIA can be seen to provide an overview of the equalities implications for all the spatial options, the original eight and the two additional options.

For these reasons, it is recommended that no specific changes or additions are made to the EQIA with regard to the two additional spatial options.