

Equality Impact Assessment (EqIA): Greater Cambridge Local Plan: Draft plan for consultation (Winter 2025)

Introduction

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:

The Equality Act seeks 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:

Lizzie Wood

1.2 Team and Service:

Planning Policy and Strategy (PPS), Greater Cambridge Shared Planning

1.3 Title of proposal:

Greater Cambridge Local Plan – Draft Plan (2025)

1.4 EqIA completion date:

23/10/2025

1.5 Proposal implementation date:

01/12/2025

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 at First Conversations stage and 29/07/2021 at First Proposals (Regulation 18) stage.

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, with the same planning policies applied, 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 draft Local Plan for consultation 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 draft Local Plan.

Public authorities must have due regard for equalities considerations when exercising their functions. A Sustainability Appraisal (SA) is produced at each public consultation stage of plan making and considers 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, through the application of SA objective 3: Social inclusion and equalities.

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 Statement of Community Involvement \(Adopted March 2024\)](#) 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.

First Conversations Local Plan stage (2020)

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. In September 2020 responses to the [First](#)

[Conversation](#) and information received through the [Call for Sites](#) were published. You can read more in the [First Conversation consultation and Call for Sites data release – summary report](#).

Subsequently, GCSP conducted an interim stage (November 2020) outlining potential development strategy options informed by a number of emerging evidence studies. Findings of initial expert assessments of a range of broad spatial locations and growth level options have been published and can be read in the [Document Library](#).

Another series of workshops with key stakeholders were held 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 (2021)

Between November and December 2021, a full public consultation on the [First Proposals](#) (Regulation 18) for the Plan was held including a wide range of in-person and online events and activity. This consultation sought views on matters including:

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

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

The First Proposals (preferred options) 2021 stage set out the preferred development strategy for meeting the identified needs for development, including identifying outline policies for each site. This consultation also described outline proposed planning policies that would shape development and guide planning decisions. It set out why the approach had been identified to against the alternatives available.

Results of the First Proposals consultation were published in June 2022. More information about how consultation has influenced the plan so far can be found in the Consultation Statement in the Greater Cambridge [Document Library](#).

In early 2023 Members made decisions about the development strategy and key sites as well as confirming an updated need for jobs and homes, drawing on new evidence. These decisions guided the preparation of the draft Local Plan that this EqIA is associated with. Documents regarding these decisions can be found in the [Development Strategy Update report](#) published 4 January 2023.

Recent Local Plan progress and next steps

Work has continued to progress to the current stage of Greater Cambridgeshire Draft Local Plan (Regulation 18) which is being consulted on from 1 December 2025 to 30 January 2026.

This draft has drawn on all engagement and feedback so far, and a substantial set of evidence documents, to set out policies and sites that could form part of the plan the Greater Cambridge Planning Authority seeks to adopt.

Once the Councils have considered all the responses to the draft Local Plan consultation, GCSP will prepare a Local Plan to for a final consultation in Summer/Autumn 2026. This stage allows for a final period of public consultation where representations can be made on the plan's soundness and legal compliance before it's submitted to the Planning Inspectorate for examination. This is known as the 'regulation 19' "Proposed Submission" stage of plan making. Subsequent to this, the Councils are aiming to submit the plan for independent examination before the end of 2026, reflecting the target for plan making set by the government.

Local plans are examined by an independent planning inspector to assess whether they have been prepared in accordance with legal and procedural requirements, and

whether they are 'sound', a term defined in national planning policy. The Inspector's report will determine if the plan can be adopted.

2.5 Which of [South Cambridgeshire District Council's business plan \(2024 to 2025\)](#) priorities does this proposal link to?

- Growing local businesses and economies - ✓
- Housing that is truly affordable for everyone 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) (2024 to 2028) 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 groups are included and have their voices heard in discussions about the future shape of the district - ✓

2.7 Which of Cambridge City Council's equality objectives (Equalities and Diversity Objectives 2025/26) does this proposal link to or help to achieve?

- Prioritising needs of diverse communities in our ever-growing city- ✓
- Providing accessible and inclusive council services- ✓
- Helping ensure that people can participate and engage fully in their community in a safe, welcoming and inclusive- ✓

2.8 Which groups or individuals will the proposal affect:

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

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

The emerging plan will:

- Link 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'.
- Seek to deliver high quality sustainable growth and development (social, economic and environmental) across the Greater Cambridge area providing communities with a range of homes, jobs and supporting infrastructure. (transport, utilities, services and facilities) It will also aim to support communities to thrive, providing affordable workspaces, protection and creation of community and cultural hubs and activities, shared spaces, and protecting valuable open spaces.
- Wellbeing and social inclusion are one of four themes identified in the plan. Policies require places to help people to stay healthy, including ensuring that developments come with investment in community facilities.
- It will seek to ensure people have access to education and health services. Health is a key driver of the plan including in the way places will be designed, that they are safe for the use proposed and will not have unacceptable pollution impacts on surrounding areas. Places will be designed to be inclusive, providing employment and training opportunities, and provide space for cultural activities and for social enterprise. The plan will provide opportunities to help people live healthy lives, such as providing opportunities to grow local food and control the development of hot food takeaways particularly near schools.

- 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 – Green infrastructure evidence has identified 14 strategic green infrastructure initiatives to help restore habitat networks and provide more green spaces. Sports and open spaces will provide health and wellbeing benefits that 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 high quality developments that are designed to be inclusive and feel safe.
- Jobs – Policies seek to support employment development in a range of locations of a scale and type appropriate to the location. They also explore how we could spread the benefits of development by including affordable workspace. Policies seek to protect the vitality of our city town and village centres.
- Homes – Policies propose that schemes include high levels of affordable housing and that the mix of housing should respond to local needs. They propose that new homes include enough space to deliver healthy living environments, including outdoor space. We also include policies to meet the needs of specific groups, including the accommodation needs of Gypsies and

Travellers.

- 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?

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.



South Cambridgeshire has published the 2024 to 2028 equality objectives (as detailed in SCDC's Equality Scheme) the objectives aim to set up ways to review and track progress on equality goals. The objectives are also designed to combat discrimination, promote equality of opportunity, and foster good relations between different groups.

Cambridge City Council has published the 2025 to 2026 Equality and Diversity Objectives that set out the council's approach to meeting its general duties under Public Sector Equality Duty.

Both documents will inform the Councils duties and responsibilities in ensuring equality standards are met.

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. There are seven strategic priorities:

Climate Change - Strategic Priority: Help Greater Cambridge transition to net zero carbon by 2050, by ensuring that development is sited in places that help to reduce carbon emissions, is designed to the highest achievable standards for energy and



water use to reduce environmental impacts, adapts to and mitigates against climate change, and is resilient to current and future climate risk, including the longer term risk of flooding.

Biodiversity and Greenspaces - Strategic Priority: Increase and improve our network of habitats for wildlife, and green spaces for people, ensuring that development leaves the natural environment better than it was before.

Wellbeing and Social Inclusion - Strategic Priority: Help improve equality of access and opportunities for people in Greater Cambridge to lead healthier and happier lives, ensuring that everyone benefits from the development of new homes and jobs.

Great Places - Strategic Priority: Sustain the unique character and identities of Cambridge and South Cambridgeshire, and complement it with well-designed and distinctive development, creating a place where people want to live, work, visit and play.

Jobs - Strategic Priority: Encourage a flourishing, dynamic and mixed economy in Greater Cambridge which includes a wide range of jobs, while maintaining our area's global reputation for education, research and innovation.

Homes - Strategic Priority: Plan for enough housing to meet our needs, including significant quantities of housing that is affordable to rent and buy, and different kinds of homes to suit our diverse communities..

Connectivity and Infrastructure - Strategic Priority: Plan for transport, water, energy and digital networks; and health, education and cultural facilities; in the right places and built at the right times to serve our existing and growing communities.

The following studies provide an understanding of the existing situation and identify issues which need to be addressed and/or mitigated through the Local Plan. At each public consultation stage of the plan making process the following statutory documents are produced and published:

- Sustainability Appraisal (SA) (incorporating Strategic Environmental Assessment (SEA),

- Health Impact Assessment (HIA) (Incorporated into the SA)
- Equalities Impact Assessment (EqIA)

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. The application of the SA Objective 3: ‘Social inclusion and equalities.’, SA Objective 4 (Health) and SA Objectives 2, 3, 13, 14 and 15 (health indirectly) have been considered. Equalities issues have been included in the data collated in the (2021) and the Greater Cambridge Local Plan Sustainability Appraisal Consultation Draft Plan (Regulation 18) September 2025.

For example, the views expressed by individuals, communities, businesses, academic institutions and stakeholders during consultations have and continue to help us to develop the emerging policies and proposals for the Greater Cambridge Draft Local Plan Regulation 18 (December 2025) and beyond. The Local Plan is 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 (2020) and First Proposals (2021) consultations, we took a number of actions to engage with a wide range of protected characteristic groups, details of which can be viewed in the:

- [EqIA First Conversation](#)
- [EqIA First proposals](#)

The preferred spatial option has been informed by testing of alternatives by a range of evidence, which has helped inform this stage of plan making. Further assessment and review will be undertaken post closure of the next public round of consultation (December 2025 to January 2026) The full range of evidence informing the plan will be published alongside the draft Local Plan.

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 December 2025.

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 includes a range of land use policies, many of which once implemented will have a positive impact upon this protected characteristic. 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 set out in the 'Homes Chapter' require 40% of housing on most development schemes to be delivered as affordable housing. Policy supports delivery of rural exception sites, (subject to criteria) which help to deliver affordable housing in communities.

Provision of a varied choice of types and mix of housing to meet the needs of different groups in the community will be required, that will include development to help meet the need for specialist housing such as older people. Policy is included to support appropriate student accommodation and Co-living accommodation, subject to criteria which are generally aimed at the younger population.

Employment policies set out in the 'Jobs' Chapter 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, will 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 sustainable growth will bring with it a wider variety of jobs for those of working age and homes to meet the local housing needs of everyone, including helping to address the issues faced by younger and older people.

The SA has tested the preferred approach set out in draft policy S/JH: 'New Jobs and Homes' which results in positive SA objectives including for housing, social inclusion and equalities, the economy and employment. Other scenarios were not tested as not considered to be reasonable alternatives.

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	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team)	To inform the next stage – drafting of 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 includes a range of land use policies, many of which once implemented will have a positive impact upon this protected characteristic. Policies are drafted to manage how new development should be located, designed and connected to the transport network to enable travel by sustainable modes. Developers will be required to contribute towards infrastructure delivery, to meet the requirements arising from the new development.

Development will be designed around the principles of walkable neighbourhoods and healthy towns through provision of safe, direct routes with permeable layouts that facilitate and encourage short distance trips including by walking and wheeling between home and nearby centres of attraction, and to bus stops, mobility (travel) hubs or railway stations.

Car and cycle parking where justified will be required to include disabled and inclusive parking provision. Where developments are likely to be used by people with mobility scooters, they should incorporate accessible, covered and secure storage areas, and consider appropriate charging facilities.

The policy includes minimum parking standards for development uses, including retirement homes/sheltered housing, hospitals and clinics and surgeries that are likely to attract blue badge holders. Policy has been developed using relevant guidance including the design and provision of designated accessible car parking spaces for blue badge holders, design of an accessible and inclusive built environment, best practice on access to pedestrian and transport infrastructure and national building regulations.

The Housing Needs of Specific Groups in Cambridge and South Cambridgeshire (2025) report provides evidence on the type and mix of housing necessary to meet the needs of different communities across the Greater Cambridge area. This evidence has helped to formulate Policy H/HM: Housing Mix which includes the requirement to meet the housing needs of people with disabilities.

National Building Regulations M4(2), (3), (3) (a), and (3) (b) provide the required standards for building accessible and adaptable homes. To meet the needs of people with disabilities these standards have been translated into the requirements of policy H/SS Residential Space Standards and Accessible Homes.

The Draft Local Plan includes a Wellbeing and Social Inclusion theme that supports the delivery of healthy and inclusive communities where needs can be met locally. Policy WS/HD: Creating healthy new places, includes the specific requirement ‘to deliver inclusive and healthy design, in particular meeting the needs of disabled people, older people and young children.

The SA has tested Policy I/EV Parking and Electric Vehicles. In response to people with disabilities the following comments were included: Access to services and facilities. Requiring accessible parking for Blue Badge holders, cycle parking designed for non-standard cycles and mobility scooters, and clear provision for residents, students, staff and visitors will help address barriers faced by people with disabilities and other protected characteristics, resulting in minor positive effects for SA objective 3: Social inclusion and equalities.

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	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team)	To inform the next stage – drafting of 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.**

Impact – Positive

The Greater Cambridge Local Plan includes a range of land use policies, many of which once implemented will have a positive impact upon this protected characteristic. Creating safe communities is 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).

Policy GP/PP: People and Place Responsive Design includes the following criterion: 'Being designed to remove the threat or perceived threat of crime and improve community safety, especially for those with protected characteristics under the Equality Act. This policy was tested through the SA process which identified that significant positive effects are expected in relation to SA objectives 3: Social Inclusion and Equalities and 4: Health.

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. The draft Local Plan includes a Chapter for Wellbeing and Social Inclusion that includes Strategic Priority: Help improve equality of access and opportunities for people in Greater Cambridge to lead healthier and happier lives, ensuring that everyone benefits from the development of new homes and jobs.

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 includes a range of land use policies, many of which once implemented will have a positive impact upon this protected characteristic.

Pregnancy is likely to result in the need for either a first-time home or a larger home.

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. Housing policies set out in the 'Homes Chapter seek to ensure a proportion require 40% of housing on most development schemes of new dwellings are to be delivered as affordable housing,

The Housing Needs of Specific Groups in Cambridge and South Cambridgeshire (2025) provide evidence on the type and mix of housing necessary to meet the needs of different communities across the Greater Cambridge Area. This evidence has helped to formulate Policy H/HM: Housing Mix which includes the requirement of housing needs for families with children living at home.

The draft Local Plan includes a Wellbeing and Social Inclusion theme that supports the delivery of healthy and inclusive communities where needs can be met locally.

Policy WS/HD: Creating healthy new places, includes: the specific requirement 'to deliver inclusive and healthy design, which includes the needs of young children.

This criterion will be of benefit once the child is born.

Policy WS/NC 'Meeting the Needs of New and Growing Communities' requires the delivery of community and health facilities to meet the needs generated by the development, including having regard to and supporting the delivery of local strategies to improve health, social and cultural well-being. This requirement will have positive health impacts for this protected characteristic: health provision will be of benefit both during the maternity/pregnancy stage and beneficial to both mother and child after the birth.

The Local Plan seeks to enable travel by sustainable transport modes. Criteria included in Policy I/ST Sustainable Transport and Connectivity seek new development to be designed to reduce reliance on the car and promote sustainable travel appropriate

to its location. Other criteria that will have a positive impact on pregnancy/maternity and once the child is born includes development that is designed around the principles of walkable neighbourhoods and healthy towns through provision of safe, direct routes within permeable layouts that facilitate and encourage short distance trips by walking, wheeling and cycling between home and nearby centres of attraction and to bus stops, travel hubs or railway stations.

The SA has tested Policy WS/H: Creating Healthy New Developments, in respect of maternity/pregnancy findings include The policy is likely to have a significant positive effect against SA objective 4: Health as it is likely to promote health and wellbeing and encourage healthy lifestyles, promote mental wellbeing through the design of attractive places and opportunities for social interaction and provide sufficient access to local health services and facilities, such as healthcare centres.

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.	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team).	To inform the next stage – drafting of 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:

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

4.5.5 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 includes a range of land use policies, many of which once implemented will have a positive impact upon this protected characteristic.

The well-being and Social Inclusion Chapter includes policy criteria for the creation of safe communities: Ensuring that places are designed with safety in mind will 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).

Gypsies and Travellers are the racial classification most impacted in similar ways by planning policies, in particular given their travelling lifestyle. Other racial groups forming part of the settled community are impacted in more diverse ways that it would not be proportionate to address via specific policies. However, it is important to recognize that whilst Gypsies and Travellers are united by their travelling lifestyles, each community within this racial classification has its own distinct culture. The Greater Cambridge Local Plan includes a range of land use policies including those seeking to provide for the needs of Gypsy and Traveller communities and Travelling Showpeople. Policy H/GT: Gypsy and Traveller Pitches and Travelling Showpeople Plots in the Homes Chapter sets out the criteria for development on allocated and unallocated sites.

The Accommodation Needs Assessment of Gypsies, Travellers and Travelling Showpeople (2024) and Addendum (2025) provide the evidence that informs local plan policy on the number and type of sites and pitches required over the plan period. Through this process the Councils sought 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. 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 and therefore transit pitches, permanent pitches, and some housing is needed to accommodate their needs. Research has identified these communities have poor health outcomes and access to doctors, as well as schools, and shops.

Criteria within local plan policies direct new sites and pitches to sustainable locations with access to local services, which will help to reduce inequalities.

Additional planned growth will 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 SA tested Policy H/GT: Gypsy and Traveller Pitches and Travelling Showpeople Plots of the Homes Chapter sets out the criteria for development on allocated and unallocated sites. In respect of race the SA findings include the policy is expected to have minor positive effects for social inclusion and equalities.

4.5.6 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	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team)	To inform the next stage – drafting of 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:

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

4.5.8 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. [📖](#)

Impact – Positive

The Greater Cambridge Local Plan includes a range of land use policies, many of which once implemented will have a positive impact upon this protected characteristic. Creating safe communities is 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).

Policy GP/PP: People and Place Responsive Design includes the following criterion: 'Being designed to remove the threat or perceived threat of crime and improve community safety, especially for those with protected characteristics under the Equality Act. This policy was tested through the SA process which identified that significant positive effects are expected in relation to SA objectives 3: Social Inclusion and Equalities and 4: Health.

4.5.9 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	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team)	To inform the next stage – drafting of 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:

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

4.5.10 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

In the latest 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 an important local plan requirement which is included in the Great Places chapter. Policy GP/PP: People and Place Responsive Design includes the following criterion: 'Being designed to remove the threat or perceived threat of crime and improve community safety, especially for those with protected characteristics under the Equality Act.

4.5.11 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	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team)	To inform the next stage – drafting of 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:

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

In the latest 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 an important local plan requirement which is included in the Great Places chapter. Policy GP/PP: People and Place Responsive Design includes the following criterion: 'Being designed to remove the threat or perceived threat of crime and improve community safety, especially for those with protected characteristics under the Equality Act.

4.10 Other: (digital inclusion, rurality, socio-economic).

4.5.13 Some characteristics are not yet protected in law, but the Councils have made declarations it will consider them in policy making.

4.5.14 Has your research identified that the proposal will have an impact on these characteristics? Yes.

4.5.15 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 includes a range of land use policies, many of which once strategic implemented will have a positive impact upon these characteristics.

Digital inclusion

The Local Plan highlights the importance of digital connectivity via the following: Connectivity and Infrastructure strategic priority referenced above. Policy I/DT: Digital and telecommunications infrastructure supports the improvement of the digital communications network across Greater Cambridge, including the provision of digital infrastructure upgrades or community facilities that provide publicly accessible Wi-Fi, will be supported subject to compliance with relevant development plan policies.

Rurality

In the countryside, draft plan policies seek to balance the need to support the rural economy and local job opportunities with the need to restrict unsustainable business development and minimise harm to the landscape. Across South Cambridgeshire the plan identifies Established Employment Areas in the Countryside. These are employment sites outside Defined Development Extents and not in the Green Belt, which provide local opportunities for businesses seeking opportunities to locate, grow and evolve.

The delivery of rural exception sites will be supported (subject to policy criteria) where they help to deliver affordable housing. New affordable homes in rural areas will enable local people to remain living in local communities, that will in turn support local services and the rural economy.

Socio economic

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 draft Local Plan includes policies that seek to rectify the identified issues associated with Cambridge being identified as an unequal city, with areas of high deprivation and the issues of some rural communities lacking services and access to sustainable transport.

Significant numbers of people experience poverty in Greater Cambridge alongside many residents who face challenges due to a high cost of living and lack of affordable housing. Both Councils have corporate priorities to help address these issues. Cambridge City Council have developed a Community Wealth Building Strategy which looks to build an inclusive and sustainable economy whilst tackling poverty and inequality.

Community engagement was held during the first conversation stage of the development of the local Plan. Consultation feedback identified how important the right services, facilities and transport opportunities were to local communities.

The draft Local Plan policies seek to address the above identified issues. A requirement of Policy I/ST: Sustainable Transport and Connectivity within the Infrastructure Chapter is that development is designed to reduce reliance on the car and promote sustainable

travel suitable to its location. As well as reducing congestion and providing health benefits, sustainable transport will provide a more cost-effective way for individuals across the Greater Cambridge area to travel including travel to and from workplaces.

Policy H/AH: Affordable Housing set out in the Homes Chapter of the draft Local Plan seeks at least 40% affordable homes on major dwellings (subject to criteria). Affordable housing will be provided through a split of tenure types enabling those on lower incomes to rent or part own well-designed modern homes.

Policy H/MO: Houses in Multiple Occupation includes criteria for the development of Houses of Multiple Occupation (HMO) (6 or more non-related tenants unless an article 4 is place) and Co-Living dwellings that offer private bedrooms and other shared facilities, enabling those on lower incomes and/or seeking shorter term accommodation the opportunity to rent accommodation that has been assessed through the planning process.

A strategic priority of the Local Plan is to: Help Greater Cambridge transition to net zero carbon by 2050, by ensuring that development is sited in places that help to limit carbon emissions, is designed to the highest achievable standards for energy and water use to reduce environmental impacts, adapts to and mitigates against climate change, and is resilient to current and future climate risks, including flooding.

In transitioning to net zero policies have been developed in the Climate Change chapter that new buildings (including new homes) must be energy efficient and highly water efficient. These methods will help to reduce household bills resulting in the potential for surplus income and lower levels of deprivation for some households living in energy efficient homes.

The Jobs chapter of the draft Local Plan provides opportunities for expansion of existing and provision of new employment opportunities across a wide range of services. This will result in more job opportunities for local people across a wide range of skill sets, boosting the local income and potentially lowering areas of high deprivation. It is recognised that towns and villages can offer sustainable local business and

employment opportunities and play an important role in the economic success of Greater Cambridge.

4.1.1 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	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team)	To inform the next stage – drafting of 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 plans for the delivery of growth in the Greater Cambridge area to meet local housing needs and grow 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 have been carefully drafted to 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 involves significant consultation and engagement with local communities.

Carrying out an Equalities Impact Assessment will continue to be a part of the plan making process and will be carried out again at the remaining stages of public consultation.

5.2 Confirm the recommendation of the officer completing the EqlA (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.

Section 6: Sign Off

6.1 Approving officer EqlA 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 EqlA on SCDC website?
Yes

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

Summer/Autumn 2026 (Project Lead/Sponsor for the Greater Cambridge Local Plan)

6.4 Approving officer signature:
Jonathan Dixon

Date of approval:
23/10/2025