Equality Impact Assessment (EqIA): Greater Cambridge Local Plan: Proposed Submission Plan (November 2026)

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 Councils 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 Councils' 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: Johanna Davies

1.2 Team and Service:

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

1.3 Title of proposal:

Proposed Submission Greater Cambridge Local Plan (December 2026)

1.4 EqIA completion date: 05/11/2026

1.5 Proposal implementation date: 8/12/2026

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
- 29/07/2021 at First Proposals (Regulation 18) stage
- 25/10/2025 at Draft Local Plan Consultation (Regulation 18) stage
- 03/08/2025 at Proposed Submission (Regulation 19) 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 number 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 below and in the Local Development Scheme.

The Proposed Submission Local Plan will be submitted to the Planning Inspectorate by the end of 2026. A consultation was held on the Plan between 3 August and 25 September 2026 (the Regulation 19 consultation). The representations received and this updated EqIA will be published and submitted to the Planning Inspectorate alongside the Plan which is unchanged from the Regulation 19 Plan. The Plan has been 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 Proposed Submission Local Plan (December 2026).

Public authorities must have due regard for equalities considerations when exercising their functions. A Sustainability Appraisal (SA) has been produced at each public consultation stage of plan making, which considered 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 people live, work and play, everyone should have the opportunity to get involved to help shape the Local Plan. Public consultation was 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 has been 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 considered 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 the outline of proposed planning policies that would shape development and guide planning decisions. It set out why the approach had been identified 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. Documents regarding these decisions can be found in the Development Strategy Update report, published 4 January 2023.

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Regulation 18 Consultation

Work continued to progress the Greater Cambridgeshire Draft Local Plan (Regulation 18), which was consulted on from 1 December 2025 to 30 January 2026.

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

Regulation 19 Consultation

The Councils considered all the responses to the Draft Local Plan Regulation 18 consultation and GCSP prepared a Local Plan for a final consultation beginning on the 3 of August and finishing on the 25 of September 2026. This stage allowed for a final period of public consultation where representations could be made on the Plan's soundness and legal compliance before it is submitted to the Planning Inspectorate for examination. This is known as the ‘Regulation 19’ “Proposed Submission” stage of plan making. The representations received for each element of the Plan can be found in the Regulation 22 Consultation Statement. The individual representations will be submitted to the Planning Inspectorate alongside the Local Plan. The Councils are aiming to submit the plan for independent examination before the end of 2026, reflecting the target for plan making set by 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 2026) 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) 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 city. ✓
- Establishing an inclusive and equitable culture within our

workforce where our people feel a sense of belonging and purpose.

2.8 Which groups or individuals will the proposal affect:

2.1.1 Service Users ✓

2.1.2 External Stakeholders ✓

2.1.3 Employees ✓

2.1.4 Councillors ✓

2.1.5 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 effect on the lives of everybody 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, safety and community cohesion 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.

- Require places to help people to stay healthy, including ensuring that developments come with investment in community facilities. Wellbeing and social inclusion are one of four themes identified in the Plan.

- 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 space for cultural activities and for social enterprise. The Plan will provide opportunities to help people live healthy lives, such as 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 and can be encompassed by the concept of 'good growth'. This has influenced a range of policy areas in the Plan: providing a range of 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 deliver high-quality, inclusive, and safe development. It establishes design principles based on the Cambridgeshire Quality Charter for Growth, promoting effective land use, appropriate densities, high-quality public realm and landscaping, and careful consideration of taller buildings. It also protects landscape character, heritage assets, and archaeology, while supporting climate adaptation and cohesive shopfront design.
- 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 working age disabled adults, older people, and Gypsies and Travellers.
- Infrastructure – Policies support sustainable, well-connected development by managing transport impacts and promoting travel by sustainable modes. It supports travel hubs, park and ride improvements, cycle and vehicle parking, and electric vehicle charging infrastructure. The chapter also safeguards key infrastructure, supports energy masterplanning and digital connectivity, manages aviation and freight impacts, requires developer contributions, and ensures construction impacts on communities and the environment are properly controlled.

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

The Greater Cambridge Local Plan will affect all residents, workers,

businesses, students and visitors across Cambridge City and South Cambridgeshire. As the statutory development plan for the area, it will influence where development takes place, the provision of infrastructure and services, and the protection and enhancement of the natural and built environment up to 2045.

The Plan responds to anticipated growth by providing for around 48,000 new homes and land to support approximately 73,000 new jobs over the plan period This level of growth has the potential to accommodate many thousands of additional residents and workers, meaning the number of people affected by the Plan will increase significantly over time.

Upon adoption, the Local Plan will therefore affect approximately 313,000 current residents across Greater Cambridge, based on the latest Office for National Statistics (ONS) mid-year population estimates for Cambridge City and South Cambridgeshire, as well as future residents, employees, businesses, commuters and visitors who live, work, study and access services within the area.

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.

On 23 July 2026, the Government established the Greater Cambridge Development Corporation as a new statutory delivery body for the area covering the administrative boundaries of Cambridge City and South Cambridgeshire. Its role is to work with partners to set out and deliver a plan for long-term sustainable growth for Greater Cambridge by coordinating the delivery of infrastructure, investment and strategic developments. It is the Government's intention that the Development Corporation will have planning powers covering

both the determination of planning applications for strategic development (from 2027) and plan-making powers (at a later date).

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, including neighbouring local planning authorities identified as strategic policy-making authorities in the NPPF and PPG, and prescribed bodies for which substantive strategic matters are identified such as the Environment Agency, Highways England, Natural England and Historic England.

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 2026 to 2027 Equality Objectives that set out the Council's approach to meeting its general duties under Public Sector Equality Duty. It will be producing an Equity Strategy with a new set of objectives in January 2027.

Both of the Councils' equality-related objectives 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

3.0 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 are 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 have been produced and published:

- Sustainability Appraisal (SA) (incorporating Strategic Environmental Assessment (SEA),
- Health Impact Assessment (HIA) (Incorporated into the SA)
- Equalities Impact Assessment (EqIA)

These documents considered 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. Equality issues have been included in the assessments set out in the Sustainability Appraisals for each stage of plan making and can be viewed in the Proposed Submission Document Library. For Regulation 19 (2026 consultation), the Sustainability Framework assessed 15 objectives that were used in the identification of impacts and effects of the policies and these have

been considered in the preparation of this EqIA. Objectives that are directly relevant to the EqIA are:

- SA objective 1: Housing (ensuring that everyone has the opportunity to live in a decent, well-designed, sustainably constructed and affordable home).
- SA objective 2: Access to services and facilities (To maintain and improve access to centres of services and facilities including health centres and education).
- SA objective 3: Social inclusion and Equalities (To encourage social inclusion, strengthen community cohesion, and advance equality between those who share a protected characteristic (Equality Act 2010) and those who do not).
- SA objective 4: Health (To improve public health, safety and wellbeing and reduce health inequalities).

Other objectives from the Sustainability Appraisal that are indirectly associated with equalities are: SA objective 13: Air quality (To limit air pollution in Greater Cambridge and ensure lasting improvements in air quality), SA objective 14: Economy (To facilitate a sustainable and growing economy), and SA objective 15: Employment (To deliver, maintain and enhance access to diverse employment opportunities, to meet both current and future needs in Greater Cambridge).

The views expressed by individuals, communities, businesses, academic institutions and stakeholders during consultations have helped us to develop the emerging policies and proposals for the Greater Cambridge Proposed Submission Local Plan Regulation 19 (December 2026). The Local Plan has been 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 the testing of alternatives by a range of evidence which has helped inform this stage of plan making. Further assessment and review was undertaken post closure of the public round of Draft Plan consultation (December 2025 to January 2026). The full range of evidence informing the plan will be published alongside the Proposed Submission Local Plan (December 2026).

3.1 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 3.0.

3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place. (Approximately 250 words)

Consultation has taken place at every stage of the plan-making process.

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 – Overall 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.

Census data from 2021 shows that Greater Cambridge has a diverse age profile. In Cambridge City, over 70% of residents are of working age (18-64) reflecting the city's role as a major employment and education centre. In South Cambridgeshire, over 55% of residents are aged 18-64, with around 20% of the population being aged 65 and over. Census data also shows that areas experiencing significant housing growth such as Trumpington, Cambourne and Northstowe have seen a substantial increase in the number of children and young families. South Cambridgeshire has experienced growth in its older population, particularly those aged 65-74, and therefore the Local Plan needs to support the housing, employment, health, accessibility and community needs of residents across all age groups.

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. This may especially be of benefit to younger people then who are especially likely to struggle to find housing affordable (e.g. see: Housing needs of young people - House of Lords Library.

Provision of a varied choice of types and mix of housing to meet the needs of different groups in the community will be required by the Plan, which will include development to help meet the need for specialist housing such as older people's accommodation. A Housing Needs of Specific Groups Update report for Greater Cambridge (HNSG update, October 2025) identified the amount of specialist accommodation needed for older people, which is addressed through Policy H/SH: Specialist Housing. Policies H/SA: Student Accommodation and H/CO: Co-living are 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 in the main 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.

The SA assessed the preferred approach set out in S/DS Development Strategy identifying mixed positive and minor negative effects for SA Objective 3: Social inclusion and equalities. It highlighted that good levels of access to services and facilities are likely to have particular benefits for those with protected characteristics, including older people and the less mobile, however, within the rural area, some development locations will be less connected to existing services. The assessment of S/GB The Cambridge Green Belt identified mixed minor positive and minor negative effects. The maintenance of a more compact settlement form may promote engagement between groups of people who might otherwise not come into contact with each other however the potential for development to ‘jump’ the Green Belt is likely to result in some residents being located further away from services and facilities that might otherwise support social cohesion and health and wellbeing.

Additional sustainable growth will support a wider range of employment opportunities for the area's large working-age population and help deliver homes that meet the needs of different age groups. This includes affordable housing that may assist younger people and first-time buyers in accessing housing, family homes for households with children, and specialist or accessible accommodation to support older people in living independently. By locating development alongside services, facilities and sustainable transport links, the Plan can also improve access to employment, healthcare and community opportunities for people of all ages.

The SA has tested the preferred approach set out in Proposed 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?**
Ensure that any differences in feedback between age groups captured during consultations is made available to the Planning Inspectorate during the Local Plan examination.	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team)	The examination timetable has not yet been confirmed but it is likely to be during Spring 2027.	Include the Statement of Consultation which records who was consulted, issues arising, and how they have been addressed, in the examination library.

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, accessible routes with permeable layouts that facilitate and encourage short distance trips between home and nearby centres of attraction, and to bus stops, mobility (travel) hubs or railway stations. This may benefit people with disabilities, impacting on their mobility as they do not have to travel as far, and public transport is more accessible.

Car and cycle parking where possible 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. Having regard to this evidence, Policy H/SH: Specialist Housing requires residential development proposals to consider and respond to the need for specialist housing, including development that will meet the needs of people of working age with disabilities. Included in the criteria for this accommodation are that it must be suitable for the intended occupiers in relation to the quality and type of facilities, and the provision of support and/or care and that it is accessible to local shops and services, public transport and other sustainable modes of transport, and community facilities appropriate to the needs of the intended occupiers.

This evidence has also 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 Proposed Submission Local Plan includes a Wellbeing and Social Inclusion theme that supports the delivery of healthy and inclusive communities where needs can be met locally. The focus on wellbeing can help support people with long-term existing health conditions and disabilities, as well as preventing people experiencing disability and long-term illness. 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. To meet the needs of 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 ensuring that appropriate facilities are provided 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.

Creating safe communities is an important theme, so the Local Plan has the 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).

4.2.3 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?
Ensure that equalities monitoring information on responses relating to disability, including specific areas raised by disabled people/ to do with disability captured during consultations, is made available to the Planning Inspectorate during the Local Plan examination.	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team)	The examination timetable has not yet been confirmed but it is likely to be during Spring 2027.	Include the Statement of Consultation which records who was consulted, issues arising, and how they have been addressed, in the examination library.

4.3 Gender Reassignment:

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

Impact – Positive

The Greater Cambridge Local Plan includes a range of land use policies, many of which, once implemented, may have a positive impact upon this protected characteristic. Creating safe communities is an important theme, so 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: 'Designing streets, places and public realm 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.

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Ensure that equalities monitoring information on responses from people protected by Equality Act under gender reassignment captured during consultations is made available to the Planning Inspectorate during the Local Plan examination.	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team)	The examination timetable has not yet been confirmed but it is likely to be during Spring 2027.	Include the Statement of Consultation which records who was consulted, issues arising, and how they have been addressed, in the examination library.

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 Proposed Submission 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. Our evidence review / consultation did not identify any impacts specifically associated with being married or in a civil partnership, as distinct from housing needs shared by households more generally.

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 that most major developments provide at least 40% of housing 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 Proposed Submission 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. As such, the Local Plan will require new development to support 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 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/HD: Creating Healthy New Developments and found that the policy is likely to have a significant positive effect against SA objective 3: Social inclusion and equalities and 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?
Ensure that any responses relating to pregnancy/ maternity captured during consultations are made available to the Planning Inspectorate during the Local Plan examination. .	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team).	The examination timetable has not yet been confirmed but it is likely to be during Spring 2027.	Include the Statement of Consultation which records who is consulted, issues arising, and how they have been addressed, in the examination library.

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.

The Greater Cambridge Local Plan includes a range of land use policies which, once implemented, are expected to have a positive impact on people from different ethnic communities. New development in Cambridge often attracts people from a wide range of ethnic and cultural backgrounds, including those moving to the area from elsewhere in the UK and overseas. Many new residents, particularly those who are new to the UK, may have limited local support networks. By supporting the delivery of mixed and well-connected communities, with access to community facilities, public spaces and services, the Plan can help foster social connections, community cohesion and inclusion for people from diverse ethnic backgrounds.

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 ethnic groups most impacted in similar ways by planning policies, in particular given their nomadic cultures. 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 nomadic cultures,

each ethnic group has its own distinct culture and therefore distinct needs. 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 Travelling 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, so transit pitches, permanent pitches and some housing is needed to accommodate their needs. Research has identified that these communities often have poor health outcomes and access to doctors, as well as schools, and shops compared to other communities. Therefore, the Local Plan seeks to address these problems through the allocation of pitches in appropriate locations.

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 communities.

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. The SA findings include that the policy is expected

to have significant positive effects for social inclusion and promoting equality.

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?
Ensure that any responses that aid understanding different needs of diverse ethnic Communities captured during consultations are made available to the Planning Inspectorate during the Local Plan examination.	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team)	The examination timetable has not yet been confirmed but it is likely to be during Spring 2027.	Include the Statement of Consultation which records who is consulted, issues arising, and how they have been addressed, in the examination library.

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.

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, so the Local Plan has the 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: 'Designing streets, places and public realm 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 objective 3: Social Inclusion and Equalities and SA objective 4: Health.

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?
Ensure that feedback regarding the needs of people that hold certain religious beliefs captured during consultations is made available to the Planning Inspectorate during the Local Plan examination.	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team)	The examination timetable has not yet been confirmed but it is likely to be during Spring 2027.	Include the Statement of Consultation which records who is consulted, issues arising, and how they have been addressed, in the examination library.

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 – Positive

In a community needs assessment from 2015 on women's experience of living in Cambridge and according to national research, 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: 'Designing streets, places and public realm to remove the threat or perceived threat of crime and improve community safety, especially for those with protected characteristics under the Equality Act', which, amongst other applications, is designed to help respond to this identified concern.

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?
Ensure that the responses from women and men identifying needs of both captured during consultations are made available to the Planning Inspectorate during the Local Plan examination.	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team)	The examination timetable has not yet been confirmed but it is likely to be during Spring 2027.	Include the Statement of Consultation which records who is consulted, issues arising, and how they have been addressed, in the examination library.

4.9 Sexual Orientation:

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

Creating safe communities is an important theme of the Local Plan, so the Local Plan has the 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).

4.9.2 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?
Ensure that responses from those with different sexual orientations, or responses that identify the needs of people with different sexual orientations captured during consultations are made available to the Planning Inspectorate during the Local Plan examination.	Jonathan Dixon (Greater Cambridge Shared Planning Service, Policy Team)	The examination timetable has not yet been confirmed but it is likely to be during Spring 2027.	Include the Statement of Consultation which records who is consulted, issues arising, and how they have been addressed, in the examination library.

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

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

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

4.10.3 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 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, proposed 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

There is a 10-year life expectancy gap between the wealthiest and the most deprived wards in Cambridge, and the city includes some areas that are among the most deprived LSOAs 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 main themes identified for the Local Plan is wellbeing and social inclusion.

The Proposed Submission Local Plan includes policies that seek to rectify the identified issues of inequality in Cambridge, as well as issues associated with high deprivation and lacking services and access to sustainable transport for the area's rural communities.

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 Proposed Submission 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 Proposed Submission Local Plan seeks at least 40% affordable homes on major housing developments (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, contributes to the mitigation of climate change's impacts, 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 policy requirements 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 Local Plan provides opportunities for the expansion of existing employment opportunities and the 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 skillsets, 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.

4.10.4 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?
Ensure that feedback captured during consultations is made available to the Planning Inspectorate during the Local Plan examination.	Jonathan Dixon Greater Cambridge Shared Planning Service, Policy Team	The examination timetable has not yet been confirmed but it is likely to be during Spring 2027.	Include the Statement of Consultation which records who is consulted, issues arising, and how they have been addressed, in the examination library.

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 residents and communities. Policies in the Local Plan have been carefully prepared to manage the location and nature of development to protect the characteristics of the area and to support the wellbeing of all of its residents.

The representations that have been received on the Proposed Submission Local Plan during the August-September (Regulation 19) consultation will be submitted to the Planning inspectorate alongside the Plan at the end of 2026. They can be found on the Greater Cambridge Shared Planning Service website with summaries in the Regulation 22 Consultation Statement. The Sustainable Assessment carried out on the Proposed Submission Local Plan found that the Local Plan will overall have a positive impact on Social Inclusion and equalities.

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 subsequent stages where required.

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.

Section 6: Sign Off

6.1 Approving officer EqIA review outcome:

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

6.2 Do you give permission to publish this EqIA on SCDC website? Yes

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

Spring 2027 (As part of the Local Plan examination)

6.4 Approving officer signature: **Lizzie Wood**

Date of approval: 06/11/2026