

Cambridge City Council Equality Impact Assessment



Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from David Kidston, Strategy and Partnerships Manager on 01223 457043 or email david.kidston@cambridge.gov.uk or from any member of the Joint Equalities Group.

1. Title of strategy, policy, plan, project, contract or major change to your service:

1. The Draft Land North of Cherry Hinton Supplementary Planning Document (SPD).

2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

1. To support Policy 12: Cambridge East and residential site allocation R46: Henry Giles House as set out in the Cambridge Local Plan 2014:Proposed Submission (as amended).

3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

Residents

Visitors

Staff

A specific client group or groups (please state):

SPECIFIC CONSULTATION BODIES

- Historic England
- Environment Agency
- Highways England
- Marine Management Organisation
- Natural England
- Network Rail
- Cambridgeshire Constabulary
- Cambridgeshire Police and Crime Commissioner
- Cambridge Fire and Rescue Service
- Cambridgeshire County Council
- National Grid
- UK Power networks
- Cambridgeshire Association to Commission Health
- NHS Cambridgeshire and Peterborough Clinical Commissioning Group
- Cam Health

3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

- Cambridge University Hospital NHS Foundations Trust (Addenbrooke's)
- East Anglia Area Team CPC1
- NHS Property Services Ltd
- Papworth NHS Trust
- NHS England
- CATCH
- British Gas
- EDF Energy
- E.On Energy
- Npower Renewables
- Scottish Power
- Energetic Electricity Ltd
- ESP Electricity
- Harlaxton Energy Networks Ltd
- GTC
- UK Power Distribution Ltd
- Utility Assets
- Scottish & Southern Electric
- ES Pipelines Limited
- Fulcrum Pipelines Limited
- Energy Assets Pipelines Ltd
- Energetics Gas Limited
- Indigo Pipelines
- BT Openreach
- Mobile Telephone Operators
- BT Group Plc
- Cambridge Water Company
- Anglian Water
- Homes and Communities Agency
- Office of Rail Regulation
- Civil Aviation Authority
- Greater Cambridge Greater Peterborough Local Enterprise Partnership
- Sport England

COUNCILLORS

- 42 x City Councillors
- 57 x South Cambridgeshire Councillors
- All County Councillors (City & South Cambs Wards)
- Fen Ditton Parish Council
- Teversham Parish Council
- Members of the Joint Strategic Transport and Spatial Planning Group

COMMUNITY ORGANISATIONS

- Abbey People
- Age Concern Cambridgeshire
- Cambridge Allotments
- Cambridge Association of Architects
- Cambridge Chamber of Commerce
- Cambridge Citizens Advice Bureau

3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

- Cambridge Ethnic Community Forum
- Cambridge Federation of Residents' Associations
- Cherry Hinton Residents Association
- Cambridgeshire Older Peoples Enterprise (COPE)
- Disability Cambridgeshire
- The Church of England Ely Diocese
- Cambridge Past Present and Future
- Natural Cambridgeshire
- Your Local Enterprise Partnership

DEVELOPERS/AGENTS

- Barton Wilmore
- Beacon Planning Ltd
- Bidwells
- Carter Jonas
- Cheffins
- Home Builders Federation
- RPS
- Savills

OTHERS

- Cambridge Cycling
- Cambridgeshire Wildlife Trust
- Cambridgeshire Campaign for Better Transport
- Cherry Hinton High Street Surgery
- Mill Road Surgery

4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

- New
- Revised
- Existing

5. Responsible directorate and service

Directorate: Environment

Service: Planning

6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?

No

Yes (please give details):

7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

(a) Age (any group of people of a particular age, including younger and older people)

Yes, a positive impact

The SPD will enable the development of new a new residential allocation on Land North of Cherry Hinton. House prices in Cambridge are particularly high and this has negative impacts on people seeking to get on the housing ladder, this particularly impacts on young people. The deliver of houses here will help to mitigate rising house prices in Cambridge.

The SPD will ensure that walkign and cycling routes and open spaces and recreation areas are incorporated into the development. Good cycling and walkign routes will encourage people of all ages to use them, helping them to get where they are going will also getting exercise. Good open spaces and recreation areas close to where people live will provide new places for people of all ages to relax and enjoy, which are closer to their place of residence.

The potential for improved bus services within the area will also enable those who lack personal transport to travel freely across Cambridge.

The provision of a new primary school, secondary school and local centre will provide easy access to services and facilities close to where people live.

(b) Disability (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

Yes, a positive impact

The SPD will ensure that the site offers wide choice, type and mix of housing will be provided to meet the needs of different groups in the community, including families with children, older people and people with disabilities.

(c) Gender

No. There is no evidence that the SPD will have detrimental impacts on people due to gender.

(d) Pregnancy and maternity

No. There is no evidence that the SPD will have detrimental impacts on people due to pregnancy and maternity.

(e) Transgender (including gender re-assignment)

No. There is no evidence that the SPD will have detrimental impacts on transgender people

(f) Marriage and Civil Partnership

No. There is no evidence that the SPD will have detrimental impacts on people in relation to marriage and civil partnership

(g) Race or Ethnicity

No. There is no evidence that the SPD will have detrimental impacts on people due to race or ethnicity.

(h) Religion or Belief

No. There is no evidence that the SPD will have detrimental impacts on people due to religion or belief.

(i) Sexual Orientation

No. There is no evidence that the SPD will have detrimental impacts on people due to sexual orientation.

(j) Other factor that may lead to inequality (please state):

8. If you have any additional comments please add them here

9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to David Kidston, Strategy and Partnerships Manager, who will arrange for it to be published on the City Council’s website. Email david.kidston@cambridge.gov.uk

10. Sign off

Name and job title of assessment lead officer: Stephen Miles, Planning Policy & Economic Development Officer.

Names and job titles of other assessment team members and people consulted:

Date of completion: 29 June 2017.

Date of next review of the assessment: Following consultation on the SPD and prior to finalising amendments to the SPD for adoption and in response to any potential changes to the Local Plan.

Action Plan

Equality Impact Assessment title:

Date of completion: 29 June 2017

Equality Group	Age
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Disability
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Gender
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Pregnancy and Maternity
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Transgender
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Marriage and Civil Partnership
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Race or Ethnicity
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Religion or Belief
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Sexual Orientation
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Other factors that may lead to inequality	
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	