

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 Mitcham's Corner Development Framework 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 21: Mitcham's Corner Opportunity Area and residential site allocation R4: 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
- South Cambridgeshire District Council
- Cambridgeshire County Council
- National Grid
- UK Power networks
- Cambridgeshire Association to Commission Health

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

- NHS Cambridgeshire and Peterborough Clinical Commissioning Group
- Cam Health
- 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
- All County Councillors (City Wards)

COMMUNITY ORGANISATIONS¹

- Age Concern
- Cambridgeshire
- Cambridge Citizens Advice Bureau
- Cambridge Ethnic Community Forum
- Cambridge Federation of Residents' Associations
- Friends of Mitcham's Corner
- Victoria Park Residents Working Group
- Mitcham's Corner Residents' & Traders' Association (MCRTA)

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

- Mulberry Close (Leys Road, Cambridge) Residents' Society Ltd
- Milton Road RA (MRRA)
- Ascham Road Residents' Association
- Gurney Way (& Atherton Close) Residents Association
- Highworth Avenue CB
- Hurst Park Estate Residents' Association (HPERA)
- Sandy Lane 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 Campaign
- Cambridgeshire Campaign for Better Transport

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 encourage the enhancement of the public realm within the Mitcham's Corner Opportunity Area and improve pedestrian movement throughout the area.

Public realm improvements and enhancements will provide new places for people of all ages to relax and enjoy, which are closer to their place of residence.

Improvements to pedestrian and cycle movement within the area will improve safety and restore the balance between people and motor vehicles. This would make the Mitcham's Corner Junction less fragmented and allow easier access to all areas and key services (such as dentists, local shops etc.) within the opportunity area.

The creation of a low speed environment and the possibility of reconnecting existing communities currently severed by the existing road network will enable the greater interaction between businesses and residents of all ages.

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

(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

Once introduced the document will help ensure new development within the Mitcham's Corner Opportunity Area provides improved access for people with limited mobility, through improvements to the public realm, access to public transport and a safer environment with regards to transit to and through the area. The Local Plan also includes policies to improve accessibility.

(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, rather it should have a positive effect e.g. by providing improved access to services through the revision of the transport interchange and through the improvement of the public realm.

(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):

The improved site will provide improved access to services and facilities in the area for different groups in a more equitable manner.

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

Cambridge City Councils Access Officer was consulted on 17 August 2016, their conclusion is as follows:

The draft Mitcham's Corner Development Framework SPD will, in the long term, have a positive effect on disabled people. This positive effect will be produced by improvements to the public realm within the Mitcham's Corner area and the potential for improved junctions and road crossings making travel across the area safer and less complicated.

In the short term, people with visual impairments may be impacted upon whilst improvements to the public realm are undertaken. Impacts could include the positioning of building equipment and items left on the pavements during the construction stage and the adaption needed to navigate a new road layout once improvements are completed. These issues however, will be discussed and dealt with at the planning application stage in consultation with the Disability Consultative Panel in order to minimise the impact on the visually impaired.

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: Frances Schulz, Planning Policy Officer

Names and job titles of other assessment team members and people consulted:
Cambridge City Council's Access Officer, Mark Taylor was consulted:

Date of completion: Add date

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 July 2016

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	