



**South  
Cambridgeshire  
District Council**

# **EQUALITY IMPACT ASSESSMENT**

## **Full Assessment Form**

**This form is for use in undertaking a full equality impact assessment of a policy following the findings from an equality screening.**

<b>Name of Policy being assessed</b>	<b>North East Cambridge (NEC) Area Action Plan (AAP) (Formerly known as Cambridge Northern Fringe Area Action Plan) Issues and Options 2019 Report</b>
<b>Service Area</b>	<b>Planning</b>
<b>Lead Officer</b>	<b>Claire Spencer</b>
<b>Team</b>	<b>Greater Cambridge Shared Planning Policy Team</b>
<b>Completion date of equality screening</b>	<b>7 February 2019</b>

<b>Start date of assessment</b>	<b>3 December 2018</b>
<b>Completion of assessment</b>	<b>7 February 2019</b>

## **A. STATUS AND SCOPE OF THE POLICY BEING ASSESSED**

For the purposes of this assessment, the term 'Policy' refers to a Policy, Strategy, Programme, Procedure, Function or Decision.

### **A1. What are main aims, objectives, purpose and intended outcomes of the Policy?**

The North East Cambridge Area Action Plan (NECAAP) will build on national policy, including in the National Planning Policy Framework and National Planning Practice Guidance and Policy SS/4 in the adopted South Cambridgeshire Local Plan and Policy 15 in the adopted Cambridge Local Plan. The NECAAP will contain a number of policies relating to the redevelopment of the land around Chesterton Sidings (some of which is within Cambridge City) for mixed-use development.

While the Local Plans allocate the area, they do not set out any details about the amount of development to be provided for, its distribution within the area, when it should take place, its resultant form and function, and how wider community and sustainability outcomes will be co-ordinated and their delivery secured. Preparation of an AAP is intended to provide a detailed and pro-active policy framework to guide development, regeneration and investment decisions across the area.

The aims for the NECAAP are:

- To contribute to meeting the future strategic development and land use needs of Greater Cambridge for employment, housing and infrastructure;
- To agree a shared, ambitious and innovative vision and strategic objectives for the regeneration of the NEC area;
- To provide clarity and increased certainty through the AAP about how the NEC, and the strategic sites within it, are to develop, including the scale, form and distribution of new development and land use expected across the NEC area;
- To test various development scenarios through plan making, informed by evidence and consultation, to arrive at the optimum development potential of the area and sites within it, with respect to the mix and scale of uses, with environmental impacts minimised, mitigated or, where appropriate, enhanced;
- To identify and secure the coordinated delivery of the necessary social and physical infrastructure and service improvements required to support the new development;
- To determine the appropriate phasing of development, taking into account the need to ensure regeneration occurs in a coordinated manner across the whole NEC area, including on sites with greater constraints than others; and

- To provide a sound basis upon which to assess and direct decisions on planning applications.

The purpose of the Issues and Options Consultation Document is as follows:

The Issues & Options stage represents an early stage in the AAP's production. It identifies the key issues, challenges and opportunities facing the NEC area and sets out the different ways (options) we can respond. It invites public and stakeholder views and comments on these but also offers the opportunity for people to suggest alternatives or provide further information of relevance to the development of the Plan.

The publication of this document is also accompanied by a Sustainability Appraisal, published in a separate document, which forms part of evidence base and will help inform the preparation of the strategic development options through identifying potential positive and negative social, economic and environmental impacts. Comments on the Sustainability Appraisal are also invited. This and other supporting documents are made available for inspection at the same locations as the AAP.

The Issues and Options 1 consultation sought views on whether the Cambridge Science Park should be included in the AAP area. It is proposed in the Issues and Options Report 2 that the AAP will be prepared which includes both the NEC area and the Cambridge Science Park. A decision can then be made taking account of the results of consultation. In order to make clear that the Area Action Plan comprises a wider area than the Cambridge Northern Fringe East policies in the Local Plans, and to simplify the title, it is proposed to update the name of the Area Action Plan to North East Cambridge rather than Cambridge Northern Fringe East.

## **A2. What is the status of this Policy? (New, existing or under review)**

Once adopted, the NECAAP will form part of the Council's Local Plan.

The Issues and Options 2019 report is an early and informal stage in the preparation of the AAP (see A.3).

## **A3. What is the timescale and decision-making route for approval of the Policy?**

The NECAAP will go through the following stages:

- Research, evidence gathering and front loading engagement (April 2013 to September 2014)

- Consultation on Issues and Options (December 2014 – January 2015)
- Consultation on Issues and Options 2019 (Spring 2019)
- Consultation on Draft Area Action Plan (Spring 2020)
- Proposed Submission Consultation (Spring 2021)
- Submission to the Secretary of State (Summer 2021)
- Examination period (Autumn 2021)
- AAP Adoption (Summer 2022)
- Review and Monitoring (Ongoing)

The draft Issues and Options 2019 report was considered by Members at South Cambridgeshire District Council and Cambridge City Council for approval to undertake public consultation: South Cambridgeshire Scrutiny and Overview Committee 18 December 2018, South Cambridgeshire Cabinet 9 January 2019, Cambridge Planning Policy and Transport Scrutiny Committee on 15th January 2019.

**A4. Is this policy associated with the Council’s strategic Aims, Approaches and Actions (The Three ‘A’s)? If so, please state the relevance and association to The Three ‘A’s’.**

It is linked to the South Cambridgeshire District Council’s Aims:

A. LIVING WELL Support our communities to remain in good health whilst continuing to protect the natural and built environment.

Redevelopment of this brownfield site will ensure new homes and jobs, together with associated community and health facilities are provided in a sustainable location whilst protecting the most important aspects of the South Cambridgeshire natural and built environment.

B. HOMES FOR OUR FUTURE Secure the delivery of a wide range of housing to meet the needs of existing and future communities.

NECAAP will support delivery of new homes to meet identified needs.

C. CONNECTED COMMUNITIES Work with partners to ensure new transport and digital infrastructure supports and strengthens communities and that our approach to growth sustains prosperity.

Opportunities to deliver new transport and digital infrastructure to support existing and new communities.

D. AN INNOVATIVE AND DYNAMIC ORGANISATION Adopt a more commercial and business-like approach to ensure we can continue to deliver the best possible services at the lowest possible cost.

Working in partnership to provide the best possible outcomes for the new and existing communities.

**A5. Who are the intended beneficiaries/stakeholders of the policy or function? How many people are affected and from what sections of the community?**

Consultation and community engagement will be undertaken in accordance with the Statement of Community Involvement. Consultation on Issues and Options 2019 will provide the opportunity for all stakeholders to influence the policies and proposals for this area of the district before the Council prepares the draft NECAAP.

The delivery of development outlined in the Cambridge Northern Fringe will assist the local economy as well as new and existing residents within the district. The NECAAP will deliver a mixture of employment, residential, recreational and other community uses with the intention of creating balanced communities. Delivery of the site allocation will involve a number of stakeholders to ensure the provision of all necessary infrastructure to serve the development.

Stakeholders include (a complete list is provided in the Statement of Community Involvement):

- Residents across the district and new residents of the new City District itself.
- Local Parish Councils
- Local Members
- Cambridgeshire County Council
- Cambridgeshire and Peterborough Combined Authority
- Historic England
- Natural England
- Delivery partners, including infrastructure, utility, service and transport providers and developers
- Community organisations

**A6. Are external partners involved in delivering this policy? If so, what are their roles, and level of involvement/influence?**

Yes.

Other departments or partners involved in delivering this strategy to varying degrees:

Cambridge City Council (joint plan-making partner)

- Planning Services
- Community Services
- Housing
- Environmental Section
- Property Services
- Other service departments as relevant and required

South Cambridgeshire District Council (joint plan-making partner)

- Planning
- Environmental Health
- Housing
- Procurement
- Other service departments as relevant and required

Cambridgeshire County Council (key stakeholder assisting with plan-making)

- Planning including Minerals and Waste team
- Transportation
- Education
- Other service departments as relevant and required

In addition, Greater Cambridge Shared Planning Service, as the Local Planning Authorities, have been working in partnership with Greater Cambridge Partnership, utility and service providers, the landowners, and local interest groups to consider ways to ensure provision will be made for all necessary infrastructure to serve the development and deliver development on site in a successful manner. The NECAAP will set the framework for the new City district, which will be delivered by developers and other delivery partners.

## **B. EVIDENCE, DATA AND CONSULTATION**

It is important to consider all information that is available in determining whether the Policy could have a differential impact. Please include examples of monitoring information, research or consultation reports.

**B1. What monitoring or other information do you have about relevant target groups, which will show the impact of the Policy?**

The NECAAP is only concerned with the development of land, therefore it is only directly relates to land uses and not the people living on the site. However, the land uses will have a bearing on who potentially lives, works and visits the new City district. We are seeking to take account of the guidance in the City Council's anti-poverty strategy, and have had meetings with Community Services and County and South Cambs officers who are responsible for health and well-being considerations. We have also set up a Community Liaison Forum to engage with on the plan preparation. The development will also be required to have a Sustainability Appraisal undertaken in due course.

Local Plan Monitoring Indicators (which address social, environmental and economic issues) will help review the success of the NECAAP.

Relevant indicators from the adopted South Cambridgeshire Local Plan include (the full list can be found in Local Plan Appendix F):

M2 Spatial Strategy – Total dwellings completed annually and cumulatively in Greater Cambridge by development sequence, including by settlement category within the rural area

M3 Spatial Strategy – Affordable housing completions

M4 Spatial Strategy - Amount and type of completed employment floorspace on previously developed land

M5 Spatial Strategy – Percentage of new and converted dwellings completed on previously developed land

M6 Spatial Strategy – Number of new jobs created. Amount and type of completed and committed employment floorspace and land

M7 Strategic Sites – Progress and development on strategic site allocations (including Policy SS/4)

Relevant indicators from the Cambridge Local Plan include (the full list can be found in Local Plan Appendix M):

Target: To deliver an increase of at least 12 hectares of employment land.

Target: To deliver a net increase of 22,100 jobs in the Cambridge Local Authority Area between 2011 and 2031.

Target: To deliver a net increase of 14,000 residential units in Cambridge between 2011 to 2031.

Target: To focus development within Cambridge, on the edge of Cambridge, at new settlements and within the more sustainable villages in South Cambridgeshire categorised as Rural Centres and Minor Rural Centres.

Target: To deliver affordable housing on developments as set out in Policy 45 unless viability issues can be demonstrated.

Target: To increase the delivery of affordable housing to respond to the high level of need identified

Most of the indicators are existing indicators which are already monitored and reported in the Councils' Annual Monitoring Reports. Any new indicators will be reported on when data becomes available.

The County Council Research Group provides a breakdown of Census information in district and ward level profiles. This includes useful information on age, disability, gender reassignment, marriage/ civil partnership, pregnancy/maternity, race/ethnicity, religion, sex and sexual orientation.

**B2. Have you compared the data you have with the equality profile of the local population? What does it show?**

The NECAAP is only concerned with the development of land, therefore it is only directly relates to land uses and not the people living on the site.

Most of the indicators are existing indicators which are already monitored and reported in the Councils' Annual Monitoring Reports. Any new indicators will be reported on when data becomes available.

**B3. Have you identified any improvements or other changes that could be made from monitoring the data?**

The NECAAP should assist with the delivery of the highest quality sustainable development, taking into account local opinions expressed through the public consultation exercise. Local people, including existing residents, will continue to have the opportunity to share their experience and help to shape the place in which they live and work.

The NECAAP will set out the policy framework for future development of the site, and address the provision of a safe and accessible environment for all people, with development that meets the needs of everyone, for example in terms of community facilities and housing mix. The NECAAP policies will be used to guide the development site and in the determination of planning application(s). Therefore it may be possible to monitor how well the policies are being implemented through the planning application process.

**B4. Have you consulted or involved external stakeholders about the policy or function? If so, what were their views?**

The Issues and Options report was prepared by South Cambridgeshire District Council and Cambridge City Council, working closely with Cambridgeshire County Council. It was informed by a visioning workshop with key stakeholders which took place on 12 April 2013, and the views of key stakeholders as a result of early evidence gathering and consultations undertaken since February 2014. The Issues and Options public consultation provided the opportunity for wider stakeholder involvement. The results of the consultation are outlined in the Statement of Consultation.



The Issues and Options 2019 report has been prepared by South Cambridgeshire District Council and Cambridge City Council in consultation with partners, such as Cambridgeshire County Council (as the highway authority) and taking into consideration the results of the Issues and Options consultation in 2014. It will be subject to six-weeks public consultation with a range of external stakeholders. A list of consultees is included in the Consultation Statement which accompanies the Issues and Options 2019 report. During the consultation the Issues and Options 2019 report will be available on the Councils' websites. A Statement of Consultation will be produced and will detail the representations received.

**B5. Have you undertaken any consultation with staff to assess their perception of any impacts of the policy or function? If so, what has been learnt from them?**

A range of staff were involved in the early development of the Issues and Options 2019 report, including Environmental Health, Urban Design, Development Management and Highways officers.

The South Cambridgeshire District Council and Cambridge City Council as the Local Planning Authorities, have been working in partnership with Cambridgeshire County Council, utility and service providers, the landowners and local interest groups to consider ways to ensure provision will be made for all necessary infrastructure to serve the development and deliver development on site in a successful manner.

**B6. Please provide information about any other consultation, research, or involvement undertaken in relation to this impact assessment.**

The Issues and Options 2019 report will be published for six-weeks public consultation, as detailed in B4 above. Consultation will accord with the Councils' Statement of Community Involvement. A list of consultees is included in the Consultation Statement which accompanies the Issues and Options 2019 report.

Based on the evidence and information you have gathered, and any consultations you have carried out, you should:

- Identify any **opportunities to advance equality of opportunity or foster good relations** for people with different protected characteristics (Section C) and;
- **Assess the likely differential impact** – positive or negative - of the policy on people with protected characteristics

(Section D).

It is important to **identify whether the Policy could affect some groups of people differently** (a 'differential impact'). It is particularly important to consider whether the policy would *discriminate against or disadvantage people* on the grounds of any of the protected characteristics, or whether there are *any opportunities to better promote equality or good relations* between different groups of people through modifying the Policy.

Use the table below to summarise the findings of the information and evidence you have gathered. This might include statistical data, external research, or feedback from formal or informal consultations with staff or residents. Consider the information as it relates to the range of protected characteristics (listed in the left hand column) before proceeding to Section D.

If there is no information available about the impact (or potential impact) of the Policy on people with a particular protected characteristic, you should note this in the table.

## C. OPPORTUNITIES TO ADVANCE EQUALITY OF OPPORTUNITY OR FOSTER GOOD RELATIONS

**You do not need to fill in every single box.** The questions are there as a guide, and are prompts to help you consider the way that a policy or decision will impact on people with different protected characteristics before proceeding to Section D.

<b>Protected Characteristics</b>	<b>What does the information or evidence we have gathered tell us about the impact of this Policy on different groups of people?</b>			
	Does the evidence suggest that people with different protected characteristics have different needs or experiences in relation to this Policy?	Could any aspect of the Policy amount to discrimination (either direct or indirect) against people on the grounds of a protected characteristic?	In what ways does this Policy promote <b>opportunities to advance equality of opportunity</b> or <b>foster good relations</b> between people with different characteristics (e.g. male and female; different racial groups)?	From the evidence you have gathered, what opportunities might there be to better promote <b>opportunities to advance equality of opportunity</b> or <b>foster good relations</b> between different groups of people through <b>modifying the Policy</b> in some way?

<p><b>Age</b></p>	<p>The consultation document will be available for inspection in local libraries for people who have difficulty getting into Council offices.</p> <p>Relevant community organisations (such as Age Concern and Cambridgeshire Older Peoples Enterprise) and Centre 33 are included in the consultation.</p> <p>Although there is no evidence of any negative impact on young people, it is often difficult to engage with younger members of the community.</p>	<p>It is early in the process to determine the impact of the new policy. The I&amp;O2 report seeks views on a range of relevant issues.</p> <p>Proposed employment uses will tend to focus on the working age groups.</p> <p>House prices in the Cambridge area are particularly high and this has negative impacts on people seeking to get on the housing ladder, this particularly impacts on young people. The delivery of houses here will help to mitigate rising house prices.</p>	<p>The I&amp;O2 report seeks views on assessed need including the needs for an ageing and young population.</p> <p>The NECAAP will seek to achieve a high quality, design and the transport infrastructure will seek to provide access for all.</p> <p>The I&amp;O2 report also proposes that the NECAAP will plan for the provision of 40% affordable housing, which will benefit young people who cannot afford market housing. A portion of the housing may also be built to wheelchair housing design standard. There may also be the need to provide further specialist housing (e.g. care homes and sheltered housing).</p> <p>The NECAAP will plan for appropriate</p>	<p>The NECAAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.</p>
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			<p>secondary and primary school provision and for further social infrastructure such as children's play areas, benefiting families with young children, and any need for crèche or nursery provision.</p> <p>It is anticipated a range of community facilities will need to be provided; these should be within reasonable walking distance.</p>	
<b>Disability</b>	<p>The Consultation process will be available for inspection in local libraries for people who have difficulty getting into Council offices.</p> <p>Relevant community organisations are included in the consultation such as Disability Cambridgeshire, NHS Foundations Trust, Disability Panel, and CPSL Mind.</p>	<p>It is early in the process to determine the impact of the new policy. The I&amp;O2 report seeks views on a range of relevant issues.</p> <p>The aim is to create a new community to meet the needs of all.</p>	<p>The I&amp;O2 report seeks views on a range of relevant issues.</p> <p>It proposes to seek to achieve a high quality design and that the transport infrastructure will seek to provide access for all.</p> <p>The NECAAP may require a proportion of the housing to be built to wheelchair housing design standard and may also deliver</p>	<p>The NECAAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.</p>

	<p>The consultation document can be made available on request in large copy print, audio cassette or Braille and officers are willing to meet individuals and talk issues through.</p>		<p>specialist housing such as care homes and sheltered housing).</p> <p>It identifies that a range of community facilities will need to be provided; these should be within reasonable walking distance which would benefit people with disabilities impacting on their mobility.</p>	
<b>Gender Reassignment</b>	<p>It is not anticipated that there will be specific gender-based issues connected with access to consultation documents.</p> <p>Relevant community organisations will be consulted including The Kite Trust and The Encompass Network.</p>	<p>There is no evidence that the issues within the I&amp;O2 report will have a disproportionate effect attributable to the gender of individuals.</p>		<p>The NECAAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.</p>
<b>Marriage and Civil Partnerships</b>	<p>It is not anticipated that marital status will affect the ability of any individual to access the consultation documents.</p>	<p>There is no evidence that the issues within the I&amp;O2 report will have a disproportionate effect attributable to the marital status of individuals.</p>		<p>The NECAAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can</p>

				be addressed in drafting the policies.
<b>Pregnancy and Maternity</b>	<p>It is not anticipated that it will be particularly difficult for pregnant individuals or those with responsibility for the care of infants to access and respond to the consultation documents.</p> <p>The document will be available for inspection in local libraries for people who have difficulty getting into Council offices.</p> <p>Relevant community organisations are included in the consultation such as Disability Cambridgeshire.</p>	<p>It is early in the process to determine the impact of the new policy. The I&amp;O2 report seeks views on a range of relevant issues.</p> <p>The aim is to create a new community to meet the needs of all.</p>	<p>The I&amp;O2 report seeks views on a range of relevant issues such as the provision of affordable housing for different sizes of household, which might benefit families with children.</p> <p>It has been found that typically in new communities, there is a higher proportion than usual of families with children and under such circumstances a baby boom is likely to occur, which can put pressure on statutory services. The demographics of development to deliver the NEC vision will need to be considered and ensure appropriate provision for the needs of the new community.</p> <p>The NECAAP will seek to achieve a high quality, design and the</p>	<p>The NECAAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.</p>

			<p>transport infrastructure will seek to provide access for all.</p> <p>It is too early to know whether the plans include health facilities, but this would be a positive for this characteristic.</p> <p>The NECAAP is also likely to plan for infrastructure such as appropriate secondary and primary school provision, children's play areas, and any need for crèche or nursery provision. benefiting families with young children.</p>	
<b>Race</b>	<p>There is an established community of travellers who live to the east of the Cambridge to Ely railway line.</p> <p>It has been identified that travellers have a lower level of literacy than other ethnic groups. In order to help</p>	<p>The I&amp;O2 report does not propose to include the existing traveller sites within the area of the NECAAP. If this changes then due regard will be paid to the impact of any redevelopment proposals on the traveller community, and</p>	<p>Single storey Gypsy and Traveller provision is unlikely to represent the best use of land within NEC, especially in context of delivering higher densities and optimising the development potential of the area. However, the current Local Plan refers</p>	<p>The NECAAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.</p>

	<p>ensure that travellers' views are considered, the consultation document will be written in plain English with minimal use of Jargon and the Council has a translations service available, and officers are willing to meet individuals and talk issues through. A glossary will be included to explain technical terms used within the document.</p> <p>Relevant community organisations will be consulted including the Cambridge Ethnic Community Forum, the Irish Traveller Movement in Britain, The East Anglian Gypsy Council and the Traveller Solidarity Network.</p>	<p>any relevant considerations under the Human Rights Act Articles and the UN Convention on the Rights of the Child will be taken into account.</p>	<p>to seeking opportunities to deliver new Gypsy and Traveller sites through major developments.</p> <p>No equality impacts have been identified at this stage specific to other ethnic groups, although it has been found that there is a higher than average proportion of internationals (from all over the world) in new communities in other ethnic groups.</p>	
<b>Religion/ Belief</b>	<p>It is not anticipated that access to the consultation will be affected by an individual's faith or</p>	<p>There is no evidence that the issues within the I&amp;O2 report will have a disproportionate effect attributable to the</p>		<p>The NECAAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues</p>



	<p>belief. However the Council will include in the consultation specific groups such as Cambridge Interfaith group and the Church of England Ely Diocese.</p>	<p>sexual orientation of individuals.</p>		<p>to be raised in the consultation which can be addressed in drafting the policies.</p>
<p><b>Sex</b></p>	<p>Relevant community organisations will be consulted including Cambridgeshire Constabulary, Council Community Safety teams, CPSL Mind, Cambridge Women's Aid, Cambridge Women's Resource Centre, Cambridge Rape Crisis.</p> <p>A higher proportion of males tend to be involved in crime and drugs, and the CB5 and CB4 areas, in particular, have been reported to have a higher level of crimes for burglary.</p> <p>Social isolation is a factor in suicides and there are some indications that there may be higher than</p>	<p>There is no evidence that the issues within the I&amp;O2 report will have a disproportionate effect attributable to the sexual status of individuals.</p>		<p>The NECAAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.</p>

	average incidence of suicides in large new developments because of the isolation experienced in the early years before a community is established. Both sexes are affected, but the incidence of male suicides is generally higher than females.			
<b>Sexual Orientation</b>	<p>It is not anticipated that the sexual orientation of particular individuals will make it particularly difficult to access to consultation documents.</p> <p>Relevant community organisations will be consulted including the Kite Trust and The Encompass Network. No equality impacts have been identified at this stage specific to this equality group.</p>	There is no evidence that the issues within the I&O2 report will have a disproportionate effect attributable to the sexual orientation of individuals.		The NECAAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.
<b>Others e.g. Rurality; caring responsibility; working pattern etc.</b>	The document will be available for inspection in libraries for people who have difficulty	At this early stage the impact of the plan proposals is difficult to assess fully but there	The I&O2 report seeks views on a range of relevant issues such as the provision of	The NECAAP will be drafted following public consultation on Issues and Options. Therefore

	<p>getting into Council offices. Relevant organisations will be consulted.</p> <p>Of the three wards adjoining the site, two fall within the 20 most deprived wards in Cambridgeshire in terms of multiple deprivation, namely King's Hedges and East Chesterton.</p> <p>It can be difficult to contact some low income groups if they have limited access to the internet and transport and therefore the Council will be organising and publicising local exhibitions where they may see and discuss the proposals. Relevant community organisations will be consulted including local resident associations, and other local community groups that are representative of the</p>	<p>may well be positive impacts.</p> <p>It will be important to consider the interests of the new residents that will be moving to the development. There is evidence to indicate that some large new developments can create feelings of isolation with higher incidences of anti-social behaviour, suicide etc. It is important that community development and support is a key element in the creation of the community. There is also a risk of divide developing between the new and existing communities, and efforts will need to be taken to integrate the communities where possible.</p>	<p>affordable housing which will benefit young families who cannot afford market housing.</p> <p>Increasing employment uses may lead to the creation of jobs and providing local skills training may enhance the chances of securing those jobs.</p> <p>The NECAAP will seek to achieve a high quality, design and the transport infrastructure will seek to provide access for all.</p> <p>It is too early to know whether the plans include health facilities, but this would be a positive for this characteristic.</p>	<p>there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.</p>
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	<p>area.</p> <p>The development provides a range of opportunities to assist low income groups and help to address poverty. This includes providing good pedestrian and cycle access to new local services, providing additional affordable housing that could be made available to meet the local housing needs, and providing a greater number and range of jobs and training opportunities for local people through the use of planning agreements.</p>			
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### D. DIFFERENTIAL IMPACT OF THE POLICY

Assess the potential differential impact on each of the following protected characteristics. The impact could be negative, positive or neutral. **If you assess a negative impact for any of the groups then you will need to assess whether that impact is low, medium or high.**

DESCRIPTION OF IMPACT	Nature of Impact (Positive, Neutral, Adverse)	Extent of Impact (Low, Medium, High)
<b>AGE:</b> Identify the potential impact of the policy or function on different age groups.		
	<b>Positive</b>	

<p>The I&amp;O2 report seeks views on a number of relevant issues, such as addressing the needs for an ageing and young population, and in relation to the types of community facilities which should be provided.</p> <p>It is anticipated the NECAAP will enable the development of a new mixed use City district.</p> <p>House prices in the Cambridge area are particularly high and this has negative impacts on people seeking to get on the housing ladder, this particularly impacts on young people. The delivery of houses here will help to mitigate rising house prices. The I&amp;O2 report proposes that the NECAAP will plan for the provision of 40% affordable housing, A portion of the housing may also be built to wheelchair housing design standard. There may also be the need to provide further specialist housing (e.g. care homes and sheltered housing).</p> <p>The NECAAP will ensure that walking and cycling routes and open spaces and recreation areas are incorporated into the development. Good cycling and walking routes will encourage people of all ages to use them, helping them to get where they are going will also getting exercise.</p> <p>Good open spaces and recreation areas close to where people live and work will provide new places for people of all ages to relax and enjoy, which are closer to their places of work and residence. The potential for improved bus services within the area will also enable those who lack personal transport to travel freely across Cambridge.</p> <p>The provision of new community facilities, including schools, shops will provide easy access to services and facilities, close to where people work and live.</p>		
<p><b>DISABILITY:</b> Identify the potential impact of the policy or function on disabled people.</p>		
<p>The I&amp;O2 report seeks views on a number of relevant issues, such as the provision of wheelchair accessible housing, and in relation to the types of community facilities which should be provided.</p>	<p><b>Positive</b></p>	

<p>The NECAAP will ensure that the new City district offers choice in terms of type and mix of housing to meet the needs of different groups in the community, including working people, families with children, older people and people with disabilities.</p> <p>The provision of new community facilities, including open space, recreation, schools, shops will provide easy access to services and facilities, close to where people live and work, which would benefit people with disabilities impacting on their mobility.</p>		
<p><b>GENDER REASSIGNMENT:</b> Identify the potential impact of the policy or function on people that have changed gender identity.</p>		
<p>There is no evidence that the issues within the I&amp;O2 report will have a disproportionate effect attributable to the gender of individuals.</p>	<p><b>Neutral</b></p>	
<p><b>MARRIAGE AND CIVIL PARTNERSHIPS:</b> Identify the potential impact of the policy or function on people who are married or in a civil partnership.</p>		
<p>There is no evidence that the issues within the I&amp;O2 report will have a disproportionate effect attributable to the marital status of individuals.</p>	<p><b>Neutral</b></p>	
<p><b>PREGNANCY AND MATERNITY:</b> Identify the potential impact of the policy or function on pregnant or maternal mothers and those women who wish to breastfeed.</p>		
<p>It has been found that typically in new communities, there is a higher proportion than usual of families with children and under such circumstances a baby boom is likely to occur. The demographics of development to deliver the NEC vision will need to be considered and ensure appropriate provision for the needs of the new community.</p> <p>The I&amp;O2 report seeks views on a range of relevant issues such as the provision of affordable housing for different sizes of household, which might benefit families with children. The NECAAP will plan for infrastructure such as appropriate secondary and primary school provision, children’s play areas, and any need for crèche or nursery provision, benefiting families with young children, and seek to achieve a high quality, design and the transport infrastructure will seek to provide access for all.</p>	<p><b>Positive</b></p>	

It is too early to know whether the plans include health facilities, but this would be a positive for this characteristic.		
<b>RACE:</b> Identify the potential impact of the policy or function on different ethnic groups, including national origins, colour and nationality.		
<p>Single storey Gypsy and Traveller provision is unlikely to represent the best use of land within NEC, especially in context of delivering higher densities and optimising the development potential of the area. However, the current Local Plan refers to seeking opportunities to deliver new Gypsy and Traveller sites through major developments.</p> <p>No equality impacts have been identified at this stage specific to other ethnic groups, although it has been found that there is a higher than average proportion of internationals (from all over the world) in new communities in other ethnic groups.</p>	<b>Neutral</b>	
<b>RELIGION/BELIEF:</b> Identify the potential impact the policy or function on different religious/faith groups.		
There is no evidence that the issues within the I&O2 report will have detrimental impacts on people due to religion/belief.	<b>Neutral</b>	
<b>SEX:</b> Identify the potential impact of the policy or function on men and women.		
There is no evidence that the issues within the I&O2 report will have detrimental impacts on people due to sex. Delivery and phasing of new community facilities is addressed in the consultation document.	<b>Neutral</b>	
<b>SEXUAL ORIENTATION:</b> Identify the potential impact of the policy or function on lesbian, gay men, bisexual or heterosexual people.		
There is no evidence that the issues within the I&O2 report will have detrimental impacts on people due to sexual orientation.	<b>Neutral</b>	
<b>OTHER CHARACTERISTIC SPECIFIC TO SOUTH CAMBRIDGESHIRE – RURALITY:</b> Identify the potential impact of the policy or function on people who are rurally isolated.		
At this early stage the impact of the plan proposals is difficult to assess fully but there may well be positive impacts.	<b>Positive</b>	

<p>It is anticipated the NECAAP will make provision of new community facilities, including open space, recreation, schools, shops and will provide easy access to services and facilities, close to where people live and work. New infrastructure will improve accessibility to the surrounding areas.</p> <p>It is important that community development and support is a key element in the creation of the community. There is also a risk of divide developing between the new and existing communities, and efforts will need to be taken to integrate the communities where possible.</p>		
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**E. ACTION PLAN**

You should now be able to identify whether the Council needs to take any action to eliminate discrimination, disadvantage or unfair impact, or to make changes to more effectively promote equality, diversity or good relations. Alternatively, you might have identified that you cannot fully assess the impact of the policy on different groups until you have more information, data or other evidence. Actions that you might identify at this stage could include:

Changes to the policy itself  
Collecting and analysing data not currently available  
Consulting further with staff, residents and customers in order to find out more about how the policy or decision will affect people  
Undertaking surveys or other research.

<b>Action/change required</b>	<b>Responsibility</b>	<b>Timescale</b>	<b>Resources required</b>	<b>What issue/problem will this action address?</b>
Monitor the indicators during the monitoring year and report in the Annual Monitoring Report.	Planning Policy Team	Annual Monitoring Report to be endorsed by Members, usually in December each year.	Monitoring data, supplied by Cambridgeshire County Council	



## F. RECOMMENDATION

You should now recommend whether the Council should adopt, modify, pilot or reject the policy (please indicate your proposed recommendation from the options below).

<b>Adopt the policy in its originally proposed format (no issues identified)</b>	
<b>Modify the policy to address any negative impact or to better exploit any potential to promote equality, diversity and good relations</b>	
<b>Continue with the policy despite identifying issues (note: justification must be provided)</b>	<b>X</b>
<b>Reject the policy entirely, due to the findings of the EqIA</b>	
<b>Pilot the policy and re-evaluate the equality impact after the pilot period</b>	
<b>Modify the policy to meet separate statutory changes, not linked to equality/diversity</b>	
<b>Please briefly set out your reasons for this recommendation.</b>	
The NECAAP Issues and Options 2019 report will be published for consultation with the public and stakeholders. This will provide the opportunity to influence the NECAAP before it is drafted. Comments from Issues and Options 1 and 2 will be taken into account in drafting the NECAAP.	

**SIGN OFF: The officers below confirm that this full assessment has been completed in accordance with the Council's guidance**

<b>Signature of Lead Officer</b>	<i>C Spencer</i>	<b>Date:</b> 7 February 2019
<b>Signature of Head of Service or Director</b>	<i>S Kelly</i>	<b>Date:</b> 7 February 2019

Please retain the original form in your service area and return an electronic copy of the completed form to the Policy and Performance Team for publication.