



# 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.

Name of Policy being assessed: Greater Cambridge Local Plan – The First Conversation Issues and Options 2020

Service Area: Planning

Lead Officer: Jonathan Dixon

Team: Greater Cambridge Shared Planning Policy Team

Completion date of equality screening: Not applicable

Start date of assessment: 1 December 2019

Completion of assessment: 19 December 2019

## A. Status and scope of the policy being assessed

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

Cambridge City Council and South Cambridgeshire District Council (referred to as the Councils in this consultation) are working together to create a joint Local Plan for the two areas – which we are referring to as Greater Cambridge. This will ensure that there is a consistent approach to planning, and the same planning policies, where appropriate, across both areas.

Both Councils adopted their current Local Plans in 2018. Both Plans include a commitment to an early review, in particular to update the assessment of housing needs, to review the progress of delivering planned developments including new settlements, and to consider the needs of caravan dwellers and government changes to the approach to planning for Gypsies and Travellers.

A six-week public consultation period is taking place from 9am on Monday 13 January 2020 to 5pm on Monday 24 February 2020.

This is the first stage towards preparing the Greater Cambridge Local Plan - a new joint Local Plan for Cambridge and South Cambridgeshire. The 'first conversation' explores the 'big themes' that will influence how homes, jobs and infrastructure (such as transport links, schools and healthcare) are planned. It is not the plan itself but seeks views on the issues that the plan should address before the plan is drafted and further consultation takes place.

The Greater Cambridge Local Plan Issues and Options Document, Greater Cambridge Local Plan Statement of Consultation, and Sustainability Appraisal documents referred to in this assessment are available to view on the [Councils' website](#). Hard copies are also available.

If further assistance is required, please contact:

- email: [localplan@greatercambridgeplanning.org](mailto:localplan@greatercambridgeplanning.org)
- Call the planning policy team on 01954 713183

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

Once adopted, the Greater Cambridge Local Plan will supersede the South Cambridgeshire Local plan 2018 and the Cambridge Local Plan 2018.

The Issues and Options report is an early and informal stage in the plan preparation process.

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

We are currently at an early stage in the development of the new Local Plan, which will be prepared in stages over about four years. An outline timetable that was included in the adopted [Greater Cambridge Local Development Scheme 2018 \(as updated 2019\)](#)<sup>1</sup>. The Local Timetable in the Adopted Local Development Scheme.

- Early Plan preparation Work Summer 2019.
- Consultation on Issues and Options – This consultation.
- Consultation on draft Local Plan Autumn 2020
- Proposed Submission publication Autumn 2021
- Submission to Secretary of State Summer 2022
- Examination period Winter 2022

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<sup>1</sup> <https://www.scambs.gov.uk/planning/local-plan-and-neighbourhood-planning/local-development-scheme/>

- Local Plan adoption Summer 2023
- Review and monitoring 2023 and ongoing

At each stage we will check that the process is moving forward positively towards a new Local Plan and, if necessary, we will adjust the timetable.

The plan will go through several consultation stages prior to its submission to the secretary of state for adoption. The local plan will be considered by members through each stage of its preparation. The decision to adopt will rest with full Council.

The EQIA will be revisited at the next formal consultation stage of plan making, anticipated to be the draft plan / preferred options stage.

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'.

The Greater Cambridge Local Plan Issues & Options consultation draft text seeks to address and raises questions about all of the below priority areas, alongside Cambridge City Council's corporate priorities.

- 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

The approach to engagement and participation in the Local Plan supports the Council's priority of being a modern and caring Council. As noted above, the aim is to put community engagement at the heart of the Local Plan development process,

reaching all parts of the community within Greater Cambridge. Linked to this, a web first approach is intended to be used for the Issues & Options consultation, with the wording and format of the document intended to be accessible to all.

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. There is also a Statement of Consultation to address the measures being taken for consultation on the Local Plan. The views expressed by individuals, communities, businesses, academic institutions and stakeholders during this consultation will help us develop and refine the options for further testing and then identify the preferred approach to the themes and areas for growth, and the draft plan itself.

Residents, workers, and visitors to Greater Cambridge are all stakeholders in the plan.

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

Yes.

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 frame. It identifies the need for new homes and jobs, and the services and infrastructure to support them, and guides where this growth should happen. A range of stakeholders are involved not only in helping the develop the plan, but also to implement it.

Other departments or partners will be involved in delivering the Local Plan 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
- Transportation
- Education
- Other service departments as relevant and required

In addition, Greater Cambridge Shared Planning Service, as the Local Planning Authorities, have been working with Greater Cambridge Partnership, Cambridgeshire & Peterborough Combined Authority and a wide range of delivery partners as the consultation has been prepared.

## 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?

A Sustainability Appraisal Report of the Issues and Options Report has been prepared by independent consultants LUC (Land Use Consultants) on behalf of South Cambridgeshire District Council and Cambridge City Council (the Councils) as part of the Sustainability Appraisal (SA) (incorporating Strategic Environmental Assessment (SEA), Health Impact Assessment (HIA) and Equalities Impact Assessment (EqIA) of their Local Plan.

Throughout the plan making process the SA will consider whether the Local Plan is likely to disproportionately affect any groups with particular 'protected characteristics' under the Equality Act, as well as whether the Local Plan may disproportionately affect any other groups, such as different socio-economic groups.

A SA Scoping Report has been prepared and is being consulted on alongside the Issues and Options Report. This reviews relevant plans and strategies and identifies the baseline against which to consider impacts of the plan. Each option as the plan is developed will be tested against a set of sustainability objectives

The Councils' adopted Local Plans are subject to an Annual Monitoring Report, published each year in January, and made available on the Councils' websites. Later in the plan making process, a set of monitoring indicators will be developed specifically for the plan.

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

Equalities issues have been included in the data collated in the Sustainability Appraisal Scoping Report. In particular see chapter 3 on Population, Health and Wellbeing.

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

The data, along with a series of stakeholder workshops held in summer 2019, has helped to shape the issues and options consultation. One of the four key themes of the consultation is: Wellbeing and social inclusion – how the plan can help spread the benefits of growth, helping to create healthy and inclusive communities.

Improvements to the consultation methods proposed have also been identified to reach hard to reach groups, including young people.

A range of methods of notification will be used to inform the public about the consultation including:

- Public notice in the Cambridge Independent
- Joint Cambridge City Council and South Cambridgeshire District Council news releases
- Articles in Cambridge Matters & South Cambridgeshire Magazine, and wider local media engagement
- social media and video
- Posters (available to download, paper copies available on request, distributed to venues such as libraries)
- Postcard handouts at pop up events

Roadshow: The Councils will take a pop-up exhibition to community hubs around the area such as shopping centres, schools, community centres and other places. These events will be informal and offer the opportunity for the public to find out about the Local Plan, and to discuss the issues and options with officers and to provide quick feedback via postcards. The times and locations of the drop-in events have been chosen to maximise our outreach to diverse communities.

We will also be holding a 'Big Debate' on the evening of 18 February, where we are inviting local groups to share their ideas about what should be in the Local Plan, in a fun, provocative and lively public event.

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

A series of stakeholder workshops were held in summer / autumn 2019. Details of these events and the feedback received is included in the Statement of Consultation which accompanies the Issues and Options Report. Chapter 4 of this document provides a summary of the discussions at the workshops, with further detailed provided in several appendices to the document.

**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 series of stakeholder workshops were held in summer / autumn 2019. One of these included internal council stakeholders.

Details of these events and the feedback received is included in the Statement of Consultation which accompanies the Issues and Options Report. Chapter 4 of this document provides a summary of the discussions at the workshops, with further detailed provided in a number of appendices to the document.

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

This Sustainability Appraisal Report has been prepared by LUC on behalf of South Cambridgeshire District Council and Cambridge City Council (the Councils) as part of the Sustainability Appraisal (SA) (incorporating Strategic Environmental Assessment (SEA), Health Impact Assessment (HIA) and Equalities Impact Assessment (EqIA) of their Local Plan.

The SA will consider whether the Local Plan is likely to disproportionately affect any groups with particular 'protected characteristics' under the Equality Act, as well as whether the Local Plan may disproportionately affect any other groups, such as different socio-economic groups.

A SA Scoping Report has been prepared and is being consulted on alongside the Issues and Options Report. This reviews relevant plans and strategies and identifies the baseline against which to consider impacts of the plan. Each option as the plan is developed will be tested against a set of sustainability objectives.

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The Issues and Options Report has been tested through an initial Sustainability Appraisal. The Sustainability Appraisal accompanying considers the broad themes being considered, and their potential impacts.

Given the broad nature of this consultation, the SA Report contains a high-level commentary on the sustainability considerations for the Local Plan, in relation to the themes discussed in the Issues and Options document. SA of the more detailed options for the Local Plan will be undertaken as they are developed.

Two big themes relevant to equality for the development of the Local Plan for consultees to consider are:

- Wellbeing and social inclusion – how the plan can help spread the benefits of growth, helping to create healthy and inclusive communities.
- Great places – how the plan can protect what is already great about the area, and design new developments to create special places and spaces.

The Issues and Options Report also seeks views on whether future growth should be focused in the Greater Cambridge Area. Options have been identified which cover the broad alternatives available. The assessments below consider both the principle of focusing growth at each particular option and, where appropriate the implication of possible locations coming forward under that option. In order to be precautionary, any potential effects that could arise at particular locations where development could come forward under an option have influenced the overall likely effect recorded in the appraisal.

With regard to SA Objective 3: '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', the following assessment was made in the appraisal.

Option 1 Densification. – would result in an increase in the density of development in Cambridge, and therefore an increase in population. Residents would have good access to services and facilities, which would improve equalities by benefitting those with protected characteristics (Equality Act 2010), particularly those who are less mobile, such as the elderly or disabled, and could strengthen inclusivity and community cohesion. Therefore, Option 1 is expected to have a minor positive effect against this objective.

Option 2 Edge of Cambridge – Outside the Green Belt. is likely to be of sufficient scale to create a new cohesive community with its own identity, as well as deliver a range of homes, jobs, services and facilities to meet different needs. It is also well located to the existing urban area, and therefore creates opportunities to be integrated with, and also serve, existing communities, although there could be disruption whilst it is developed. It is therefore considered likely to have significant positive effects against this objective, albeit with uncertainty.

Options 3 Edge of Cambridge – Green Belt and 4 Dispersal – new settlements. could see the creation of new infrastructure, such as schools, local centres and green spaces, which could act as a focal point of community life. With regard to Option 3, the range of services and facilities provided at particular development locations will likely depend on the size of the extension. Although an urban extension can achieve its own sense of place, integration with the existing urban areas and communities will be important if negative effects on existing communities are to be avoided.

With respect to new settlements under Option 4, it can take many years for their delivery and to achieve a scale and critical mass that generate a strong sense of community. They involve building new communities from scratch which can prove challenging and cohesiveness can depend upon both the quality and design of development, and its delivery to schedule. Overall, both options are likely to have a mixed significant positive effect with uncertain minor negative effects.

Option 5 Dispersal – villages would result in an increase in development at villages across Greater Cambridge, which could help support the vitality and viability of these villages and help to support community cohesion. However, more dispersed development could place increasing pressure on existing services and facilities within these villages if sufficient investment to maintain and improve them is not forthcoming. Therefore, Option 5 is likely to have a mixed minor positive and minor negative effect against this objective.

An increase in development along key public transport corridors with good access to Cambridge as set out in Option 6 Public transport corridors may benefit those who are less mobile, with a positive effect on inclusivity. However, it may be more challenging for development along public transport corridors to achieve a coherent sense of community and place, depending upon where particular developments come forward under this option and their relationship to existing communities. Therefore, Option 6 is considered to have mixed minor positive and minor negative effects.

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)
- **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.

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

Use the table below to summarise findings from 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.

**You do not need to fill in every single box.** The questions are there as 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.

Opportunity area	Question 1	Question 2	Question 3	Question 4
Protected Characteristics	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 opportunities to advance equality of opportunity or foster good relations 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 opportunities to advance equality of opportunity or foster good relations between different groups of people through modifying the Policy in some way?

<p>Age</p>	<p>A wide range of consultation measures are going to be undertaken, as set out in the Statement of Consultation.</p> <p>The consultation document will be available for inspection in a number of ways.</p> <p>Relevant community organisations are included in the consultation, such as Age UK, Cambridgeshire Older People’s Enterprise, The Kite Trust and Centre 33.</p> <p>Although there is no evidence of any negative impact on</p>	<p>It is early in the process to determine the impact of the Local Plan. The Sustainability Appraisal accompanying the plan considers the broad themes being considered, and their potential impacts.</p> <p>The Issues and Options (I&amp;O) report seeks views on a range of relevant issues.</p>	<p>It is early in the process to determine the impact of the Local Plan. The Sustainability Appraisal accompanying the plan considers the broad themes being considered, and their potential impacts.</p> <p>The I&amp;O report seeks views on a range of relevant issues which have potential to advance equality of opportunity and good relations between people with different characteristics e.g. on homes, jobs and infrastructure that should be planned in the district.</p>	<p>It is early in the process to determine the impact of the Local Plan. The I&amp;O report seeks views on a range of relevant issues. Therefore, there is scope for issues to be raised in the consultation which can be addressed as options are tested and the plan is drafted.</p> <p>The Local Plan Issues and Options document proposes that we support a range of employment opportunities at various skills levels, which will benefit people of working age.</p> <p>The Issues and Options document proposes that housing is developed to meet needs of different age groups:</p> <ul style="list-style-type: none"> <li>• With people living longer, we need more homes that are flexible in terms of their accessibility and adaptability as we age, as well as specialist housing for older people. Providing suitable homes in the right locations for those looking to downsize will also enable family homes to be freed up, making best use of the housing that exists already. The proportion of those aged over</li> </ul>
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	<p>young people, it is often difficult to engage with younger members of the community. A range of measures are proposed to overcome this, including a new interactive website, and consultation events at schools / colleges.</p>			<p>65 significantly increasing, especially within South Cambridgeshire. (% Population 65 and over Cambridge 2018 13% 2041 18%, South Cambridgeshire 2018 19% 2041 26%) (source: Office of National Statistics (ONS) Population Estimates 2018 – published on Cambridgeshire Insight <a href="https://cambridgeshireinsight.org.uk/">https://cambridgeshireinsight.org.uk/</a>)</p> <ul style="list-style-type: none"> <li>• We must consider whether Cambridge will need more student accommodation, so that students do not increase the demand for local housing.</li> </ul> <p>Moreover, encouraging travel by sustainable transport as discussed in the issues and options document, could help 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.</p>
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<p>Disability</p>	<p>A wide range of consultation measures are going to be undertaken, as set out in the Statement of Consultation.</p> <p>The Planning Service is making the First Conversation material available in an accessible format on the Greater Cambridge Planning Service website and linked to via both the Cambridge City Council and South Cambridgeshire District Council websites. All documentation can be made available on request in large copy print, audio cassette or</p>	<p>It is early in the process to determine the impact of the Local Plan. The Sustainability Appraisal accompanying the plan considers the broad themes being considered, and their potential impacts.</p> <p>The I&amp;O report seeks views on a range of relevant issues.</p>	<p>It is early in the process to determine the impact of the Local Plan. The Sustainability Appraisal accompanying the plan considers the broad themes being considered, and their potential impacts.</p> <p>The I&amp;O report seeks views on a range of relevant issues which have potential to advance equality of opportunity and good relations between people with different characteristics e.g. on homes, jobs and infrastructure that should be planned in the district.</p>	<p>It is early in the process to determine the impact of the Local Plan. The I&amp;O report seeks views on a range of relevant issues. Therefore, there is scope for issues to be raised in the consultation which can be addressed as options are tested and the plan is drafted.</p> <p>One of the big themes identified for the Local Plan is wellbeing and social inclusion, and the creation of healthy communities. The Local Plan will recognise the need to reduce pressure on our health services by preventing health issues from occurring or worsening, whilst ensuring that support, services and facilities are available at the right time for the community.</p> <p>The issues and options document proposes that we consider:</p> <ul style="list-style-type: none"> <li>• How to enable people to live healthy and long lives in their own homes, and to access the right kind of housing for their needs.</li> <li>• How planning and development can encourage walking, cycling and exercise as part of daily life.</li> </ul>
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	<p>Braille. The Council will seek views from VCS groups supporting people with different disabilities, including Disability Cambridgeshire, NHS Foundations Trust, Disability Panel, Lifecraft and CPSL Mind.</p>			<ul style="list-style-type: none"><li>• Tackling loneliness and mental health issues through creating places that offer natural sociability, interaction and access to nature.</li><li>• Ensuring a range of shops and services, and facilities like allotments, that ensure communities can access healthy and affordable food.</li></ul> <p>Moreover, encouraging travel by sustainable transport as discussed in the issues and options document, could help foster community interaction and ensure people with mobility issues can access the services and facilities they need.</p> <p>Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is 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.</p>
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<p>Gender Reassignment</p>	<p>A wide range of consultation measures are going to be undertaken, as set out in the Statement of Consultation.</p> <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;O report will have a disproportionate effect attributable to the gender of individuals.</p>	<p>It is early in the process to determine the impact of the Local Plan. The Sustainability Appraisal accompanying the plan considers the broad themes being considered, and their potential impacts.</p> <p>The I&amp;O report seeks views on a range of relevant issues which have potential to advance equality of opportunity and good relations between people with different characteristics e.g. on homes, jobs and infrastructure that should be planned in the district.</p>	<p>It is early in the process to determine the impact of the Local Plan. The I&amp;O report seeks views on a range of issues. Therefore, there is scope for issues to be raised in the consultation which can be addressed as options are tested and the plan is drafted.</p> <p>Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is 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.</p>
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<p>Marriage and Civil Partnerships</p>	<p>A wide range of consultation measures are going to be undertaken, as set out in the Statement of Consultation. 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;O report will have a disproportionate effect attributable to the marital status of individuals.</p>	<p>It is early in the process to determine the impact of the Local Plan. The Sustainability Appraisal accompanying the plan considers the broad themes being considered, and their potential impacts.</p> <p>The I&amp;O report seeks views on a range of relevant issues which have potential to advance equality of opportunity and good relations between people with different characteristics e.g. on homes, jobs and infrastructure that should be planned in the district.</p>	<p>It is early in the process to determine the impact of the Local Plan. The I&amp;O report seeks views on a range of issues. Therefore, there is scope for issues to be raised in the consultation which can be addressed as options are tested and the plan is drafted.</p> <p>No impacts have been identified that are specific to this protected characteristic prior to the consultation.</p>
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<p>Pregnancy and Maternity</p>	<p>A wide range of consultation measures are going to be undertaken, as set out in the Statement of Consultation.</p> <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 Planning Service's consultation process shall involve taking a 'roadshow' to places around the area making it easy for people to spend a few minutes finding out more and</p>	<p>It is early in the process to determine the impact of the new policy. The Issues and Options 2 (I&amp;O2) report seeks views on a range of relevant issues.</p>	<p>It is early in the process to determine the impact of the Local Plan. The Sustainability Appraisal accompanying the plan considers the broad themes being considered, and their potential impacts.</p> <p>The I&amp;O report seeks views on a range of relevant issues which have potential to advance equality of opportunity and good relations between people with different characteristics e.g. on homes, jobs and infrastructure that should be planned in the district.</p>	<p>It is early in the process to determine the impact of the Local Plan. The I&amp;O report seeks views on a range of issues. Therefore, there is scope for issues to be raised in the consultation which can be addressed as options are tested and the plan is drafted.</p> <p>People who are pregnant or who have young children have a greater need for statutory services and facilities, especially related to healthcare.</p>
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	<p>sharing their views. This may benefit people with childcare responsibilities if the Council can reach them at community venues they are likely to use who would otherwise find it difficult to travel to a consultation event.</p>			
Race	<p>A wide range of consultation measures are going to be undertaken, as set out in the Statement of Consultation.</p> <p>All documentation relating to the consultation can be made available on request in different languages and people can feed back their response in different</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>It is early in the process to determine the impact of the Local Plan. The Sustainability Appraisal accompanying the plan considers the broad themes being considered, and their potential impacts.</p> <p>The I&amp;O report seeks views on a range of relevant issues which have potential to advance equality of</p>	<p>It is early in the process to determine the impact of the Local Plan. The I&amp;O report seeks views on a range of issues. Therefore, there is scope for issues to be raised in the consultation which can be addressed as options are tested and the plan is drafted.</p> <p>A key priority for South Cambridgeshire District Council is to identify new sites to accommodate those that wish to live in a caravan. Although a recent assessment did not identify any need for Gypsy &amp; Traveller sites for those meeting the planning definition (in essence those who have a nomadic habit of life), it did show a need to provide sites for those residing in caravans who</p>

	<p>languages, through the Councils' translation / interpretation service providers. Relevant community organisations supporting people of different ethnicities will be consulted including:</p> <ul style="list-style-type: none"> <li>• Cambridge Ethnic Community Forum</li> <li>• The Traveller Movement</li> <li>• Friends, Families and Travellers</li> <li>• The East Anglian Gypsy Council</li> <li>• The Traveller Solidarity Network</li> </ul> <p>A leaflet has been produced specifically for the Gypsy and Traveller</p>		<p>opportunity and good relations between people with different characteristics e.g. on homes, jobs and infrastructure that should be planned in the district. In particular, the consultation seeks views on the need for and approach to Gypsy and Traveller accommodation.</p>	<p>no longer travel, as well as pitches to accommodate Travelling Showpeople. The Planning Service will be reviewing its evidence to inform the next Local Plan and shall update this EqlA accordingly.</p> <p>Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is 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.</p>
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	<p>community to encourage participation. This is being provided to Council staff who work directly with the community for distribution, including the Gypsy and Traveller Liaison Officer. Council staff are also attending two events with the Gypsy and Traveller community to encourage and gather feedback.</p>			
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<p>Religion / Belief</p>	<p>A wide range of consultation measures are going to be undertaken, as set out in the Statement of Consultation.</p> <p>It is not anticipated that access to the consultation will be affected by an individual's faith or belief. However, the Council will include in the consultation specific groups such as the Faiths Partnership.</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>It is early in the process to determine the impact of the Local Plan. The Sustainability Appraisal accompanying the plan considers the broad themes being considered, and their potential impacts.</p> <p>The I&amp;O report seeks views on a range of relevant issues which have potential to advance equality of opportunity and good relations between people with different characteristics e.g. on homes, jobs and infrastructure that should be planned in the district.</p>	<p>It is early in the process to determine the impact of the Local Plan. The I&amp;O report seeks views on a range of issues. Therefore, there is scope for issues to be raised in the consultation which can be addressed as options are tested and the plan is drafted.</p> <p>Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is 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.</p>
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<p>Sex</p>	<p>A wide range of consultation measures are going to be undertaken, as set out in the Statement of Consultation.</p> <p>Relevant community organisations will be consulted including Cambridge Women’s Aid, Cambridge Women’s Resource Centre, and Cambridge Rape Crisis.</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>It is early in the process to determine the impact of the Local Plan. The Sustainability Appraisal accompanying the plan considers the broad themes being considered, and their potential impacts.</p> <p>The I&amp;O report seeks views on a range of relevant issues which have potential to advance equality of opportunity and good relations between people with different characteristics e.g. on homes, jobs and infrastructure that should be planned in the district.</p>	<p>It is early in the process to determine the impact of the Local Plan. The I&amp;O report seeks views on a range of issues. Therefore, there is scope for issues to be raised in the consultation which can be addressed as options are tested and the plan is drafted.</p> <p>In a community needs assessment from 2015 on women’s experience of living in Cambridge, a major concern was safety at night on the streets in Cambridge. Creating safe communities is considered an important theme under the theme of wellbeing and inclusion so there is potential to improve safety and perception of safety for women through new development led by the Local Plan.</p>
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<p>Sexual Orientation</p>	<p>A wide range of consultation measures are going to be undertaken, as set out in the Statement of Consultation.</p> <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.</p> <p>No equality impacts have been identified at this stage specific to this equality group.</p>	<p>There is no evidence that the issues within the I&amp;O2 report will have a disproportionate effect attributable to the sexual orientation of individuals.</p>	<p>It is early in the process to determine the impact of the Local Plan. The Sustainability Appraisal accompanying the plan considers the broad themes being considered, and their potential impacts.</p> <p>The I&amp;O report seeks views on a range of relevant issues which have potential to advance equality of opportunity and good relations between people with different characteristics e.g. on homes, jobs and infrastructure that should be planned in the district.</p>	<p>It is early in the process to determine the impact of the Local Plan. The I&amp;O report seeks views on a range of issues. Therefore, there is scope for issues to be raised in the consultation which can be addressed as options are tested and the plan is drafted.</p> <p>Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is 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.</p>
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<p>Others e.g. Rurality; caring responsibility; working pattern etc.</p>	<p>A wide range of consultation measures are going to be undertaken, as set out in the Statement of Consultation.</p> <p>Relevant organisations will be consulted.</p>	<p>At this early stage the impact of the plan proposals is difficult to assess fully but there may well be positive impacts.</p>	<p>It is early in the process to determine the impact of the Local Plan. The Sustainability Appraisal accompanying the plan considers the broad themes being considered, and their potential impacts.</p> <p>The I&amp;O report seeks views on a range of relevant issues which have potential to advance equality of opportunity and good relations between people with different characteristics e.g. on homes, jobs and infrastructure that should be planned in the district.</p>	<p>It is early in the process to determine the impact of the Local Plan. The I&amp;O report seeks views on a range of issues. Therefore, there is scope for issues to be raised in the consultation which can be addressed as options are tested and the plan is drafted.</p> <p>Cambridge was identified as the most unequal city in the UK by the Centre for Cities and includes areas that are among the most deprived in the UK. Within South Cambridgeshire, there are specific issues facing some of those living in rural communities particularly those with limited access to services and transport. One of the big themes identified for the Local Plan is wellbeing and social inclusion. The Local Plan will be:</p> <ul style="list-style-type: none"> <li>• Supporting a range of business types and sizes, and therefore an associated range of employment opportunities, across a range of sectors, and supporting more flexible working. This could reduce inequality and poverty by increasing people's employment opportunities.</li> </ul>
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				<ul style="list-style-type: none"><li>• Providing sufficient transport infrastructure, community facilities and allowing people to connect via superfast broadband and mobile phone coverage. This can help people better access services and tackle isolation.</li></ul> <p>The Local Plan will also set out how the Planning Service can provide a range of affordable housing choices and help ensure that new homes are cost efficient to maintain – for example, through energy efficiency measures. This will include:</p> <ul style="list-style-type: none"><li>• Continuing to ensure that new developments include appropriate and viable levels of affordable housing.</li><li>• Planning for a balance of tenure types - affordable rented, shared ownership and community-led housing.</li></ul>
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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)
Age: Identify the potential impact of the policy or function on different age groups.	Nature of impact	Extent of impact
<p>Implications related to priorities discussed in issues and options paper.</p> <p>The Local Plan Issues and Options document proposes that we support a range of employment opportunities at various skills levels, which will benefit people of working age.</p> <p>The Issues and Options document proposes that housing is developed to meet needs of different age groups:</p> <ul style="list-style-type: none"> <li>With people living longer, we need more homes that are flexible in terms of their accessibility and adaptability as we age, as well as specialist housing for older people. Providing suitable homes in the right locations for those looking to downsize will also enable family homes to be freed up, making best use of the housing that exists already. The proportion of those aged over 65 significantly increasing, especially within South Cambridgeshire. (% Population 65 and over Cambridge 2018 13%, 2041 18%, South</li> </ul>	It is too early in the plan making process to determine the impact of the Local Plan. The impacts will be revisited as options and policies for the plan are considered and the draft plan is prepared.	No comment

<p>Cambridgeshire 2018 19%, 2041 26%) (source: ONS Population Estimates 2018 – published on Cambridgeshire Insight <a href="https://cambridgeshireinsight.org.uk/">https://cambridgeshireinsight.org.uk/</a>)</p> <ul style="list-style-type: none"> <li>• We must consider whether Cambridge will need more student accommodation, so that students do not increase the demand for local housing.</li> </ul> <p>Moreover, encouraging travel by sustainable transport as discussed in the issues and options document, could help 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.</p>		
<p>Disability: Identify the potential impact of the policy or function on disabled people.</p>	<p>Nature of impact</p>	<p>Extent of impact</p>
<p>Implications related to priorities discussed in issues and options paper.</p> <p>The issues and options document proposes that we consider:</p> <ul style="list-style-type: none"> <li>• How to enable people to live healthy and long lives in their own homes, and to access the right kind of housing for their needs.</li> <li>• How planning and development can encourage walking, cycling and exercise as part of daily life.</li> <li>• Tackling loneliness and mental health issues through creating places that offer natural sociability, interaction and access to nature.</li> <li>• Ensuring a range of shops and services, and facilities like allotments, that ensure communities can access healthy and affordable food.</li> </ul>	<p>It is too early in the plan making process to determine the impact of the Local Plan. The impacts will be revisited as options and policies for the plan are considered and the draft plan is prepared.</p>	<p>No comment</p>

<p>Moreover, encouraging travel by sustainable transport as discussed in the issues and options document, could help foster community interaction and ensure people with mobility issues can access the services and facilities they need.</p> <p>Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is 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.</p>		
<p>Gender reassignment: Identify the potential impact of the policy or function on people that have changed gender identity.</p>	<p>Nature of impact</p>	<p>Extent of impact</p>
<p>Implications related to priorities discussed in issues and options paper.</p> <p>Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is 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.</p>	<p>It is too early in the plan making process to determine the impact of the Local Plan. The impacts will be revisited as options and policies for the plan are considered and the draft plan is prepared.</p>	<p>No comment</p>

Marriage and civil partnerships: Identify the potential impact of the policy or function on people who are married or in a civil partnership.	Nature of impact	Extent of impact
No impacts have been identified that are specific to this protected characteristic prior to the consultation.	It is too early in the plan making process to determine the impact of the Local Plan. The impacts will be revisited as options and policies for the plan are considered and the draft plan is prepared.	–
Pregnancy and maternity: Identify the potential impact of the policy or function on pregnant or maternal mothers and those women who wish to breastfeed.	Nature of impact	Extent of impact
<p>Implications related to priorities discussed in issues and options paper.</p> <p>People who are pregnant or who have young children have a greater need for statutory services and facilities, especially related to healthcare.</p>	It is too early in the plan making process to determine the impact of the Local Plan. The impacts will be revisited as options and policies for the plan are considered and the draft plan is prepared.	–

Race: Identify the potential impact of the policy or function on different ethnic groups, including national origins, colour and nationality.	Nature of impact	Extent of impact
<p>Implications related to priorities discussed in issues and options paper.</p> <p>A key priority for South Cambridgeshire District Council is to identify new sites to accommodate those that wish to live in a caravan. Although a recent assessment did not identify any need for Gypsy &amp; Traveller sites for those meeting the planning definition (in essence those who have a nomadic habit of life), it did show a need to provide sites for those residing in caravans who no longer travel, as well as pitches to accommodate Travelling Showpeople. The Planning Service will be reviewing its evidence to inform the next Local Plan and shall update this EqIA accordingly.</p> <p>Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is 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.</p>	<p>It is too early in the plan making process to determine the impact of the Local Plan. The impacts will be revisited as options and policies for the plan are considered and the draft plan is prepared.</p>	<p>No comment</p>
Religion / belief: Identify the potential impact the policy or function on different religious / faith groups.	Nature of impact	Extent of impact
<p>Implications related to priorities discussed in issues and options paper.</p> <p>Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is defined as any crimes that are targeted at a person because of hostility or</p>	<p>It is too early in the plan making process to determine the impact of the Local Plan. The impacts will be revisited as options and policies for the plan are</p>	<p>No comment</p>

prejudice towards that person's disability, race or ethnicity, religion or belief, sexual orientation or transgender identity.	considered and the draft plan is prepared.	
Sex: Identify the potential impact of the policy or function on men and women.	Nature of impact	Extent of impact
<p>Implications related to priorities discussed in issues and options paper.</p> <p>In a community needs assessment from 2015 on women's experience of living in Cambridge, a major concern was safety at night on the streets in Cambridge. Creating safe communities is considered an important theme under the theme of wellbeing and inclusion so there is potential to improve safety and perception of safety for women through new development led by the Local Plan.</p>	It is early in the plan making process to determine the impact of the Local Plan. The impacts will be revisited as options and policies for the plan are considered and the draft plan is prepared.	No comment
Sexual orientation: Identify the potential impact of the policy or function on lesbian, gay men, bisexual or heterosexual people.	Nature of impact	Extent of impact
<p>Implications related to priorities discussed in issues and options paper.</p> <p>Creating safe communities is considered an important theme under the theme of wellbeing and inclusion, which might mean that the Local Plan has potential to help prevent hate crime. Hate crime is 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.</p>	It is early in the plan making process to determine the impact of the Local Plan. The impacts will be revisited as options and policies for the plan are considered and the draft plan is prepared.	No comment

Other characteristic specific to South Cambridgeshire – rurality: Identify the potential impact of the policy or function on people who are rurally isolated.	Nature of impact	Extent of impact
<p>Cambridge was identified as the most unequal city in the UK by the Centre for Cities and includes areas that are among the most deprived in the UK. Within South Cambridgeshire, there are specific issues facing some of those living in rural communities particularly those with limited access to services and transport. One of the big themes identified for the Local Plan is wellbeing and social inclusion. The Local Plan will be:</p> <ul style="list-style-type: none"> <li>• Supporting a range of business types and sizes, and therefore an associated range of employment opportunities, across a range of sectors, and supporting more flexible working. This could reduce inequality and poverty by increasing people’s employment opportunities.</li> <li>• Providing sufficient transport infrastructure, community facilities and allowing people to connect via superfast broadband and mobile phone coverage. This can help people better access services and tackle isolation.</li> </ul> <p>The Local Plan will also set out how the Planning Service can provide a range of affordable housing choices and help ensure that new homes are cost efficient to maintain – for example, through energy efficiency measures. This will include:</p> <ul style="list-style-type: none"> <li>• Continuing to ensure that new developments include appropriate and viable levels of affordable housing.</li> <li>• Planning for a balance of tenure types - affordable rented, shared ownership and community-led housing.</li> </ul>	<p>It is early in the plan making process to determine the impact of the Local Plan. The impacts will be revisited as options and policies for the plan are considered and the draft plan is prepared.</p>	<p>No comment</p>

## 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.

Action / change required	Responsibility	Timescale	Resources required	What issue / problem will this action address?
Continue consultation measures to reach hard to reach groups, and review success at each stage	Planning Policy Team	At each plan making stage	Resources have already been identified for the plan making process.	To encourage involvement of hard to reach groups in the plan making process.
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	Identify and changes in the baseline information that may need to be considered during the plan making process.
Continue the Equalities impact assessment process through future stages of plan making	Planning Policy Team	The plan making process is estimated to take around 4 years	Resources have already been identified for the plan making process.	Will ensure the Equalities impact is appropriately considered during future stages of plan making

## F. Recommendation

You should now recommend whether the Council should adopt, modify, pilot or reject the policy (please indicate your proposed recommendation with a X next to the option below).

Adopt the policy in its originally proposed format (no issues identified)	–
Modify the policy to address any negative impact or to better exploit any potential to promote equality, diversity and good relations	–
Continue with the policy despite identifying issues (note: justification must be provided)	–
Reject the policy entirely, due to the findings of the EqIA	–
Pilot the policy and re-evaluate the equality impact after the pilot period	X
Modify the policy to meet separate statutory changes, not linked to equality / diversity	–
Please briefly set out your reasons for this recommendation.  The Issues and Options consultation is a very early stage in the plan making process. Feedback gained to the wide range of issues it explores will be invaluable in helping develop a plan and carrying out EQIA when options and policies are tested and the Local Plan itself is drafted.	–

## G. Sign off

The officers below confirm that this full assessment has been completed in accordance with the Council's guidance.

Signature of Lead Officer	Caroline Hunt	Date: December 2019
Signature of Head of Service or Director	Stephen Kelly	Date: December 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.