

# Cambridge City Council, East Cambridgeshire District Council, Fenland District Council, Huntingdonshire District Council and South Cambridgeshire District Council

## Equalities Impact Assessment

### Cambridgeshire Flood and Water Supplementary Planning Document

#### Introduction and Background

- 1.1 Cambridgeshire County Council has prepared the Cambridgeshire Flood and Water Supplementary Planning Document (SPD) in conjunction with the local planning authorities within Cambridgeshire to support the implementation of the flood risk and water related policies in the Local Plans.
- 1.2 The purpose of the SPD is to complement the requirements of the specific planning policies on flood risk and water quality/resources contained within the city and district councils' Local Plans (either adopted or in draft). It sets out clear and practical guidance with the following key aims:
  - Reduces the negative impacts of flood risk onto proposed developments;
  - Provides clear guidance to developers on pre-application advice and assessing risks associated with the water environment against their proposals;
  - Promotion of Sustainable Drainage Systems (SuDs) within developments and adoption mechanisms;
  - Incorporating water saving and water quality measures.
- 1.3 The SPD has been subject to an Equalities Impact Assessment (EqIA) at all stages of production. The County Council have taken specific account of the public sector equality duty in S149 of the Equality Act 2010. The EqIA has been undertaken by Cambridgeshire County Council on behalf of all the LPAs. This EqIA also accords with the County Councils 'Single Equality Strategy 2014-16', thus ensuring that the SPD reflects the Council's vision for equality and diversity in Cambridgeshire.

- 1.4 This EqIA has been produced alongside the SPD to assess the potential adverse impacts of the document on various equality groups.
- 1.5 The EqIA document sets out how the needs of equality groups have been taken into account during the preparation and development of the Cambridgeshire Flood and Water SPD. Its purpose is to thoroughly assess the likely implications of the proposed SPD on various equality groups once it is adopted. This enables the local planning authorities to identify direct and non-direct discrimination against equality groups and explore options for mitigating such impacts and improving the document.
- 1.6 This EqIA was subject to public consultation alongside the Draft SPD.  
Representations received have been taken into account and changes have been made to the final SPD.

## Equality Impact Assessments

- 2.1 The LPAs are fully committed to ensuring that everyone has an equal opportunity to play an active and positive role in considering the planning issues which affect them and the County as a whole.
- 2.2 The production of an EqIA is a proactive approach to ensuring it meets its general duty under the Equality Act 2010 to have due regard to the need to:
  - Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it; and
  - Foster good relations between persons who share relevant protected characteristics and persons who do not share it.

## Extent of the Equality Impact Assessment

- 3.1 It is the responsibility of the Councils to ensure that the organisation does not discriminate in the way it provides services and employment and that it promotes equality, diversity and positive community relations across the district. This is further explored within the County Council's 'Single Equality Strategy 2014-16'<sup>1</sup>.
- 3.2 This EqIA ensures that equality issues have been appropriately addressed in the preparation and development of the SPD. This assessment highlights the equality and

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<sup>1</sup> [Single Equality Scheme 2018 to 2021 pdf](#) A hard copy of this document can be obtained on request.

diversity considerations which have been considered in the creation of the SPD. This supports the assessment process and could potentially pre-empt any adverse impacts on equality groups which may result from the guidance contained within the SPD.

3.3 For the purpose of this assessment, the following groups have been identified:

- Age
- Sex
- Sexual Orientation
- Gender Reassignment
- Disability
- Gender
- Pregnancy and Maternity
- Marriage and Civil Partnership
- Religion & Belief
- Race
- Caring responsibilities
- Part-time or fixed-term working responsibilities
- Deprivation
- Rural isolation

3.4 This assessment explores and recommends actions that, once adopted, will help LPAs to anticipate and address any negative consequences which may arise and identify opportunities for the ongoing promotion of equality within the County, and in accordance with its own 'Single Equality Strategy 2014-16'.

## Overview of the Equality Impact Assessment Process

4.1 In undertaking the EqlA, the Council has followed the strategy and objectives set out in Cambridgeshire County Council's Single Equality Strategy (2014-16), and the processes contained in the Council's Community Impact Assessment (CIA). The CIA process is a local development of national Equality Impact Assessment procedures, allowing us to consider locally significant issues such as rural isolation and deprivation alongside nationally prescribed issues such as age and disability.

4.2 Following the public consultation there have not been any unexpected impacts that need to be reflected in the final EqlA.

## Final Equality Impact Assessment

- 5.1 The Cambridgeshire Flood and Water SPD has been subjected to a final EqIA. The final assessment has identified no negative impacts upon the identified characteristics. The results of this assessment can be found in Appendix 1 to this report.
- 5.2 This assessment highlighted that a strategy that has a positive impact upon all the residents of Cambridgeshire, specifically the old, young and vulnerable is likely to lead to greater benefits in the long term.
- 5.3 There is likely to be a positive impact on people with physical disabilities. The proposals can be used to ensure that future developments integrate mechanisms and physical alterations, including those where disabled persons may be limited to ground floor accommodation.
- 5.4 Furthermore, the SPD encourages a better quality of life through the promotion of Sustainable Drainage Systems (SuDs) to be incorporated into new developments throughout Cambridgeshire, where considered appropriate, having pleasant green spaces and water features.
- 5.5 Taking all of the above into account, the SPD is likely to have a positive impact upon the built and natural environment.

## Appendix 1 - Equalities Impact Assessment Template

Directorate / Service Area
ETE/Growth & Economy
Service / Document / Function being assessed
Growth & Economy/draft Flood & Water SPD/assessment of equalities against the draft SPD
Business Plan Proposal Number (if relevant) -
Officer undertaking the assessment
Name: Judit Carballo Job Title: Principal Planning Officer
Contact details: judit.carballo@cambridgeshire.gov.uk

## What will the impact be?

Tick to indicate if the impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age	✓	-	-
Disability	✓	-	-
Gender reassignment	-	✓	-
Marriage and civil partnership	-	✓	-
Pregnancy and maternity	-	✓	-
Race	-	✓	-
Religion or belief	-	✓	-
Sex	-	✓	-
Sexual orientation	-	✓	-

The following additional characteristics can be significant in areas of Cambridgeshire.

Rural isolation	-	✓	-
Deprivation	-	✓	-
Caring Responsibilities	-	✓	-
Part-time or fixed-term working responsibilities	-	✓	-

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

## Positive Impacts

### Age

The SPD tackles principles of inclusive design in respect of SuDS, and the benefits this will bring to all ages. This is also applicable in addressing flood risk matters within proposed developments, ensuring that all ages, specifically the young, old and the vulnerable are protected from flooding events.

### Children and Young People

Good SuDS design can provide an educational and sensory environment where children can explore and interact with their surroundings.

### Disability

Access and the built environment.

Making the environment more inclusive and accessible is vitally important in helping to reduce some of the barriers that disabled people face. Therefore, as above, good SuDS design can provide a positive environment for disabled people, in particular people with physical, sensory and cognitive impairments. In addition, through SuDS design, disabled people who may experience significant health inequalities may benefit from improved health outcomes.

In respect of flood risk (for example, main river or surface water), appropriate mitigation measures taken in new developments are a benefit to all, including disabled persons.

## Negative Impacts

No negative impacts.

## Neutral Impact

The changes are not expected to have any impact on the following protected characteristics due to the fact that they have little or no relevance to the content of the SPD:

- Gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex, sexual orientation, rural isolation or deprivation.

## Issues or Opportunities that may need to be addressed

None identified