



## Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the Public Sector Equality Duty to have due regard to the need to –

- a. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equality and Anti- Poverty Officer at [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) or phone 01223 457046. Once you have drafted the EqIA please send this to [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, ([graham.saint@cambridge.gov.uk](mailto:graham.saint@cambridge.gov.uk) or 01223 457044).

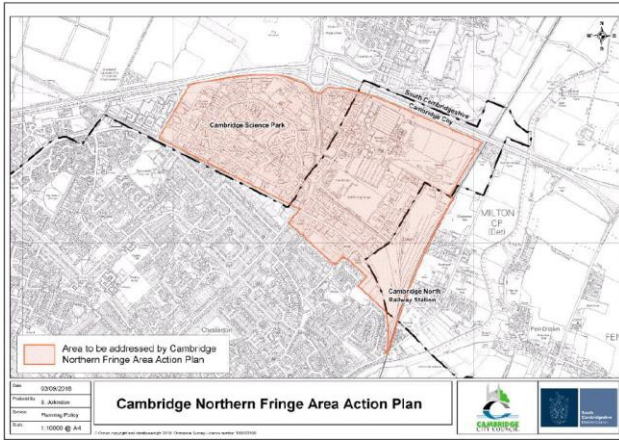
1. Title of strategy, policy, plan, project, contract or major change to your service:

North East Cambridge (NEC) Area Action Plan (AAP)  
(Formerly known as Cambridge Northern Fringe (CNF) Area Action Plan) Issues and Options 2019 Consultation Report

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)

Link to 2014 webpages which will be updated for Spring 2019 public consultation.

[Cambridge Northern Fringe East Area Action Plan](#)



Map showing site area of project.

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

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 coordinated 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.

#### 4. Responsible Service

Greater Cambridge Planning Service

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

Residents of Cambridge City

Visitors to Cambridge City

Staff

Please state any specific client group or groups (for example, City Council tenants, tourists, people who work in the city but do not live here):

Consultation and community engagement will be undertaken in accordance with the agreed strategy which was presented to the Planning Policy and Transport Scrutiny Committee on 15<sup>th</sup> January 2019.

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

New

Major change

Minor change

7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)

No

Yes (Please provide details):

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.

8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?

Issues and Options 1 went to the Development Plan Scrutiny Committee on 11th November 2014. This Issues and Options 2019 went to Planning Policy and Transport Scrutiny Committee on 15th January 2019.

9. What research methods / evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?

The NECAAP is only concerned with the development of land, therefore it 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 Cambridgeshire 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 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

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)

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.

## 10. Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contractor major change to your service could have a positive / negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

(a) Age - Any group of people of a particular age (for example, 32-year-olds) , or within a particular age range (for example, 16-24 year-olds) – in particular, please consider any safeguarding issues for children and vulnerable adults

Relevant community organisations (such as Age Concern and Cambridgeshire Older Peoples Enterprise) and Centre 33 are included in the consultation. Although there is no evidence of any negative impact on young people, it is often difficult to engage with younger members of the community.

The Issues and Options 2019 consultation report seeks views on assessed need including the needs for an ageing and young population.

Report proposes that the AAP will plan for the provision of 40% affordable housing and some of which should benefit young people who cannot afford market housing.

The NECAAP will plan for appropriate 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.

(b) Disability - A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. (In this section please also include impacts of policies on carers.)

The Consultation process will be available for inspection in local libraries for people who have difficulty getting into Council offices. Relevant community organisations are included in the consultation such as Disability Cambridgeshire, NHS Foundations Trust, Disability Panel, and CPSLMind.

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.

The NECAAP will seek to achieve a high quality, design and the transport infrastructure will seek to provide access for all.

The NECAAP may require a proportion of the housing to be built to wheelchair housing design standard and may also deliver specialist housing such as care homes and sheltered housing).

It is anticipated 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.

**(c) Sex – A man or a woman.**

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.

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.

Social isolation is a factor in suicides and there are some indications that there may be higher than 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.

**(d) Transgender – A person who does not identify with the gender they were assigned to at birth (includes gender reassignment that is the process of transitioning from one gender to another)**

Relevant community organisations will be consulted including The Kite Trust and The Encompass Network.

No equality impacts have been identified at this stage that are specific to this equality group.

**(e) Pregnancy and maternity**

The Issues and Options 2019 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. 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.

It is too early to know whether the plans include health facilities, but this would be a positive for this characteristic



The NECAAP will plan to meet secondary and primary school needs and for further social infrastructure such as children’s play areas, benefiting families with young children, and any need for crèche or nursery provision.

**(f) Marriage and civil partnership**

No equality impacts have been identified at this stage specific to this equality group.

**(g) Race - The protected characteristic ‘race’ refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.**

There is an established community of travellers who live to the east of the Cambridge to Ely railway line bounding the AAP area. It has been identified that travellers have a lower level of literacy than other ethnic groups. In order to help ensure that travellers’ views are considered, the consultation document will be written in plain English with minimal use of Jargon, 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.

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.

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.

Relevant community organisations supporting people of different ethnicities 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.

**(h) Religion or belief**

No equality impacts have been identified at this stage specific to this equality group.

The Council will include in the consultation specific groups such as Cambridge Interfaith group and the Church of England Ely Diocese.

**(i) Sexual orientation**

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.

(j) Other factors that may lead to inequality – in particular, please consider the impact of any changes on low income groups or those experiencing the impacts of poverty

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.

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 area.

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.

It will also 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. 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.

## 11. Action plan

New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqIA accordingly.)

The NECAAP has and will go through the following stages:

- Consultation on Issues & Options 1 (Dec 2014 – Jan 2015) - EqIA prepared
- Consultation on Issues & Options 2019 (Spring 2019) - This EqIA
- Consultation on Draft AAP (Spring 2020) - Updated EqIA to be prepared

- Proposed Submission Consultation (Spring 2021) - Updated EqIA to be prepared
- Submission to the Secretary of State (Summer 2021)
- Examination period (Autumn 2021)
- AAP Adoption (Summer 2022)
- NEC delivery (Up to 2040 and beyond) - Ongoing monitoring of EqIA and 5 yearly reviews of development performance

## 12. Do you have any additional comments?

The NECAAP will seek to achieve a high quality, design and the transport infrastructure will seek to provide access for all. In particular, it will seek to provide convenient facilities within walkable distances from homes and jobs and provide for forms of public transport that will aid the ease of travelling across the area between the centres.

## 13. Sign off

Name and job title of lead officer for this equality impact assessment: Julian Sykes

Names and job titles of other assessment team members and people consulted: Claire Spencer, Jonathan Dixon, Caroline Hunt.

Date of EqIA sign off: 10 December 2018

Date of next review of the equalities impact assessment: Spring 2020

Sent to Helen Crowther, Equality and Anti-Poverty Officer?

Yes

No

Date to be published on Cambridge City Council website (if known): February 2019