



# 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	Bourn Airfield New Village Supplementary Planning Document
Service Area	Planning
Lead Officer	Caroline Hunt
Team	Greater Cambridge Shared Planning Policy Team
Completion date of equality screening	7 May 2019
Start date of assessment	18 April 2019
Completion of assessment	2 October 2019

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

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

The purpose of Supplementary Planning Documents (SPD) is to expand on policies set out in the Local Plan and to provide additional detail. The Bourn Airfield New Village SPD expands on Policy SS/7: Bourn Airfield New Village contained within the adopted South Cambridgeshire Local Plan (September 2018).

Policy SS/7 identifies a new settlement on the former Bourn Airfield for approximately 3,500 dwellings and associated community uses. The SPD for Bourn Airfield New Village has been prepared to provide a clear framework to assist decision making relevant to the delivery of the new village.

The SPD includes a detailed analysis of the existing site context which identifies development constraints and opportunities to shape the development proposals.

It includes a clear vision and framework for place-making that sets the quality expectations of the Council for the new settlement to guide future comprehensive masterplanning of the site. The SPD has been prepared with the engagement of members of the local community, local stakeholders and landowners, including workshops to scope the initial vision, objectives and spatial framework.

It also identifies guiding principles that should be used to inform development relating to a number of key themes including environmental sustainability and climate change, movement and place, housing and open space.,.

The SPD also details how the new village could be delivered. It incorporates an Infrastructure Delivery Plan (IDP), that while subject to further consideration and assessment as part of the viability process undertaken with the outline planning application, sets out the infrastructure requirements to support the new settlement and how these infrastructure projects can be funded and secured as part of the development management process. It also sets out a comprehensive approach to delivery through s106 agreements and planning conditions, that delivery and review groups to be established that include the developers as well as South Cambridgeshire and Cambridgeshire County Council.

In combination these overarching design principles aim to deliver a new village that will prioritise sustainable movement, creating walkable neighbourhoods that are of the highest quality, permeable and served by convenient, attractive public transport. By designing

in a comprehensive walking, cycling and public transport network from the beginning, the New Village should have a positive impact on travel behaviour and in turn minimise the impact of the settlement on the surrounding highway network as well as environmentally.

The SPD will also set the framework to create a mixed community where a wide range of housing typologies, forms and tenures can be delivered to meet the housing needs of the area. This includes affordable, self and custom build, and specialist housing for older people. These housing types will be set around education, social, community and recreational facilities across the New Village which will be of benefit to both new and existing residents in the locality.

This will be supported with other vital infrastructure and facilities required to create a successful settlement. These include a multifunctional green network of amenity spaces, informal open space, a play space for children and young people as well as more formal outdoor sports facilities.

The development will be expected to deliver an example of excellence in sustainable development and healthier living, and to incorporate and deliver opportunities to exceed sustainable design and construction standards in the Council's Local Plan. Buildings across the site will be expected to be designed and built to be energy efficient and use the latest technology and design methods to minimise the impact of the development on the local and wider environment.

To conclude, the Bourn Airfield New Village SPD will set a comprehensive and appropriate framework that will ensure that the development is of the highest design and environmental standards.

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

The Bourn Airfield New Village SPD is a new document which expands and provides additional guidance on the application of Policy SS/7: Bourn Airfield New Village contained within the adopted South Cambridgeshire Local Plan (September 2018).

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

The draft SPD was subject to a six week formal public consultation from 17 June to 29 July 2019. During the consultation the draft SPD and supporting documents were available to view on the SCDC website and paper copies made available at Cambourne Library and at reception of South Cambridgeshire Hall. Local exhibitions were held at villages adjoining the site, when officers were on hand to answer questions:

Thursday 27 June:

Cambourne Village College, Sheepfold Lane Cambourne, CB23 6FR 3.30-8.00pm\*

Wednesday 3 July:

Caldecote Village Hall, Furlong Way, Highfields Caldecote, CB23 7ZH 3.00-7.30pm

Wednesday 10 July:

Sheltered Housing Communal Building, Hall Close, Bourn, CB23 2SN 3.00-7.30pm

\* Transport officers from Cambridgeshire County Council, Greater Cambridge Partnership and Highways England were also in attendance at Cambourne.

A Statement of Consultation has been produced and which details the representations received and the subsequent amendments proposed to the draft SPD before it was adopted.

Cabinet adopted the modified Bourn Airfield SPD on 2 October 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 Council's Aim of putting the heart into Cambridgeshire by:

- **Growing local businesses and economies** – We will support businesses of all sizes, including rural enterprise and farming, to help create new jobs and opportunities near to where people live.
- **Housing that is truly affordable for everyone to live in** – We will build vibrant communities in locations where people have good access to facilities and transport links, so they can genuinely afford to lead a happy and healthy life.
- **Being green to our core** – We will create a cleaner, greener and zero-carbon future for our communities.
- **A modern and caring Council** – We will provide our customers with high-quality services, strive to reduce costs, build on what we are good at to generate our own income and make decisions in a transparent, open and inclusive way.

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

The SPD for Bourn Airfield New Village has been prepared to provide a clear framework to assist decision making relevant to the delivery of the new village. It also provides a clear understanding of how the new town and supporting infrastructure will be secured and delivered and how the new settlement will integrate with the local area.

Due to the scale and nature of the proposed new settlement, it is anticipated that the Bourn Airfield New Village SPD will affect those that work, live and visit the surrounding area. Therefore the SPD has the potential to affect a large and wide ranging proportion of the community.

Stakeholders include, but are not limited to:

- Residents across the district and new residents of the new village itself.
- Local Parish Councils
- Local Members
- Cambridgeshire County Council
- Adjacent Local Authorities
- Cambridgeshire and Peterborough Combined Authority
- Delivery partners, including land owners, developers, infrastructure providers, transport providers
- Community organisations
- Local businesses

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

Yes. The District Council as the Local Planning Authority has been working in partnership with Cambridgeshire County Council, Greater Cambridge Partnership, the landowners and promoters, and with local communities and interest groups to consider ways to deliver development on site in a successful and coordinated manner. The SPD will set the framework for the new village (see A1), 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 SPD is only concerned with the development of land, therefore it only directly relates to land uses and not the people living on the site. Also, the Bourn Airfield site is currently undeveloped, therefore there is essentially nobody living on site.

The County Council Research Group provide a break down of Census information in district and ward level profiles. This includes useful information on Gender, Age, Race, Disability, and Religion / Faith.

The South Cambridgeshire District Council [Equality Scheme](#) also provides a helpful district-wide snapshot of the people of South Cambridgeshire (see B2).

Local Plan Monitoring Indicators will help review the success of the SPD.

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

The SPD is only concerned with the development of land, therefore it only directly relates to land uses and not the people living on the site. The Bourn Airfield site is currently undeveloped, therefore there is essentially nobody living on site.

The Council's [Equalities Scheme](#) shows South Cambridgeshire is a rural area with a population which is expected to grow at faster than the national average. A growing elderly population, greater mobility, immigration and other social trends are making changes to the population. These changes will accelerate as a result of the population growth facing the district in the next ten years or so, leading to a far more diverse society than previously. The following is a snapshot of the people of South Cambridgeshire:

- At present approximately 19% of the South Cambs population falls within the 65+ age group and this is expected to grow to approx. 22% in 2031.
- In 2011 approx. 14% declared a disability whereby day-to-day activities are limited a little or a lot.

- The 2011 Census data shows that in South Cambridgeshire 87.3% of the population were White British (which has fallen in the last ten years from 93.2%) and 6% declared themselves as White Irish, White Gypsy/Irish Traveller and White Other.
- The gender split is similar to the national average with 50.3% being female and 49.7 male.
- Christianity is the largest stated religion in South Cambridgeshire at 58.8% (down by 13.2% from the last Census in 2001) and the biggest non-Christian religion is Islam, which comprises 0.98% of the population. Over 30% of all residents claim to have 'no religion' (a further 7.46% did not state any religion or faith).
- No local data is available on the transgender and transsexual community in South Cambridgeshire.
- South Cambridgeshire is a very affluent area and is in the least deprived 5% of local authorities based on the Indices of Deprivation (IND) annual scores; however the district exhibits a pattern of scattered deprivation in some of its rural wards.

The SPD is expected to have positive impacts on several protected characteristics, including age, disability, religion and rurality (see D). This is largely as a result of the planned provision for a wide range of services and facilities for all ages and abilities, together with a mix of house types and sizes, and maximising accessibility by non-car modes.

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

The SPD 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 SPD is expected to have positive impacts on several protected characteristics, including age, disability, religion and rurality (see D). This is largely as a result of the planned provision for a wide range of services and facilities for all ages and abilities, together with a mix of house types and sizes, and maximising accessibility by non-car modes.

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

The District Council as the Local Planning Authority has been working in partnership with Cambridgeshire County Council, Greater Cambridge Partnership, the landowners and promoters, and with local communities and interest groups to consider ways to deliver development on site in a successful manner.

Two sets of workshops have been held to inform the preparation of the draft SPD. The first of these sets was held in October / November 2018 with three separate groups. These groups were key statutory stakeholders, including District and County Council officers and the Greater Cambridge Partnership, landowners and agents, and community stakeholders.

Each group was provided with an update on the (then) recently adopted Local Plan, and the current position in bringing forward the SPD. Each session then focused on identifying the issues to be addressed.

A second set of workshops was held in February 2019, bringing forward a draft Vision and Objectives for discussion and comment. These workshops also provided an opportunity to consider whether there were any reasonable spatial alternatives within the parameters of Policy SS/7. Discussions at this stage centred around the potential alignment of the High Quality Public Transport (HQPT) route and the need to be mindful of the Mayor's proposals for CAM; the land uses that would be appropriate at the northern end of the site which is in close proximity to the A428 and may be affected by noise and air quality issues; and the broad location of the village centre including the relationship between the local centre, the primary highway route, the HQPT stop, the secondary school and the 'Runway Park'.

Additional discussions were held with stakeholders, including Highways England, Greater Cambridge Partnership and Cambridgeshire County Council.

A range of feedback was supplied, which has informed the subsequent preparation of the draft SPD. A summary of the issues raised and how they have informed the draft SPD is included in the Consultation Statement.

The draft SPD was subject to a six week formal public consultation from 17 June to 29 July 2019 with a range of external stakeholders including the general public. During the consultation the draft SPD and supporting documents were available to view on the SCDC website and paper copies made available at Cambourne Library. Local exhibitions were held in villages adjoining the site, when officers were on hand to answer questions:

**Thursday 27 June:**

Cambourne Village College, Sheepfold Lane Cambourne, CB23 6FR 3.30-8.00pm\*

**Wednesday 3 July:**

Caldecote Village Hall, Furlong Way, Highfields Caldecote, CB23 7ZH 3.00-7.30pm

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\* Transport officers from Cambridgeshire County Council, Greater Cambridge Partnership and Highways England were also in attendance at Cambourne.

The Council ensured the consultation was accessible to all. A wide range of stakeholders, including equalities organisations representing the interests of the protected characteristics, were notified of the consultation. Exhibition venues were held in locations which are accessible to people of all ages and abilities in each of the surrounding local communities. Consultation documents were made available in accessible formats, in paper and online, and deposited in locations close to the communities most directly affected. Comments on the draft SPD could be provided using various electronic and paper methods, and Council officers were able to assist if anyone has specific needs.

A Statement of Consultation has been produced and will detail the representations received and the subsequent amendments proposed to the draft SPD before it was adopted.

**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?**

In addition to the stakeholder engagement (outlined in B4), internal meetings were held with relevant officers at South Cambridgeshire District Council as the SPD progressed, and comments sought on the early draft SPD, including officers from Planning Policy, Development Management, Urban Design, Environmental Health.

Specialist officers at South Cambridgeshire District Council and Cambridgeshire County Council provided input into the development of the Infrastructure Delivery Plan which forms part of the SPD.

A range of feedback was supplied, which informed the subsequent preparation of the draft SPD. A summary of the issues raised and how they have informed the draft SPD is included in the Consultation Statement.

Further discussions were held with relevant Council officers and stakeholders, including Highways England, Greater Cambridge Partnership and Cambridgeshire County Council, when considering the comments received during the public consultation and to inform the proposed amendments to the SPD. A Statement of Consultation has been produced which details the representations received and the subsequent amendments proposed to the draft SPD before it was adopted.

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

The SPD was published for a six week public consultation, as detailed in B4 above. Consultation accorded with the Council's Statement of Community Involvement. A list of consultees is included in the Statement of Consultation which accompanies the SPD.

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.

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.

<b>Protected Characteristics</b>	Question 1 Does the evidence suggest that people with different protected characteristics have different needs or experiences in relation to this Policy?	Question 2 Could any aspect of the Policy amount to discrimination (either direct or indirect) against people on the grounds of a protected characteristic?	Question 3 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)	Question 4 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?
<b>Age</b>	Yes	No	SPD aimed at creating a balanced community, to meet the needs of all	None
<b>Disability</b>	Yes	No	SPD aimed at creating a balanced community, to meet the needs of all	None
<b>Gender Reassignment</b>	No	No	SPD aimed at creating a balanced community, to meet the needs of all	None
<b>Marriage and Civil Partnerships</b>	No	No	SPD aimed at creating a balanced community, to meet the needs of all	None
<b>Pregnancy and Maternity</b>	No	No	SPD aimed at creating a balanced community, to meet the needs of all	None

<b>Race</b>	Yes	No	SPD aimed at creating a balanced community, to meet the needs of all	None
<b>Religion/ Belief</b>	Yes	No	SPD aimed at creating a balanced community, to meet the needs of all	None
<b>Sex</b>	Yes	No	SPD aimed at creating a balanced community, to meet the needs of all	None
<b>Sexual Orientation</b>	No	No	SPD aimed at creating a balanced community, to meet the needs of all	None
<b>Others e.g. Rurality; caring responsibility; working pattern etc.</b>	Yes	No	SPD aimed at creating a balanced community, to meet the needs of all	None

## 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.		
<p>The SPD will enable the development of a new village.</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. There is specific reference in the document regarding housing for older people.</p> <p>The SPD 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 while also getting exercise. The potential for improved bus services will also enable those who lack personal transport to travel freely across Cambridgeshire.</p> <p>The SPD proposes the provision of a range of services and facilities in a new village centre (and in a secondary neighbourhood hub) which will be a focal point of the new village. The village centre will be located close to the centre of the site and served by a new High Quality Public Transport route and a network of walking and cycling routes, to maximise accessibility to new residents.</p> <p>Good open spaces and recreation areas close to where people live will provide new places for people of all ages to relax and enjoy, which are closer to their place of residence.</p> <p>The provision of new community facilities, including schools and shops will provide easy access to services and facilities, and employment, close to where people live.</p>	<p><b>Positive</b></p>	

<b>Disability:</b> Identify the potential impact of the policy or function on disabled people.		
<p>The SPD will ensure that the new village offers wide choice, type and mix of housing to meet the needs of different groups in the community, including families with children, older people and people with disabilities.</p> <p>The provision of new community facilities, including open space, formal recreation and schools as well as shops and employment areas will provide easy access to services and facilities, and job opportunities, close to where people live. There are specific references seeking to ensure facilities are accessible and appropriately equipped.</p> <p>The SPD proposes the provision of a range of services and facilities in a new village centre (and in a secondary neighbourhood hub) which will be a focal point of the new village. The village centre will be located close to the centre of the site and served by a new High Quality Public Transport route and a network of walking and cycling routes, to maximise accessibility to new residents.</p>	Positive	
<b>Gender reassignment:</b> Identify the potential impact of the policy or function on people that have changed gender identity.		
There is no evidence that the SPD will have detrimental impacts on people due to gender reassignment.	Neutral	
<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.		
There is no evidence that the SPD will have detrimental impacts on people due to marriage and civil partnerships.	Neutral	
<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.		
There is no evidence that the SPD will have detrimental impacts on people due to pregnancy and maternity.	Neutral	

<b>Race:</b> Identify the potential impact of the policy or function on different ethnic groups, including national origins, colour and nationality.		
There is no evidence that the SPD will have detrimental impacts on people due to race.	Neutral	
<b>Religion/belief:</b> Identify the potential impact the policy or function on different religious/faith groups.		
The SPD will ensure the provision of new faith facilities. Provision of faith space is identified as a town centre use.	Positive	
<b>Sex:</b> Identify the potential impact of the policy or function on men and women.		
There is no evidence that the SPD will have detrimental impacts on people due to sex.	Neutral	
<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 SPD will have detrimental impacts on people due to sexual orientation.	Neutral	
<b>Other characteristic specific to South Cambridgeshire – rurality:</b> Identify the potential impact of the policy or function on people who are rurally isolated.		
The provision of new community facilities, including open space, formal recreation and schools as well as shops and employment areas will provide easy access to services and facilities, and job opportunities, close to where people live. New transport infrastructure will improve accessibility to the surrounding areas.	Positive	

## 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>
Monitoring Indicators in the South Cambridgeshire Local Plan 2018 will help review the success of the SPD	Greater Cambridge Shared Planning Policy Team	Authority Monitoring Report to be endorsed by Members, usually in December each year.	From within existing resources within the Greater Cambridge Shared Planning Policy Team	

## **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>	Yes
<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>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>	

## G. 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 Hunt</i>	<b>Date:</b> 2 October 2019
<b>Signature of Head of Service or Director</b>	<i>S Kelly</i>	<b>Date:</b> 2 October 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.