



**South
Cambridgeshire
District Council**

EQUALITY IMPACT ASSESSMENT

Full Assessment Form

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

Name of Policy being assessed	Cambridge Northern Fringe East Area Action Plan Issues and Options Report
Service Area	New Communities and Planning
Lead Officer	Claire Spencer
Team	Planning Policy
Completion date of equality screening	
Start date of assessment	6.11.14
Completion of assessment	

A. STATUS AND SCOPE OF THE POLICY BEING ASSESSED

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

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

The Cambridge Northern Fringe East Area Action Plan (CNFE AAP) will build on national policy, including in the National Planning Policy Framework and National Planning Practice Guidance and Policy SS/4 in the Submission South Cambridgeshire Local Plan (and Policy 14 in the submitted Cambridge Local Plan). The CNFE AAP will contain a number of policies relating to the redevelopment of the land around the Chesterton Sidings (some of which is within Cambridge City) for mixed-use development.

The Issues and Options report is the first stage of producing the CNFE AAP, which will be published for public consultation. The results of the consultation will inform the development of the CNFE AAP.

The project objectives are to:

- i) Achieve the regeneration of CNFE through a high quality employment led mixed use development;
- ii) Contribute to meeting the employment and housing needs of the sub-region;
- iii) Provide a high quality gateway to the city and an area which is an important and attractive destination in itself;
- iv) Contribute to the wider growth agenda of the area, including the retention and enhancement of a strategic rail freight head;
- v) Enhance the transport, water, community and social infrastructure and environmental assets in the north-east of Cambridge.

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

The CNFE AAP will form one of a suite of documents that make up the Council's Development Plan. It will amplify Policy SS/4 in the Submission Local Plan, which is currently the subject of Examination by an independent planning Inspector.

It is also linked with all three of the Council's Aims.

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

The CNFE AAP will go through the following stages:

- Issues and Options consultation (the current stage) – 8 December 2014 to 2 February 2015

- Pre-Submission public participation – September to October 2015
- Draft Plan submitted to the Secretary of State – April 2016
- Independent Examination into the soundness of the Plan by a Government Planning Inspector – April to September 2016
- Adoption – October 2016

The Issues and Options Report has already been considered by the Joint Transport and Spatial Planning Group on 28 October 2014, which recommended that the councils agree the draft Issues & Options Report for consultation. It is being reported to the Planning Portfolio Holder on 18 November 2014 for agreement to undertake consultation. The results of the consultation will be reported to future meetings.

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’.

Aim 1 - We will listen to and engage with residents, parishes and businesses to ensure that we deliver first class services and value for money.

Consultation on Issues and Options will provide the opportunity for all stakeholders to influence the policies and proposals for this area of the district before the Council prepares the CNFE AAP.

Aim 2 - We will work with partners to create and sustain opportunities for employment, enterprise and world leading innovation.

The CNFE area is proposed for mixed-use development, including employment uses.

Aim 3 - We will make sure that South Cambridgeshire continues to offer an outstanding and sustainable quality of life for our residents.

The Council has a duty to contribute to sustainable development. This lies at the heart of the Local Plan and covers all three aspects of sustainability – economic, social and environment. The Plan has a focus on sustaining and enhancing the qualities of South Cambridgeshire that in national surveys consistently identify the District as one of the best places to live in the UK.

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 agreed strategy being considered by the Planning Portfolio Holder on 18 November 2014. Consultation on Issues and Options will provide the opportunity for all stakeholders to influence the policies and proposals for this area of the district before the Council prepares the CNFE AAP.

The delivery of development outlined in Local Plan Policy SS/4 will assist the local economy as well as new and existing residents within the district. The CNFE AAP will deliver a mixture of employment, residential, recreational and other community uses with the intention of creating balanced communities. Delivery of the site allocation will involve a number of stakeholders to ensure the provision of all necessary infrastructure to serve the development.

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

The CNFE AAP is being prepared in partnership with Cambridge City Council. Cambridgeshire County Council is a key stakeholder assisting the project. Delivery of development on the site allocation will involve a number of stakeholders to ensure the provision of all necessary infrastructure to serve the development.

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 Local Plan Annual Monitoring Report includes a wide range of monitoring indicators, which address social, environmental and economic issues.

Particularly relevant indicators include:

M2 Spatial Strategy – Total dwellings built by settlement category

M3 Spatial Strategy – Amount and type of completed employment floorspace on previously developed land

M4 Spatial Strategy – Percentage of new and converted dwellings completed on previously developed land

M5 Spatial Strategy – Amount of new residential development within 30 minutes public transport journey time of key services

M6 Spatial Strategy – Number of new jobs created

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

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

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

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

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

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

The CNFE AAP Issues and Options report has been prepared in partnership with Cambridge City Council and close working with Cambridgeshire County Council. It has also been informed by a visioning workshop with key stakeholders which took place on 12 April 2013, and the views of key stakeholders as a result of early evidence gathering and consultations undertaken since February 2014.

The Issues and Options public consultation will provide the opportunity for wider stakeholder involvement. The results of the consultation will inform the development of the CNFE AAP.

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

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

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

See B4 and B5 above.

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

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

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

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

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

C. OPPORTUNITIES TO ADVANCE EQUALITY OF OPPORTUNITY OR FOSTER GOOD RELATIONS				
You do not need to fill in every single box. The questions are there as a guide, and are prompts to help you consider the way that a policy or decision will impact on people with different protected characteristics before proceeding to Section D.				
Protected Characteristics	What does the information or evidence we have gathered tell us about the impact of this Policy on different groups of people?			
		Does the evidence suggest that people with	Could any aspect of the Policy amount to	In what ways does this Policy promote

	different protected characteristics have different needs or experiences in relation to this Policy?	discrimination (either direct or indirect) against people on the grounds of a protected characteristic?	opportunities to advance equality of opportunity or foster good relations between people with different characteristics (e.g. male and female; different racial groups)	opportunities might there be to better promote opportunities to advance equality of opportunity or foster good relations between different groups of people through <i>modifying the Policy</i> in some way?
Age	<p>The consultation document will be available for inspection in local libraries for people who have difficulty getting into Council offices.</p> <p>Relevant community organisations (such as Age Concern and Cambridgeshire Older Peoples Enterprise) are included in the consultation.</p> <p>Although there is no evidence of any negative impact on young people, it is often difficult to engage with younger members of the</p>	It is early in the process to determine the impact of the new policy other than the proposed employment uses will tend to focus on the working age groups.	<p>The transport infrastructure will need to provide access for all.</p> <p>The CNFE AAP will seek to meet objectively assessed need including the needs for an ageing and young population.</p> <p>It may deliver some affordable housing which will benefit young people who cannot afford market housing. A portion of the housing may also be built to wheelchair housing design standard. There may also be the need to provide further specialist</p>	The CNFE AAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.

	community.		<p>housing (e.g. care homes and sheltered housing).</p> <p>The CNFE AAP will also plan for infrastructure such as childrens play areas, benefiting families with young children.</p> <p>A range of community facilities within easy within reasonable walking distance will need to be provided.</p>	
Disability	<p>The Consultation process will be available for inspection in local libraries for people who have difficulty getting into Council offices.</p> <p>Relevant community organisations are included in the consultation such as Disability Cambridgeshire.</p> <p>The consultation document can be made available on request in</p>	It is early in the process to determine the impact of the new policy.	<p>The transport infrastructure will need to provide access for all.</p> <p>A portion of the housing may also be built to wheelchair housing design standard and may also deliver specialist housing such as care homes and sheltered housing).</p> <p>A range of community facilities within easy within reasonable walking distance will</p>	The CNFE AAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.

	large copy print, audio cassette or Braille and officers are willing to meet individuals and talk issues through.		need to be provided.	
Gender Reassignment	It is not anticipated that there will be specific gender-based issues connected with access to consultation documents.	There is no evidence that the CNFE AAP proposals will have a disproportionate effect attributable solely to gender but this may change depending on the outcome of the initial consultation.		The CNFE AAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.
Marriage and Civil Partnerships	It is not anticipated that marital status will affect the ability of any individual to access the consultation documents.	The plan proposals are not expected to have a disproportionate impact in terms of marital status of individuals.		The CNFE AAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.
Pregnancy and Maternity	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. The document is	At this early stage the impact of the plan proposals is difficult to assess fully but there are anticipated to be some positive impacts.	The plan will seek to achieve a high quality, design and the transport infrastructure will seek to provide access for all. The issues and options report considers issues such as the provision of affordable housing.	The CNFE AAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.

	<p>available for inspection in local libraries for people who have difficulty getting into Council offices.</p> <p>Relevant community organisations are included in the consultation such as Disability Cambridgeshire.</p>		<p>It is too early to know whether the plans include health facilities, but this would be a positive for this characteristic.</p> <p>The CNFE AAP will also plan for infrastructure such as children's play areas, benefiting families with young children, and any need for crèche or nursery provision.</p>	
Race	<p>There is an established community of travellers who live to the east of the Cambridge to Ely railway line.</p> <p>The document will be written in plain English with minimal use of Jargon and the Council has a translations service available.</p> <p>A glossary will be included to explain technical terms used within the document.</p>	<p>There are no current plans to include the existing traveller sites within the area of the CNFE AAP. If this changes then due regard will be paid to the impact of any redevelopment proposals on the traveller community, and any relevant considerations under the Human Rights Act Articles and the UN Convention on the Rights of the Child will</p>		<p>The CNFE AAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.</p>

	Relevant community organisations will be consulted including the Cambridge Ethnic Community Forum, the Irish Traveller Movement in Britain, The East Anglian Gypsy Council and the Traveller Solidarity Network.	be taken into account.		
Religion/ Belief	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 Cambridge Interfaith group, East of England Faiths Council and the Church of England Ely Diocese.	It is too early to say whether or not the plan proposals are not expected to have a disproportionate impact in terms of faith or belief.	There may be a negative impact as the redevelopment is likely to focus on employment uses and no additional faith facilities are anticipated to be provided.	The CNFE AAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.
Sex	It is not anticipated that the sexual orientation of particular individuals will make it particularly difficult to access to consultation documents.	The plan proposals are not expected to have a disproportionate impact in terms of sexual orientation but this may change depending on the outcome of the initial		The CNFE AAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can

		consultation.		be addressed in drafting the policies.
Sexual Orientation	It is not anticipated that the sexual orientation of particular individuals will make it particularly difficult to access to consultation documents.	The plan proposals are not expected to have a disproportionate impact in terms of sexual orientation but this may change depending on the outcome of the initial consultation.		The CNFE AAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.
Others e.g. Rurality; caring responsibility; working pattern etc.	The document is available for inspection in libraries for people who have difficulty getting into Council offices. Relevant organisations will be consulted: The GET Group, Work Advice Volunteering Education Training (WAVET) and the COVER Group (social enterprise).	At this early stage the impact of the plan proposals is difficult to assess fully but there may well be positive impacts.	<p>Increasing employment uses may lead to the creation of jobs and providing local skills training may enhance the chances of securing those jobs.</p> <p>New homes will include an element of affordable housing which will benefit young families who cannot afford market housing.</p> <p>It is too early to know whether the plans include health facilities, but this would be a positive for this characteristic.</p>	The CNFE AAP will be drafted following public consultation on Issues and Options. Therefore there is scope for issues to be raised in the consultation which can be addressed in drafting the policies.

			The CNFE AAP will also plan for infrastructure such as children’s play areas, benefiting families with young children.	
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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.	Neutral	
DISABILITY: Identify the potential impact of the policy or function on disabled people.	Neutral	
GENDER REASSIGNMENT: Identify the potential impact of the policy or function on people that have changed gender identity.	Neutral	
MARRIAGE AND CIVIL PARTNERSHIPS: Identify the potential impact of the policy or function on people who are married or in a civil partnership.	Neutral	
PREGNANCY AND MATERNITY: Identify the potential impact of the policy or function on pregnant or maternal mothers and those women who wish to breastfeed.	Neutral	

RACE: Identify the potential impact of the policy or function on different ethnic groups, including national origins, colour and nationality.	Neutral	
RELIGION/BELIEF: Identify the potential impact the policy or function on different religious/faith groups.	Neutral	
SEX: Identify the potential impact of the policy or function on men and women.	Neutral	
SEXUAL ORIENTATION: Identify the potential impact of the policy or function on lesbian, gay men, bisexual or heterosexual people.	Neutral	
OTHER CHARACTERISTIC SPECIFIC TO SOUTH CAMBRIDGESHIRE – RURALITY: Identify the potential impact of the policy or function on people who are rurally isolated.	Neutral	

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	Responsibility	Timescale	Resources required	What issue/problem
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required				will this action address?
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	
Work with the Youth Council to ensure younger members of the community have the opportunity to engage in the policy making process.	Planning Policy Team / Tracy Mann	During public consultation		Potential for younger people to not engage in the policy making process.

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).	
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)	X
Reject the policy entirely, due to the findings of the EqIA	
Pilot the policy and re-evaluate the equality impact after the pilot period	
Modify the policy to meet separate statutory changes, not linked to equality/diversity	
Please briefly set out your reasons for this recommendation.	

The CNFE AAP Issues and Options report will be published for consultation with the public and stakeholders. This will provide the opportunity to influence the CNFE AAP before it is drafted as comments will be taken into account in drafting the CNFE AAP.

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

Signature of Lead Officer		Date:
Signature of Corporate Manager or Chief Officer:		Date:

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.