



# Greater Cambridge Shared Planning Equality Impact Assessment (EqIA)

## Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
  - Eliminate unlawful discrimination, harassment, and victimisation
  - Advance equality of opportunity between those who share a protected characteristic and those who do not
  - Foster good relations between those who share a relevant protected characteristic and those who do not
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

When the form is completed, please send an electronic copy to [equality.schemes@scambs.gov.uk](mailto:equality.schemes@scambs.gov.uk). Further support and guidance available on Insite or contact the Policy and Performance Team.



# Equality Impact Assessment Complete Form

## Section 1: Identifying Details

- 1.1 Officer completing EqIA:  
Tanya Mutch
- 1.2 Team and Service:  
GCSP Planning Enforcement
- 1.3 Title of proposal:  
Fen Road Project
- 1.4 EqIA start date:  
15/07/2025
- 1.5 Proposal implementation date:  
15/10/2021
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):  
Tanya Mutch

## Section 2: Proposal to be Assessed

- 2.1 Type of proposal:  
Project  
If other, please specify  
[Click or tap here to enter text.](#)
- 2.2 Is the proposal:  
New
- 2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):  
[Click or tap to enter a date.](#)
- 2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Max 250 words)  
**Identify and Prioritise G&T Needs**



Develop a strategic plan to create up to 130 new pitches specifically for Gypsy and Traveller communities to meet current and future demand.

Ensure these pitches are located in areas that provide easy access to essential services such as schools, healthcare, and public transport. Ensure that the sites align with H&S standards and are suitable.

### **Address Misuse of Authorised Pitches**

Conduct a thorough review of the 63 existing authorised G&T pitches currently occupied by individuals who do not meet the G&T definition. For the purposes of this planning policy “gypsies and travellers” means:

Persons of nomadic habit of life whatever their race or origin, including such persons who on grounds only of their own or their family’s or dependants’ educational or health needs or old age have ceased to travel temporarily or permanently, and all other persons with a cultural tradition of nomadism or of living in a caravan, but excluding members of an organised group of travelling showpeople or circus people travelling together as such.

Implement a fair and transparent process to transition these pitches back to intended G&T use, considering potential rehousing options for current occupants.

### **Regulate Unauthorised Sites**

Assess the status of unauthorised sites in the Chesterton Fen Road area to determine their compliance with local planning regulations.

Collaborate with relevant stakeholders to standardise these sites, ensuring they meet safety and community standards.

### **Engage with Local Communities**

Foster open dialogues with both G&T communities and local residents to promote understanding and cooperation and gain trust in the Council

Organise community meetings and workshops to gather feedback and address concerns, aiming for inclusive and sustainable solutions.

### **Promote Social Inclusion and Equity**

Develop programmes and initiatives that support the social integration of G&T communities into the wider society.



Ensure equitable access to resources and opportunities, reducing potential discrimination and fostering a sense of belonging.

2.7 Which of the Council's equality objectives (as detailed in the Council's Equality Scheme) does this proposal link to or help to achieve?

- ☒ Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community
- ☐ SCDC is an employer that values difference and recognises the strength that a diverse workforce brings.
- ☒ Protected characteristic groups have a voice and are represented in forming the future shape of the district.
- ☐ None.

2.8 Which groups or individuals will the proposal affect:

- ☒ Service Users
- ☒ Councillors
- ☒ External Stakeholders
- ☐ Other
- ☒ Employees

If other, please specify [Click or tap here to enter text.](#)

2.9 Broadly speaking, how will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later in the form) (max 250 words)

**Enhanced Access to Services:** By ensuring the availability of pitches are located near essential services such as schools, healthcare, and public transport, the project aims to improve the quality of life for Gypsy and Traveller (G&T) communities, promoting better health and educational outcomes. **Fair Allocation of Resources:** Transitioning pitches back to their intended G&T use ensures resources are allocated fairly, addressing current inequities and better meeting the needs of the



G&T communities. **Community Cohesion:** Engagement activities, including community meetings and workshops, are designed to foster dialogue, understanding, and cooperation between G&T communities and local residents, building stronger, more inclusive neighbourhoods. **Social Integration:** Programmes aimed at reducing discrimination and promoting equity can lead to greater social inclusion, helping G&T communities to integrate more fully into wider society.

**Potential Challenges:** **Resistance to Change:** Some individuals occupying pitches or residing near proposed sites may resist changes, requiring sensitive handling and clear communication to mitigate tensions. **Cultural Sensitivity:** Ensuring that all interactions and processes respect the cultural norms of the G&T communities is crucial to avoid misunderstandings or resistance. **Logistical and Administrative Hurdles:** Regularising unauthorised sites and transitioning pitches may involve complex logistical and administrative processes, requiring careful management to ensure compliance and minimise disruption. **Displacement Concerns:** Individuals currently occupying pitches who do not meet the Gypsy and Traveller (G&T) definition may face displacement. This could lead to housing instability unless appropriate rehousing solutions are provided. **Community Tensions:** Changes to site occupancy and the regularisation of unauthorised sites might lead to tensions between different community groups, especially if communication is not handled sensitively. **Cultural Insensitivity:** If not managed carefully, the process of engaging with G&T communities could inadvertently overlook cultural sensitivities, leading to mistrust or disengagement. **Administrative Burden:** The logistical effort required to assess and regularise sites, as well as transition pitches, could strain council resources and lead to administrative delays. **Resistance to Change:** Both G&T and local communities might resist changes due to perceived threats to their way of life or neighbourhood character, requiring additional efforts to build trust and acceptance.

- 2.11 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards?  
(Max 250 words)



We are working with the local police for support if the situation escalates and we have the Modern day slavery team on site to investigate and exploitation of persons.

## Section 3: Evidence and Data

- 3.1 Describe any research (this could include consultation) and analysis you have undertaken to understand any effects on groups of people, including those within [9 protected characteristic groups?](#) Please list any key sources that you used to obtain this Information.

(Max 250 words)

As identified in the Gypsy & Traveller Accommodation Needs Assessment, which was agreed earlier this year, there is a requirement to identify the current occupants of sites specifically allocated for G&T occupation – sought from council databases and information held surrounding names and ethnic status. This is required because planning conditions for the sites are specifically for G&Ts and we need to find out if caravans on site are being resided in by G&Ts or not. This project forms part of the Councils' wider action to ensure Gypsy and Traveller sites are safe, lawful, and used for their intended purpose in line with planning policies. Statistics show that the G&T community generally faces issues such as lower life expectancy, higher levels of long-term illness or disability, lower levels of formal education, greater difficulties accessing key services, and high levels of discrimination and racial assault. This is set out in research undertaken by [www.gypsy-traveller.org](http://www.gypsy-traveller.org); [www.jewishvoiceforlabour.org.uk](http://www.jewishvoiceforlabour.org.uk) and [www.ons.gov.uk](http://www.ons.gov.uk). Previous site visits and complaints from the established G&T community about non G&Ts renting have identified multiple nationalities and language barriers on site, which informs the need to have language line available and leaflets signposting assistance and help. The police have also given us some limited information – incorporated into the planning of the exercise.



3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place.

(Max 250)

[Click or tap here to enter text.](#)

## Section 4: Impact of proposal on those with protected characteristics

4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)
- you will be asked to set out actions to manage these impacts in the following question (4.2)

☒ All - general to all protected Characteristics.

Details: positive and negative medium impact - Engagement activities, including community meetings and workshops, are designed to foster dialogue, understanding, and cooperation between G&T communities and local residents, building stronger, more inclusive neighbourhoods.

☐ Age

Details: [Click or tap here to enter text.](#)

☒ Disability

Details: According to Friends, Families and Travellers ([Briefing Health-inequalities-experienced-by-Gypsies-and-Travellers-in-England.pdf](#)) "Romany and Traveller people experience significantly higher prevalence of long-term illness, health problems or disabilities, which limit daily activities or work" and "face life,





expectancies between 10 and 25 years shorter than the general population.”

Meanwhile, it has also been stated that Roma people are 2.5 times more likely than White British people to lack access to health and social care services([www.jewishvoiceforlabour.org.uk](http://www.jewishvoiceforlabour.org.uk)). As such the ensuring living accommodation is of a safe and legal standard located close to services may have a positive impact for the GRT community who may be at greater risk of disability or long term health conditions.

☐ Gender reassignment

Details: [Click or tap here to enter text.](#)

☐ Marriage and Civil Partnership

Details: [Click or tap here to enter text.](#)

☒ Pregnancy and maternity

Details: As previously mentioned under Disability, members of the GRT community may face barriers to support and medical services. As such ensuring accommodation is located close to services may have a positive impact for those members of the GRT community who are pregnant or who have recently given birth.

☒ Race

Details: Planning consents are in place for the provision of accommodation specifically for the GRT community. There is likely to be a positive impact for local members of the GRT community as a result of work to ensure that this is available for Gypsy, Roma and Traveller people, as opposed to other non-GRT communities. It has been reported that there may be instances where accommodation is being resided in by non-British nationals. While no immediate displacement will take place as a result of this exercise, interpreter services will be available for the purposes of the information gathering exercise, along with signposting for support, included from Housing Officers if necessary. As previously discussed nationally, members of the FRT community often experience poorer outcomes in terms of health, education, access to services and availability of suitable accommodation. As such the work to ensure GRT accommodation is resided in by members of the GRT community and





that sites are available that meet legal standards and are close to services should have a positive impact of members of the GRT community.

☒ Religion and belief

Details: Some cultural beliefs within GRT communities may influence engagement with public services, including education and health care. When assessing accommodation provision, sensitive and effective communication could help to support inclusion and access to services.

☐ Sex

Details: Click or tap here to enter text.

☐ Sexual orientation

Details: Click or tap here to enter text.

☐ Other

Details Click or tap here to enter text.

☐ None of the above

## 4.2 Other characteristics

Some characteristics are not yet protected in law, but the Council has made declarations it will consider them in policy making.

☒ Digital inclusion ([what is this?](#))

Details: Digital Inclusion – Research by Friends, Families and Travellers in 2018 ([Digital-Inclusion-in-Gypsy-and-Traveller-communities-FINAL-1-2.pdf](#)) found lower internet usage and access figures among GRT communities than is the case more broadly. As such, this exercise provide an opportunity for face-to-face engagement with members of the local GRT community, and council Officers will be available to provide support as necessary. Socio-economic status – GRT communities often experience higher levels of poverty and economic disadvantage, which can affect housing stability, access to healthcare and educational outcomes. Ensuring addommocation is genuinely available to GRT residents may help address



inequalities in access to safe, secure housing with good links to services. [Digital-Inclusion-in-Gypsy-and-Traveller-communities-FINAL-1-2.pdf](#).

☐ Care experience [\(what is this?\)](#)

Details: Click or tap here to enter text.

☐ Rurality

Details Click or tap here to enter text.

☐ Socio-economic

Details Click or tap here to enter text.

4.3 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts.

Please include the timescale for completing the action.

| Action and timescale                                                                                                                                                                                                                                                                                                            | Officer     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| Housing officers on site on the day and preparing for any displacement, if it happens. Leaflets being disseminated on the day signposting assistance                                                                                                                                                                            | Tanya Mutch |
| Gypsy and Traveller Liaison Officer fully aware and drop in sessions available specifically for this incident. Support is available on the day and post audit.                                                                                                                                                                  | Stevie Kuch |
| Signposting and ensuring there is adequate care for pregnant and young children and standards of living are appropriate. Professional specialist on site on the day and on going – leaflets given to all persons spoken to – assistance with Homelessness revenues and benefits along side charities specific to what is found. | Tanya Mutch |
| Access to translating services on the day and post day of action                                                                                                                                                                                                                                                                | Tanya Mutch |



4.4 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this

For the day in question it will be monitored by the command Team on the day and as a project it will be monitored by regular G&T Group and partnership working with other agencies and internal departments

## Section 5: Summary

5.1 Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding how to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Max. 250 words)

This operation could have a range of impacts that will both positively and negatively by different groups. There is an overriding need to provide new accommodation dedicated to G&Ts within the area, and this operation intends to contribute towards this, both through informing plans to provide new sites, and to address the inappropriate rental of sites allocated for G&Ts to the non-G&T community. We are aware that there could be some initial displacement of those currently occupying these sites and action has been identified to mitigate these negative impacts, in the form of Housing advice and support. In addition we will be investigating site standards, which are generally poor, and these will be brought back to the regulated safety standards, for management in line with H&S guidelines going forward.

5.2 Confirm the recommendation of the officer completing the EqIA:

☒ Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we



have taken all appropriate opportunities to advance equality and foster good relations between groups.

☐ Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

## Section 6: Sign Off

6.1 Signature of individual completing EqIA:

Tanya Mutch

6.2 Date of completion:

14/10/2025

6.3 When will this proposal next be reviewed and who will this be?

This is a short term project and the EqIA will be reviewed and updated as required throughout the period of the project.

6.4 Approving officer signature, this should be your Head of Service, Service Area Manager, or Project Sponsor:

Chris Braybrook

6.5 Date of approval:

14/10/2025

Please send the completed document to [Equality.Schemes@scambs.gov.uk](mailto:Equality.Schemes@scambs.gov.uk) for publishing on the website.