

Cambridge City Council Equality Impact Assessment



Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from David Kidston, Strategy and Partnerships Manager on 01223 457043 or email david.kidston@cambridge.gov.uk or from any member of the Joint Equalities Group.

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

1. Cambridge Community Infrastructure Levy Charging Schedule
2. Planning Obligations Strategy Supplementary Planning Document
3. Affordable Housing and Dwelling Mix SPD

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

1. To develop an overarching strategy towards seeking, from developers, the direct provision of infrastructure, or the provision of funding for infrastructure, to support new development.
2. To introduce a Community Infrastructure Levy (CIL) Charging Schedule in the Cambridge City Council administrative area. In order to do this the Council needs to produce, consult on and adopt a CIL Charging Schedule which sets out the levy rates for different types of development. The levy will be used to help provide infrastructure to support new development.
3. To support Policy 85: Infrastructure delivery, planning obligations and the Community Infrastructure Levy of the Cambridge Local Plan 2014 Proposed Submission
4. To support Policy 45: Affordable housing and dwelling mix as set out in the Cambridge Local Plan 2014:Proposed Submission

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

- Residents
- Visitors
- Staff

A specific client group or groups (please state):
People who live and work in Cambridge and the following groups:

SPECIFIC CONSULTATION BODIES

- Anglian Water
- Barton Parish Council
- British Gas
- Cambridge Crown Court

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

- Cambridge University Hospital (Addenbrooke's)
- Cambridge Water Company
- Cambridgeshire Constabulary
- Cambridgeshire County Council
- Cambridgeshire Primary Care Trust
- Comberton Parish Council
- Coton Parish Council
- Cottenham Parish Council
- E.On Energy
- East Cambridgeshire District Council
- EDF Energy
- English Heritage
- Environment Agency
- Fen Ditton Parish Council
- Fenland District Council
- Fulbourn Parish Council
- Girton Parish Council
- Grantchester Parish Council
- Great Shelford Parish Council
- Hauxton Parish Council
- Highways Agency
- Histon and Impington Parish Councils
- Homes and Communities Agency
- Horningsea Parish Council
- Huntingdonshire District Council
- Madingley Parish Council
- Milton Parish Council
- N Power
- National Grid Transco
- Natural England
- Network Rail
- Norfolk Suffolk and Cambridgeshire Strategic Health Authority
- Npower Renewables
- Orchard Park Community Council
- Peterborough City Council
- Scottish and Southern Electric
- Scottish Power
- South Cambridgeshire District Council
- Teversham Parish Council

COUNCILLORS AND MPS

- 42 x City Councillors
- All County Councillors (City Wards)
- Julian Huppert MP
- Andrew Lansley MP

COMMUNITY ORGANISATIONS

- Age Concern Cambridgeshire
- Arthur Rank Hospice Charity

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

- Cambridge Citizens Advise Bureau
- Cambridge Ethnic Community Forum
- Cambridge Federation of Residents' Associations
- Cambridge Interfaith Group
- Cambridgeshire Older Peoples Enterprise (COPE)
- Cambridgeshire Voluntary Sector Infrastructure Consortium (CVSIC)
- Disability Cambridgeshire
- East of England Faiths Council
- Encompass Network
- Irish Traveller Movement in Britain
- National Federation of Gypsy Liaison Groups
- The Church of England Ely Diocese
- The COVER Group
- The East Anglian Gypsy Council
- The GET Group
- Traveller Solidarity Network
- Work Advice Volunteering Education Training (WAVET)

ENVIRONMENTAL

- Cam Valley Forum
- Cambridge Carbon Footprint
- Cambridge Friends of the Earth
- Cambridge Past, Present and Future
- Cambridgeshire Local Access Forum
- Campaign to Protect Rural England
- Conservators of the River Cam
- Countryside Restoration Trust
- Hobson's Conduit Trust
- National Trust
- RSPB Eastern England Office
- The Wildlife Trust
- Transition Cambridge

DEVELOPERS/AGENTS

- Artek Design House
- Barratt Eastern Counties
- Barton Wilmore
- Beacon Planning Ltd
- Bellway Homes
- Berkeley Homes
- Bidwells
- Bovis Homes Ltd
- Brookgate
- Capita Symonds
- Carter Jonas
- Chartered Institute of Architectural Technologist
- Cheffins
- Countryside Properties
- DPP

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

- Drivers Jonas
- Estate Management and Building Service, University of Cambridge
- Gallagher Estates
- Grosvenor USS
- Home Builders Federation
- Icen Projects Ltd
- Januarys
- Liberty Property Trust
- RPS
- Savills
- Skanska UK Plc
- Taylor Vinters
- Taylor Woodrow Developments Ltd
- Terrance O'Rourke
- The Home Builders Federation
- The Howard Group of Companies
- The Universities Superannuation Scheme
- Unex
- Lidl

BUSINESSES

- ARM Holdings
- Cambridge Cleantech
- Cambridge Energy Forum
- Cambridge Hoteliers Association
- Cambridge Network
- Cambridgeshire Chambers of Commerce
- CRACA
- Creative Front
- Ely Cathedral Business Group
- Encompass Network
- Federation of Small Businesses
- Future Business
- Greater Cambridge Greater Peterborough Local Enterprise Partnership
- Marshalls Group of Companies
- One Nucleus
- Redgate Software
- Royal Mail Group Ltd
- St John's Innovation Centre

EDUCATION

- Anglia Ruskin University
- University of Cambridge
- All Colleges of the University of Cambridge
- The Bursars' Committee
- Sixth Form Colleges
- Private Schools
- Cambridge Regional College

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

- Language Schools
- Secondary Schools in Cambridge

RESIDENTS ASSOCIATIONS

- All residents associations in Cambridge
- FECRA (Federation of Cambridge Residents Associations)

OTHERS

- Argyle Street Housing Cooperative
- BT Open Reach Newsites
- Cable and Wireless UK
- Cambridge Association of Architects
- Cambridge Cycling Campaign
- Cambridge Federation of Tenants and Leaseholders
- Cambridge Local Access Forum
- Cambridgeshire Campaign for Better Transport
- Cambridgeshire Fire and Rescue Service
- Design Council/CABE
- Fenners Lawn Residents Association Ltd
- Friends of Milton Road Library
- Mobile Operators Association
- Registered Social Landlords
- Shape East
- Sport England
- The Linchpin Project

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

- New
- Revised
- Existing

5. Responsible directorate and service

Directorate: Environment

Service: Planning

6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?

No

Yes (please give details):

See answer to question 3

7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

(a) Age (any group of people of a particular age, including younger and older people)

Yes, a positive impact

The CIL and SPD's will help to provide the affordable housing and infrastructure needed in order to meet objectively assessed need for homes and jobs in Cambridge, this includes for an ageing and young population.

The CIL and SPD's could help to provide infrastructure such as communitiy facilities , indoor sports facilities, sustainable transport links, etc. (the list is not exhaustiive) which would benefit people of all ages

We have consulted with various community organisations including Age Concern Cambridgeshire and Cambridgeshire Older Peoples Enterprise (COPE).

(b) Disability (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

Yes a positive impact

Once introduced the documents/strategies will help provide infrastructure to support growth put forward in the emerging Cambridge Local Plan. The Local Plan includes policies to improve accessibility

(c) Gender

No. There is no evidence that the CIL or the SPDs will have differential impacts on people due to gender

(d) Pregnancy and maternity

No. There is no evidence that the CIL or the SPDs will have differential impacts on people due to gender

(e) Transgender (including gender re-assignment)

No. There is no evidence that the CIL or the SPDs will have differential impacts on people due to gender

(f) Marriage and Civil Partnership

No. There is no evidence that the CIL or the SPDs will have differential impacts on people due to gender

(g) Race or Ethnicity

No. There is no evidence that the CIL or the SPDs will have differential impacts on people due to gender

(h) Religion or Belief

No. There is no evidence that the CIL or the SPDs will have differential impacts on people due to religion or belief.

(i) Sexual Orientation

No. There is no evidence that these documents/strategies will have differential impacts on people due to gender.

(j) Other factor that may lead to inequality (please state):

8. If you have any additional comments please add them here

9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to David Kidston, Strategy and Partnerships Manager, who will arrange for it to be published on the City Council's website. Email david.kidston@cambridge.gov.uk

10. Sign off

Name and job title of assessment lead officer: Brendan Troy, Senior Planning Officer
Frances Schulz, Planning Officer

Names and job titles of other assessment team members and people consulted:

Date of completion: 14/05/2014

Date of next review of the assessment: On review of the CIL Charging Schedule, Planning Obligations Strategy SPD or Affordable Housing and Dwelling Mix SPD.

Action Plan

Equality Impact Assessment title:

Date of completion: 16 September 2013

Equality Group	Age
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Disability
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Gender
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Pregnancy and Maternity
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Transgender
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Marriage and Civil Partnership
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Race or Ethnicity
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Religion or Belief
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Sexual Orientation
Details of possible disadvantage or negative impact	No possible disadvantage or negative impact identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Other factors that may lead to inequality	
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	