

# 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](mailto: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. The Draft Grafton Area of Major Change – Masterplan and Framework Supplementary Planning Document (SPD).

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

1. To support Policy 11: Fitzroy/Burleigh Street/Grafton Area of Major Change as set out in the Cambridge Local Plan 2014:Proposed Submission (as amended).

## 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):  
SPECIFIC CONSULTATION BODIES

- Anglian Water
- British Gas
- BT Group Plc
- BT Openreach
- Cable and Wireless
- Cam Health
- Cambridge Fire and Rescue Service
- Cambridge University Hospital NHS Foundations Trust (Addenbrooke's)
- Cambridge Water Company
- Cambridgeshire and Peterborough Combined Authority
- Cambridgeshire Association to Commission Health
- Cambridgeshire Constabulary
- Cambridgeshire County Council
- Cambridgeshire Police and Crime Commissioner
- CATCH

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

- Civil Aviation Authority
- CTIL
- E.On Energy
- East Anglia Area Team CPC1
- EDF Energy
- EE
- Energetic Electricity Ltd
- Energetics Gas Limited
- Energy Assets Pipelines Ltd
- Environment Agency
- ES Pipelines Limited
- ESP Electricity
- Fulcrum Pipelines Limited
- Greater Cambridge Greater Peterborough Local Enterprise Partnership
- Greater Cambridge Partnership
- GTC Pipelines Ltd.
- Harlaxton Energy Networks Ltd
- Highways England
- Historic England
- Homes and Communities Agency
- Indigo Pipelines
- Marine Management Organisation
- MBNL
- Mobile Telephone Operators
- National Grid
- Natural England
- Network Rail
- NHS Cambridgeshire and Peterborough Clinical Commissioning Group
- NHS England
- NHS Property Services Ltd
- Npower Renewables
- Nuffield Hospital Cambridge
- Office of Rail Regulation
- Papworth NHS Trust
- Scottish & Southern Electric
- Scottish Power
- South Cambridgeshire District Council
- Southern Electric
- Sport England
- SSE
- The Coal Authority
- Three
- Transport for London
- UK Power Distribution Ltd
- UK Power networks
- Utility Assets
- Virgin Media

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

**COUNCILLORS**

- 42 x City Councillors
- All County Councillors (City Wards)
- Members of the Joint Strategic Transport and Spatial Planning Group

**COMMUNITY ORGANISATIONS**

- Abbey People
- Age Concern Cambridgeshire
- Ascham Road Residents' Association
- Bradmore & Petersfield Residents Association
- Brunswick & North Kite Residents Association
- Cambridge Allotments
- Cambridge Association of Architects
- Cambridge Chamber of Commerce
- Cambridge Citizens Advice Bureau
- Cambridge Ethnic Community Forum
- Cambridge Federation of Residents' Associations
- Cambridge Past Present and Future
- Cambridgeshire Older Peoples Enterprise (COPE)
- Christs Pieces Residents Association
- Disability Cambridgeshire
- Evening Court RA
- Friends of Mitcham's Corner
- Glisson Road/Tenison Road Area Residents' Association
- Guest Road Residents' Association
- Gurney Way (& Atherton Close) Residents Association
- Highsett Flats Resident's Association
- Highsett Houses Residents' Society
- Highworth Avenue CB
- Hurst Park Estate Residents' Association (HPERA) RA Committee\*3
- Hurst Park Estate Residents' Association (HPERA) \*3
- Jesus Green Association
- King Street Neighbourhood Association
- Mill Road Community Improvements Group
- Milton Road RA (MRRA)
- Mitchams Corner Residents' & Traders' Association (MCRTA)
- Mulberry Close (Leys Road, Cambridge) Residents' Society Ltd
- Natural Cambridgeshire
- Park Street Residents' Association
- Petersfield Area Community Trust (PACT)
- Petersfield Mansions Residents' Association
- Radcliffe Court Residents' Association
- Sandy Lane Residents' Association
- The Church of England Ely Diocese
- Victoria Park Residents Working Group
- Your Local Enterprise Partnership

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

OTHERS

- Cambridge Cycling
- Cambridgeshire Wildlife Trust
- Cambridgeshire Campaign for Better Transport

**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):

## 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 SPD will enable the expansion and/or redevelopment of the location for retail and leisure use with residential and student accommodation on upper floors. The SPD should deliver improvements to the area's public realm, the existing bus interchange and access by sustainable modes of transport.

New and improve retail and leisure capacity will not only improve access for local people to take up new/different employment opportunities but also increase access to a much wider range of shops and leisure activities.

The delivery of new residential units will increase the opportunity for local people to continue to live in the area. House prices in Cambridge are particularly high and this has negative impacts on people seeking to get on the housing ladder, this particularly impacts on young people. The deliver of houses here will help to mitigate rising house prices in Cambridge.

The SPD will ensure that walking and cycling routes are improved into and through 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 within the area will also enable those who lack personal transport to travel freely across Cambridge.

**(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

The SPD will ensure that the site offers a wide choice, type and mix of retail and leisure facilities including some housing on upper floors to meet the needs of different groups in the community, including families with children, older people and people with disabilities.

**(c) Gender**

No. There is no evidence that the SPD will have detrimental impacts on people due to gender.

**(d) Pregnancy and maternity**

No. There is no evidence that the SPD will have detrimental impacts on people due to pregnancy and maternity.

**(e) Transgender** (including gender re-assignment)

No. There is no evidence that the SPD will have detrimental impacts on transgender people

**(f) Marriage and Civil Partnership**

No. There is no evidence that the SPD will have detrimental impacts on people in relation to marriage and civil partnership

**(g) Race or Ethnicity**

No. There is no evidence that the SPD will have detrimental impacts on people due to race or ethnicity.

**(h) Religion or Belief**

No. There is no evidence that the SPD will have detrimental impacts on people due to religion or belief.

**(i) Sexual Orientation**

No. There is no evidence that the SPD will have detrimental impacts on people due to sexual orientation.

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

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

The SPD should improve access to a mix of new employment and residential opportunities for local people.

**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](mailto:david.kidston@cambridge.gov.uk)

## 10. Sign off

Name and job title of assessment lead officer: Bruce Waller, Senior Planning Policy Officer.

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

Date of completion: 31 August 2017.

Date of next review of the assessment: Following consultation on the SPD and prior to finalising amendments to the SPD for adoption and in response to any potential changes to the Local Plan.



## Action Plan

**Equality Impact Assessment title:**

**Date of completion: 29 August 2017**

<b>Equality Group</b>	<b>Age</b>
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	

<b>Equality Group</b>	<b>Disability</b>
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	

<b>Equality Group</b>	<b>Gender</b>
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	

<b>Equality Group</b>	<b>Pregnancy and Maternity</b>
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	

<b>Equality Group</b>	<b>Transgender</b>
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	

<b>Equality Group</b>	<b>Marriage and Civil Partnership</b>
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	

<b>Equality Group</b>	<b>Race or Ethnicity</b>
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	

<b>Equality Group</b>	<b>Religion or Belief</b>
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	

<b>Equality Group</b>	<b>Sexual Orientation</b>
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	

<b>Other factors that may lead to inequality</b>	
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	