



Equality Impact Assessment (EqIA): Cambridge Northern Neighbourhoods Design Code

Introduction – Please read


The Public Sector Equality Duty, introduced under the Equality Act 2010, requires all public bodies, including local authorities, to have due regard to the need to:

- 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

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that we are meeting this legal duty by demonstrating due regard for the provisions of the Public Sector Equality Duty
- Identify possible negative impacts on individuals and groups with protected characteristics, plan mitigating action and seek to maximise opportunities to advance equality within our activities.

EqIAs provide a methodical approach to the assessment of impacts across the [nine protected characteristics](#) and 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.

Throughout the course of this form, please hover over the  symbol for guidance in relation to specific questions. When the form is completed, please send an



electronic copy to equality.schemes@scambs.gov.uk. If you require any additional support completing the form, please email the above address.

Equality Impact Assessment Complete Form

Section 1: Identifying Details

- 1.1** Officer completing EqIA:
Trovine Monteiro, Built Environment Team Leader
- 1.2** Team and Service:
Built and Natural Environment Team, Greater Cambridge Shared Planning Service.
- 1.3** Title of proposal:
Cambridge Neighbourhoods Design Code for Arbury King's Hedges and Parts of West Chesterton.
- 1.4** EqIA completion date:
28.10.2024
- 1.5** Proposal implementation date:
01.04.2025
- 1.6** Who will be responsible for implementing this proposal:
Built and Natural Environment Team, Greater Cambridge

Section 2: Proposal to be Assessed

- 2.1** Type of proposal:



Policy guidance – Draft Supplementary Document (SPD)

2.2 Is the proposal: New

The draft Cambridge Neighbourhoods Design Code for Arbury King's Hedges and parts of West Chesterton is a new document; however, it does not introduce new planning policy. The document provides additional guidance on the application of policies within adopted Local Plans covering the Cambridge Local Plan (October 2018)

2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):

NA

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Approximately 250 words)

As part of a National Design Code Pathfinder Programme, Greater Cambridge Shared Planning (GCSP) secured government funding to develop a design code for f for Arbury, Kings Hedges and parts of West Chesterton.

This is a pilot project focusing resources to work with communities and neighbourhoods with the most need, helping raise design standards in an area that doesn't have any guidance in place, tackling inequality and inform small and large- scale developments that are coming up in the area. Lessons learned are being shared nationally to guide the production of other district and citywide design codes that councils will be required to produce in the future.

Design codes are illustrated documents that are informative and inspiring, providing design requirements that guide the physical development of their neighbourhoods. The design code will provide design guidance for streets,



buildings, green spaces, following the 10 characteristics of good design as set out in the National Design Guide (2019).

Design codes are a tool that can:

- provide a platform for the local communities to share their vision into how their neighbourhoods should evolve sustainably.
- help guide investment to support healthy active lifestyles such as healthy travel, community activity, and play.
- address the climate emergency by improving efficiency of homes, planting trees, and enhancing green and natural spaces.
- help protect and enhance distinctive local character by creating and maintaining beautiful and sustainable buildings.

The purpose of the code is to help guide investment, set a framework to coordinate, guide, and assess development through the planning process as well as enable and empower individuals and landowners to improve their homes and surrounding landscape. It takes a bottom-up approach that represents the priorities of residents and businesses.

Engagement Process - Over the last year GCSP have commissioned Pollard Thomas Edwards Architects to work collaboratively with the community, to better understand the neighbourhood and develop the draft design code. The draft design code was developed with local residents and business in three phases from September 2023 to March 2024:

- Phase 1 asked the community what they valued about the neighbourhood.
- Phase 2 developed principles of the draft design code based on the response received.
- Phase 3 tested the detail of the document based on what people told us in the surveys and workshops.



The code has been developed based on over 250 conversations, comments and detailed survey over the lifetime of the project using Citizen Lab, a user-friendly digital engagement platform together with in-person meetings and workshops. It has engaged with women, the elderly, disability groups ethnic minorities at local events held at Arbury Court, Baptist Church, Good Shepherd Meadows Community Centre and with 67 children and their parents at The Grove Primary School. The code has been developed in collaboration with a core group of officers/stakeholders from Cambridge City Council, Greater Cambridge Shared Planning, Cambridgeshire County Council, reviewed by the Greater Cambridge Design Review Panel, the Cambridgeshire Quality Panel and the Disability Consultative Panel. This is one of the widest and broadest community consultation that any design code has done in the Cambridge area.

Cambridge City Council (joint plan-making partner): Community Services, Housing, Greater Cambridge Shared Planning, Environmental Section, Property Services, Parks and Open Space, Cambridgeshire County Council Highways Team were consulted as part of the engagement and other service departments as relevant and required.

Outcomes of the coding process –

The code is based on five principles based on the top 5 priorities from residents:

- Making Space for nature: Provide design guidance for access to and conserving green space, tree planting, hedge planting, and sustainable urban drainage to absorb rainwater within natural planted areas.
- Prioritise walking and Cycling: Promote creating a safe joined-up network for walking, cycling and inclusive access that can be combined with green space and nature



- Create thriving Public Spaces: Provide guidance for well-integrated public spaces and local community facilities next to homes that can help to support businesses and bring people together
- Enhance Character: Promote strengthening the green and leafy character of the area, maintaining gentle scale, and providing a mix of homes suitable for different generations. The single most important characteristic of the neighbourhood is its people.
- Increase Sustainability: Promote access to public transport and provide sustainability guidance for both new buildings, as well as the improvement of existing ones.

Cambridge City Council and GCSP would like to adopt the draft Design Code as a Supplementary Planning Document (SPD) so that it will be a material consideration when determining planning applications. Future development proposals brought forward in the area would need to comply with the principles within the code with the local planning authority having the power to approve or refuse application if they don't comply.

As part of the SPD adoption process, GCSP will go out to further consult for a 6-week period with residents, businesses, statutory and non-statutory consultees in January/February 2025, which will further inform the document. They would include

- Existing and future residents of West Chesterton, Arbury and Kings Hedges.
- Local Ward Councils and Residents Associations
- Local Members
- Cambridgeshire County Council
- Adjacent Local Authorities
- Cambridgeshire and Peterborough Combined Authority
- Delivery partners, including householders, landowners, developers, infrastructure providers, transport providers



- Community organisations
- Local businesses

It will also seek to engage with hard to reach groups such as children and young people, mothers, ethnic minority groups, women and girls and other protected characteristics identified in this assessment

A Statement of Consultation will be prepared which sets out the nature of the consultation undertaken, including a summary of who was consulted, the main issues raised in representations and how these were addressed in the final version of the SPD.

2.5 Which of South Cambridgeshire District Council's business plan priorities does this proposal link to?

The proposals only relate to Cambridge City Local Authority area but do link to the following priorities in SCDC

- Helping Businesses to grow - ✓
- Building homes that are truly affordable to live in - ✓
- Being green to our core - ✓
- A modern and caring council - ✓

2.6 Which of South Cambridgeshire District Council's equality objectives (as detailed in SCDC's Equality Scheme) does this proposal link to or help to achieve?

The proposals only relate to Cambridge City Local authority area but do link to the following

Equality objectives at SCDC

- Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community- ✓
- Protected characteristic groups have a voice and are represented in forming the future shape of the district - ✓



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

- To further increase our understanding of the needs of Cambridge's growing and increasingly diverse communities so that we can target our services effectively - ✓
- To continue to work to improve access to and take-up of Council services from all residents and communities - ✓
- To work towards a situation where all residents have equal access to public activities and spaces in Cambridge and are able to participate fully in the community - ✓

2.8 Which groups or individuals will the proposal affect:

- Residents ✓
- External Stakeholders ✓
- Employees ✓
- Councillors ✓
- Service users ✓

If other, please specify – Visitors to the area

2.9 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 on in the form) (approximately 250 words)

Existing residents, businesses, employees, visitors and students in the Arbury, Kings Hedges and West Chesterton areas of Cambridge who use / occupy the buildings and spaces in these areas will be positively impacted by having a tool that will enable the improvement of the physical, social, cultural, economic and environment of the area.

2.10 How many people will this proposal affect? (Approximately)

In the population census of 2021, the population of Arbury was 9,900, the population of Kings Hedges was 11,099 and the population of West


Chesterton was 8,904. However, the proposals affect only a small part of West Chesterton.

Source: UK Office for National Statistics.

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

Over the last year GCSP have commissioned Pollard Thomas Edwards Architects to work collaboratively with the community, to better understand the neighbourhood and develop the draft design code. GCSP put out a competitive tender for this work, which requires the awarded contractor 'to ensure they comply with the requirements of the Equality Act 2010' which will be reviewed by the council's contract manager.

Section 3: Evidence and Data


- 3.1** Describe any research (this could include consultation) and analysis you have undertaken to understand how [protected characteristic groups](#) are likely to be affected? Please list any key sources that you used to obtain this Information. 

The design code seeks to improve the quality of the place for everyone including those with protected characteristics for the better. Engagement with the community has been central to how this project has been conceived. Phase 1 of the project, started out by asking residents what they liked and what they didn't like in their neighbourhood.

Around half of the respondents surveyed did not feel safe cycling and wanted better road/transport infrastructure for cycling users on streets including lighting. 40% of respondents didn't use parks and play areas due to poor design and anti-social behaviour. Although they valued green spaces the

most, this was the top things they would like to see improved followed by the design of buildings and cycle routes which was second and third respectively. (See Statement of Consultation Appendix A – Analysis of Phase 1: Understanding your neighbourhoods and establishing a vision – Survey Results v1 09/10.2023)

These existing issues within the neighbourhood tend to affect young people, elderly, disabled users, mothers/carers, minority ethnic groups, women and girls and low income households disproportionately. The design code has developed principles around these issues such as making space for nature that is accessible and safe for all, prioritising walking and cycling promoting active lifestyle, improving public space that is safe, welcoming and promotes social cohesion, enhancing character and improving sustainability which seeks to improve health outcomes but also results in savings in the long run.

- 3.2** Describe any research (this could include consultation) and analysis you have undertaken to understand any effects on any other groups of people not mentioned in the nine [protected characteristic groups](#) (for example people who live in rural areas, who live in areas of high growth, or from low income backgrounds). 

Arbury and King's Hedges are one of the most deprived neighbourhoods in Cambridge according to 2021 Census. The survey Appendix A- Statement of Consultation: mentioned above, collected data from all income profiles but we know that transport infrastructure i.e walking and wheeling and public infrastructure disproportionately affects low income/deprived neighbourhoods the most as car ownership is relatively low (confirmed by our survey results).

Cambridgeshire Research Group's Indices of Multiple Deprivation (2019) for Cambridge wards ([Cambridgeshire & Peterborough Insight – Deprivation – Indices of Multiple Deprivation](#)) – was used to assess deprivation and



consider how socio-economic considerations and the demographic / income background of residents in may be impacted by the draft Design Code.

- 3.3** If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place. [📖](#)

The code has been developed based on over 250 conversations, comments and detailed survey over the lifetime of the project using Citizen Lab, a user-friendly digital engagement platform together with in-person meetings and workshops. It has engaged with women, the elderly, disability groups ethnic minorities at local events held at Arbury Court, Baptist Church, Good Shepherd, Meadows Community Centre and with 67 children and parents at The Grove Primary School. The code has been developed in collaboration with a core group of officers/stakeholders from Cambridge City Council, Greater Cambridge Shared Planning, Cambridgeshire County Council, reviewed by the Greater Cambridge Design Review Panel, the Cambridgeshire Quality Panel and the Disability Consultative Panel. This is one of the widest and broadest community engagement that any design code has done in the Cambridge area.

Section 4: Impact of proposal on those with protected characteristics

4.1 [Age:](#)

- 4.1.1** Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.2 Disability

If you have selected yes – please continue below (4.1.2)

4.1.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. [📖](#)
- approximately 250 words per impact

Positive – High Impact

Children and Young people

The draft design code aims to improve the physical environment of the area for all age groups particularly children by

- Enabling the improvement of transport infrastructure for active travel including cycling and walking to school, parks, community centre, shops/facilities and other key destinations from their homes. This includes prioritisation of existing and new cycle routes, cycle users, safe and secure cycle parking provision, enabling opportunities to access public transport.
- Enabling the improvement to existing parks, open space and public realm to ensure that they are managed well and feel safe – through improvement in lighting, natural surveillance and visibility, maintenance of planting, etc,
- Enabling the opportunity to contribute to a network of play space next to their doorstep, incorporating innovative play designs that work with nature integrated into the landscape.
- Ensuring that children have access to green/open spaces at home or close to where they live whilst also allowing biodiversity and wildlife to thrive.



- Encouraging stewardship at an early age by participating in looking after green space in their surroundings with their parents.
- Incorporated sustainability in aspects of design such as energy generation, water reuse, suds and shallow ponds which can contribute to recreation and habitat for animals.

These suggestions were informed by the engagement work carried out by the Greater Cambridge YES team with 37 Year 5 students and 30 Year 6 students from The Grove School who wanted to see:

- Space for people that provides homes and habitats for animals such as bees, insects, birds as well as larger animals.
- Creating attractive, welcoming cycling facilities that are a joy to use.
- More imaginative and varied play instead of large grassy areas. This might include slides incorporated into the landscape, safe water play and places to meet and be together.
- Sustainability incorporated in aspects of design such as energy generation, water reuse, suds and shallow ponds which can contribute to recreation and habitat for animals
- Consider how sense of place engages all the senses.

Older people

Positive impacts in the draft design code for older people are the proposed improvements to the physical environment of the area to provide better access infrastructure, shorter routes to travel, better pavements, places to sit within biodiverse environments, creating public spaces for all generations to enjoy. The merits of visibility of streets and public spaces, visibility of the entrances to houses to provide informal surveillance for safety of people, including older people, is emphasised in the 'Thriving Public Spaces' and 'Enhanced character' principles.



The code also ensures that new developments create homes for all generations, include providing accessible homes for older people, to preserve the mix within the local community and have facilities and amenities in close proximity creating a mixed-use environment.

There are some consultees who seek to see no change in their area particularly the elderly living in bungalows. It is worth noting that the design code is not an implementation tool that brings forward development proposals. However, it is a tool to ensure that developments that come forward are to the highest quality and take on board the needs of all users particularly those highlighted in this document. A balance is need to be struck between sustainable and efficient use of land whilst retaining a good demographic mix in the community. The key here is to ensure that accessible homes for the elderly is maintained that is close to amenities, facilities and public infrastructure.

Overall, the proposals will have a high positive impact for all ages including the elderly, young people and children.

4.1.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
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<p>Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to age will be carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be an update to this EqIA.</p>	<p>Built Environment Team Leader</p>	<p>Spring 2025.</p>	<p>This action will be monitored as part of the Cambridge City Council's SPD adoption process.</p>
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4.2 Disability:

4.2.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.3 Gender Reassignment

If you have selected yes – please continue below (4.2.2)

4.2.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 📖
- approximately 250 words per impact

Positive – High Impact

According to ONS census data (2021), 15.7% of Arbury ward residents, 17.7% of King's Hedges ward residents and 14.4% of West Chesterton



residents are registered as disabled under the Equality Act compared to the England's average of 17.3%.

The draft design code has benefitted from the involvement of the Council's Access Officer together with the council's Disability Consultative Panel review at their meeting on (30 January 2024) which welcomed the principles proposed in the code and featured these comments:

- Need to focus on improving conditions and poor accessibility in many homes for vulnerable people.
- Insecurity of many existing blocks of flats.
- Importance of convenient vehicle access for disabled people (particularly taxis).
- The importance of creating accessible and welcoming social and activity spaces.

Positive impacts for disabled people in the draft design code principles include the following:

- 'Making space for nature' principle proposes raised and accessible vegetable beds for edible plants and trees providing inclusive access. It also includes places for seating that will help people with mobility impairments. The proposed network of natural spaces and tree planting will provide an improved microclimate that will benefit people's wellbeing, particularly people with mental health conditions;
- 'Prioritise walking and cycling' principle proposes improve walking, cycling and wheeling (wheelchair accessible) routes and providing good links that will benefit all, particularly disabled people. It will allow easy/convenient access to all areas including access to public transport provision: buses/taxis and destinations such as shopping facilities and amenities.
- 'Thriving public spaces' principle proposes inclusive design of street furniture, street crossings, surfacing and way finding. It also seeks to

ensure that streets, public spaces are fronted by buildings, entrances are visible, and tree/hedge planting do not obstruct visibility, all of which will provide natural surveillance and deter antisocial behaviour towards the disabled community, who may be at risk from hate crime.

- ‘Enhance character’ principle proposes that homes are accessible for disabled people.
- ‘Sustainability’ principle, proposes that homes are Dual Aspect and Natural Ventilation. This will have a positive impact on health and wellbeing generally, which can prevent ill health leading to disability.
- There are some consultees who seek to see no change. It is worth noting that the design code is not an implementation tool that brings forward development proposals. However, it is a tool to ensure that developments that come forward are to the highest quality and take on board the needs of all users particularly those highlighted in this document. The council’s duty here is to make reasonable adjustments for disabled people and so on balance, this is a very positive impact.

These proposals will have a high positive impact on the characteristic group.

4.2.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge

4.3	related to disability will be carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be an update to this EqlA.			City Council's SPD adoption process.
	Ensure copies of all public information about the consultation are made available in an accessible format.	Built Environment Team Leader	Spring 2025.	This action will be monitored through consultation with the comms team at Cambridge City Council.

Gender Reassignment:


4.3.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.4 Marriage and Civil Partnership

If you have selected yes – please continue below (4.3.2)

4.3.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Positive – High Impact

There isn't any ONS census (2021) data about the number of people who have had gender reassignment in Cambridge wards. Gender reassignment is

the process of transitioning from female to male or vice versa. The focus of the draft design code is to improve safety in the public realm, preventing anti-social behaviour for all users, including people who have had gender reassignment and who may have an increased risk to hate crime.

Thriving public spaces' principle seeks to ensure that streets, public spaces, are fronted by buildings, entrances are visible, and tree/hedge planting do not obstruct visibility which will provide natural surveillance and deter antisocial behaviour towards people who have had gender reassignment who are at risk of hate crime. This principle is also applied in other sections of the code including making space for nature and prioritising walking and cycling.

The proposals will have a high positive impact on this characteristic group.

4.3.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to gender reassignment will be carried out to reconfirm the impacts to this protected characteristic group. If new	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.

<p>equalities considerations emerge, there shall be update to the EqIA.</p>			
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4.4 Marriage and Civil Partnership:

4.4.1 Has your research identified that the proposal will have an impact on this protected characteristic?


Yes

If you have selected no – please move forward to question 4.5

Pregnancy and Maternity

If you have selected yes – please continue below (4.4.2)

4.4.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Positive – Medium Impact

According to ONS data, 39.7% of Arbury Ward, 33.2% of King's Hedges Ward residents and 38.3% of West Chesterton Ward (aged 16 years and over) residents are married or in a registered civil partnership compared to 44.7% in England. According to ONS data.

The focus of the draft design code is to improve the area's public realm for all users and hence could be seen as an improvement in how people who are married or in a civil partnership could use the places as well. The merits of increasing visibility of streets and public spaces and visibility of the entrances

to houses, and tree/hedge planting do not obstruct visibility to provide informal surveillance for the safety of all people, including those who are married / in a civil partnership is stated in the 'Thriving Public Spaces' and 'Enhanced character' principles.

The proposals will have a positive medium impact on this characteristic group.

4.4.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to marriage and civil partnership will be carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be update to the EqIA.	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.


4.5. [Pregnancy and Maternity:](#)

4.5.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.6 Race
If you have selected yes – please continue below (4.5.2)

4.5.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact

Positive-High Impact

There isn't any ONS data about pregnancy and maternity in Cambridge wards. Prioritising walking and cycling principle seeks to enable the improvement in public infrastructure, particularly accessibility of streets, open spaces and buildings which will positively impact pregnant mothers, people with prams and buggies. Positive impacts in the draft design code for people with the pregnancy and maternity responsibility are also found in the 'Nature Based Play' theme which requires design for play and play equipment to be safe and accessible, play facilities to be integrated with landscape and nature and also helps facilitate multi- generational play, bringing different age groups together, tackling social isolation.

'Thriving Public Spaces' and 'Enhanced character' principles seeks to provide visibility of streets and public spaces, visibility of the entrances to homes, ensure tree/hedges planting do not obstruct views and lighting of streets to increase natural surveillance and thereby help making places safe for all, including those who are in pregnancy and maternity.

The draft Design Code outlines the importance of further social infrastructure such as children's play areas, benefiting families with young children, and which could mean crèche or nursery provision.

I think that the proposals will have a positive high impact on this characteristic group.

4.5.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to pregnancy and maternity will be carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be update to the EqIA.	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.


4.6 [Race:](#)

4.6.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.7 Religion or Belief

If you have selected yes – please continue below (4.6.2)

- 4.6.2** Describe the impacts of the proposal on this protected characteristic group identified through your research, including
- whether each impact is positive, neutral or negative
 - whether it is a high, medium or low impact. 
 - approximately 250 words per impact

Positive-high impact

According to ONS census data (2021), approximately 26% of residents in Arbury ward, 20% of residents in Kings Hedges and 16% of residents in West Chesterton belong to Black, Asian, Minority ethnic community compared to the 20% average in England.

The design code seeks to improve the area and create equitable places for all. The thriving public spaces principle in the design code seeks to improve public spaces physically but also through enhancing opportunities for interaction, nature-based play and health lifestyle. Within the cultural sociability section, it seeks to create community focal points for flexible uses, for social and community events to take place, bringing all communities together, helping social cohesion. It encourages local involvement in space design including public art in community projects, which has the potential to celebrate diverse cultures, helping to develop better relations between all.

The thriving public spaces principle seeks to improve safety and address anti-social behaviour issues by improving natural surveillance through improving the visibility of streets and public spaces, visibility of the entrances to homes and buildings, ensuring tree/hedge planting do not obstruct visibility and improving lighting of streets. All these measures will assist and improve the safety of all particularly those section of the community at an increased risk from hate crime motivated by someone's ethnicity.

The proposals will have a positive-high impact on this characteristic group.

4.6.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to race will be carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be update to the EqIA.	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.

4.7 Religion or Belief:

4.7.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.8 Sex

If you have selected yes – please continue below (4.7.2)

4.7.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including



- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. [📖](#)
- approximately 250 words per impact

Positive-High impact

According to ONS census data (2021), Approximately 40% of people in Arbury, Kings Hedges and 50% of people in West Chesterton have no religion. 35% of people in Arbury, West Chesterton and 40% of people in Kings Hedges are Christian. Approximately 10 – 20% of people belong to other religions including Hindu, Jewish, Muslims, Sikh, Buddhist in the three wards, with Muslims (11.5%) being the larger religious group in the Arbury ward.

The law recognises hate crime on the basis of religion or belief. These people are at more risk of a hate crime motivated by hatred towards someone's faith.

The thriving public spaces principle seeks to improve safety and address anti-social behaviour issues by improving natural surveillance through improving the visibility of streets and public spaces, visibility of the entrances to homes and buildings, ensuring tree/hedge planting do not obstruct visibility and improving lighting of streets. All these measures will assist and improve the safety of all, particularly those section of the community at an increased risk from hate crime motivated by hatred towards someone's faith.

The proposals will have a high positive impact on this characteristic group.

4.7.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to religion or belief will be carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be update to the EqIA.	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.

4.8 [Sex:](#)


4.8.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.9 (Sexual Orientation)

If you have selected yes – please continue below (4.8.2)

4.8.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 
- approximately 250 words per impact



Positive-High Impact

According to ONS census data (2021), the proportion of male and females in Arbury, Kings Hedges and West Chesterton is on average 50% male and 50% female.

The design code takes into consideration the recent 'Safety of Women at Night Fund Evaluation' government report which shows women feel less safe at night in public spaces.

The thriving public spaces principle seeks to improve safety and address anti-social behaviour by improving natural surveillance through improving the visibility of streets and public spaces, visibility of the entrances to homes and buildings, ensuring tree/hedge planting do not obstruct visibility and improving lighting of streets. All these measures will assist and improve the safety of all particularly those section of the community at an increased risk such as women and girls.

A lack of access for teenage girls to nature and natural spaces in Cambridge is identified in Women in Sport's (October 2024) new report 'Access to Nature for Teenage Girls in Cambridge'. Public parks are often not designed with girls in mind in relation to activities that they want to see and feelings of safety and so the 'Nature Based Play' theme in the draft design code responds well to this shortfall in Cambridge.

The proposals will have a positive-high impact on this characteristic group.

4.8.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to sex will be carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be update to the EqIA.	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.

4.9 Sexual Orientation:

4.9.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 4.10 (Other)

If you have selected yes – please continue below (4.9.2)

4.9.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 📖
- approximately 250 words per impact

Positive-High Impact

There isn't any ONS census (2021) data about the sexual orientation of people in Cambridge wards.

The thriving public spaces principle seeks to improve safety and address anti-social behaviour by improving natural surveillance through improving the visibility of streets and public spaces, visibility of the entrances to homes and buildings, ensuring tree/hedge planting do not obstruct visibility and improving lighting of streets. All these measures will assist and improve the safety of all particularly those section of the community who are at an increased risk of hate crime motivated by hatred towards someone's sexuality.

The proposals will have a Positive-High impact on this characteristic group.

4.9.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to sex will be carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.

emerge, there shall be update to the EqIA.			
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4.10 Other: (e.g. rurality, growth, socio-economic status etc.).

4.10.1 Has your research identified that the proposal will have an impact on this protected characteristic?

Yes

If you have selected no – please move forward to question 5.1

If you have selected yes – please continue below (4.10.2)

4.10.2 Describe the impacts of the proposal on this protected characteristic group identified through your research, including

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. 📖
- approximately 250 words per impact

Positive-High

Cambridgeshire Research Group's (Cambridgeshire County Council) Indices of Multiple Deprivation (2019) for Cambridge wards shows that in general, the north-east of Cambridge is the most deprived area of the city. It shows that King's Hedges has the most deprivation present in the district. In general, the wards in the north-east of Cambridge City district (Abbey, Arbury and King's Hedges) are classed as the most deprived in the city.

The draft Design Code is proposing guidance for development to provide a range of opportunities that will assist low-income groups and help address inequality. This includes providing good pedestrian and cycle access to new

local services, given that people in poverty or on low-incomes are less likely to afford cars, better access to parks, open spaces, recreation and play, which are of course free to use, helping improve health outcomes, improving the character and sustainable performance of the buildings (savings on bills). The householder guide page within the 'Improving sustainability' section of the draft design code outlines the potential cost savings of retrofitting, which is a positive impact for low-income groups.

People with care experience are more likely to experience low-income and poverty, which means these positive impacts could also apply to this group.

I think that the proposals will have a positive- High impact on this characteristic group.

4.10.3 Please complete the table below to detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

Action	Responsible Officer	Timescale for completion	How will the actions be monitored?
Following formal public consultation, a further review of responses from statutory/non statutory consultee and the public related to sex will be carried out to reconfirm the impacts to this protected characteristic group. If new equalities considerations emerge, there shall be update to the EqIA	Built Environment Team Leader	Spring 2025.	This action will be monitored as part of the Cambridge City Council's SPD adoption process.

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 whether or not to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports).

Having assessed the potential impacts of the draft design code on each of the protected characteristic group, the proposals will have a positive-high impact on them. The draft design code features proposals to improve the physical environment of the area for all protected groups through improvements in access infrastructure, pavements, play areas, and improving natural surveillance of parks/streets and the entrances to dwellings, seating and improvement in public spaces. There are negligible negative impacts.

The draft design code principles require more accessible homes to be provided for the elderly and disabled. However, there are some residents who do not wish to see changes to buildings. It is noted that the design code is not a delivery tool that has any funding attached, but provides guidance that will enable more accessible homes in the area, should development come forward. On balance, this is a positive impact that will preserve the mix within the local community.

- 5.2** Confirm the recommendation of the officer completing the EqIA:
- Approved (No major change): Your analysis demonstrates that the policy is robust, and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.
- 5.3** Signature of individual completing EqIA:
Trovine Monteiro, Team Leader Built Environment



5.4 Date of completion:
28.10.2024

Section 6: Sign Off

6.1 Approving officer EqIA review outcome:

- Approved (No major change): Your analysis demonstrates that the policy is robust, and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.

6.2 Do you give permission to publish this EqIA on SCDC/CCC website (delete as appropriate)? If no, please state reason
Yes

6.3 When will this proposal next be reviewed and who will this be?
17.02.2025 by Team Leader Built Environment

6.4 Approving officer signature:
Trovine Monteiro

6.5 Date of approval:
28.10.2024

Please send a copy to Equality.Schemes@scambs.gov.uk