

Intended for

**South Cambridgeshire District Council and Cambridge City Council**

Date


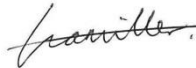
**December, 2017**

Project Number

**UKP15-24929/1700000667**

**SOUTH  
CAMBRIDGESHIRE AND  
CAMBRIDGE CITY  
COUNCIL  
CAMBRIDGE AND SOUTH  
CAMBRIDGESHIRE  
LOCAL PLANS:  
SUSTAINABILITY  
APPRAISAL OF MAIN  
MODIFICATIONS  
APPENDIX D**

Project No. **UKP15-24929**  
 Issue No. **2**  
 Date **14/12/2017**  
 Made by **Emma Jones**  
 Checked by **Bram Miller**  
 Approved by **Bram Miller**

Made by:	
Checked/Approved by:	

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#### Version Control Log

Revision	Date	Made by	Checked by	Approved by	Description
1	03/11/17	EJ	BAM	BAM	Client report
2	14/12/17	EJ	BAM	BAM	Client report

## INTRODUCTION

This is Appendix D of the Cambridge Local plan and South Cambridgeshire Local Plan Main Modifications Sustainability Appraisal (SA) report.

The Councils submitted their Local Plans for Examination in March 2014, along with accompanying Draft Final Sustainability Appraisal Reports. The Local Plans and their supporting documents have now been through Examination via the Planning Inspectorate. Given the close relationship between the two plans, key shared issues were considered by the Inspectors at joint hearings. This reflects the close joint working on the plans throughout, in conformity with the duty to cooperate and reflecting the close functional relationship between the tightly drawn city boundary and its rural surroundings.

Following the close of the Hearings, the Local Plan Inspectors have now asked that consultation be carried out on the Main Modifications they consider may be necessary in order for the Local Plans to be found 'sound', and that sustainability appraisal and Equalities Impact Assessment (EqIA) is carried out as necessary. Therefore, the Main Modifications have been subject to SA and EqIA screening. EQIA screening is addressed in this appendix.

### **Cambridge City Council Equalities Impact Assessment (EqIA)**

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

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

Cambridge Local Plan: Post Examination Modifications Consultation

**2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)**

- <https://www.cambridge.gov.uk/mainmods>
- <https://www.cambridge.gov.uk/local-plan-review>

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

Background

The Emerging Local Plan sets out the vision, objectives and plan for the development of Cambridge between 2011 and 2031. The Local Plan will set out the planning framework to guide the future development of Cambridge.

The Local Plan has been through many stages of preparation:

- **Issues and options consultation:** This asked for public opinion on the main issues to be included within the Local Plan and put forward potential options for inclusion. The consultation ran from 15 June to 27 July 2012.
- **Consultation on site options for development:** This asked for public opinion on the main site allocations and uses that should be included within the Local Plan. The consultation ran from 7 January to 18 February 2013.
- **Draft submission plan consultation:** This asked for public opinion on the draft version of the Local Plan before it was submitted to the Planning Inspectorate. The consultation ran from 19 July to 30 September 2013.
- **Submission of the Local Plan:** The Local Plan was submitted to the Secretary of State on 28 March 2014.
- **Examination of the Local Plan** by the Planning Inspectorate: **Hearing sessions** commenced on 4 November 2014 and closed in July 2017. A **Proposed Modifications consultation** to the Local Plan following a request for further work into objectively assessed need for new housing, the development strategy and conformity with national planning policy was held between 2 December 2015 and 25 January 2016. This consultation asked for public opinion on the proposed modifications to the Plan.

Next Stage of the Consultation Process - Post Examination Modifications Consultation

As required by the National Planning Policy Framework, Cambridge City Council (Jointly with South Cambridgeshire District Council) will be consulting on Main Modifications that the Planning Inspectors have proposed as necessary to ensure the plans are 'sound'. Main Modifications are those that materially affect the policies in the submitted Local Plans, which are required to ensure that the plans are 'sound' and 'legally compliant'.

At the same time, the Council will take the opportunity to consult on some Additional (minor) Modifications. The Additional Modifications will not impact on the intent or interpretation of the plans or go to the heart of whether a plan is 'sound' or not. They consist of changes such as typographical errors and factual updates.

**4. Responsible Service**

Planning and Economic Development – Planning Policy

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

- Residents of Cambridge City
- Visitors to Cambridge City
- Staff

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):  
All people who live, work and visit Cambridge.

The council must conform to certain rules and regulations set by Government on how they must consult. [The Town and Country Planning \(Local Planning\) \(England\) Regulations 2012](#) lists 'specific consultation bodies' that the Council must consult with (as applicable/amended).

The Council is also required to consult any 'general consultation bodies' which may be affected by the contents of the document being produced. These include voluntary bodies, some or all of whose activities benefit any part of the council's area; bodies which, in the council's area, represent the interests of different needs groups.

The Council also consults 'other consultation bodies' which they consider to be appropriate to planning and who have not fallen into the above categories, these may include:

- Residents' Associations;
- Developers and agents;
- Landowners;
- Special interest groups;
- Environmental groups;
- A selection of businesses networks;
- Educational establishments.

The council is keen ensure that the Local Plan and associated consultations meet the needs of, and are fully accessible to, our diverse population. Cambridge City Council's Comprehensive Equalities and Diversity Policy recognises the nine main equality strands as recognised in UK law, giving all equal importance. These are: gender, gender reassignment; race and ethnicity; disability; sexual orientation; age; religion/belief, marriage and civil partnership, pregnancy and maternity. The consideration of consulting these groups is also mentioned in the [Town and Country Planning \(Local Planning\) \(England\) Regulations 2012](#).

The Local Plan consultation therefore considers the consultation of the following groups:

- Black and Minority Ethnic communities (BME);
- Women;
- Disabled people;
- Lesbian, gay, bisexual and trans-gendered communities (LGTB);
- Children, young and older people; and
- Faith and belief groups.

The Council prepared a Statement of Community Involvement, which was adopted in November 2013 at Development Plan Scrutiny Sub Committee which details who will be consulted as part of the Local Plan Process (see <https://www.cambridge.gov.uk/statement-of-community-involvement>).

Statements of Consultation, which include a list of consultees, were also prepared for the following Local Plan Consultations

- Local Plan review - Issues and Options 1 Consultation: <https://www.cambridge.gov.uk/issuesandoptions>

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

- Local Plan review - Issues and Options 2 Consultation: <https://www.cambridge.gov.uk/options2>
- Local Plan review - Proposed Submission Consultation: <https://www.cambridge.gov.uk/ccm/navigation/planning-and-building-control/planning-policy/local-plan-review>
- Proposed Modifications Consultation: See above
- In January 2018 the Council (jointly with South Cambridgeshire District Council) is undertaking consultation on Post Examination Modifications to the Local Plan ( All previous respondents to the above consultations will be consulted alongside all 'specific', 'general' and 'other' consultation bodies mentioned above.

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

- New  
 Major change  
 Minor change

**7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)**

- No  
 Yes (Please provide details):  
See response to question 5.

**8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?**

The Local Plan has been to various committees at different stages of it's production and examination including:

- Development Plan Scrutiny Sub Committee
- Environment Scrutiny Committee
- Joint Strategic Transport and Spatial Planning Group
- Cambridge City Council Meeting

For more information visit the following pages that detail the progress of the Local Plan:

- Local Plan review - Issues and Options 1 Consultation: <https://www.cambridge.gov.uk/issuesandoptions>
- Local Plan review - Issues and Options 2 Consultation: <https://www.cambridge.gov.uk/options2>
- Local Plan review - Proposed Submission Consultation: <https://www.cambridge.gov.uk/ccm/navigation/planning-and-building-control/planning-policy/local-plan-review>
- Proposed Modifications Consultation: <https://www.cambridge.gov.uk/ccm/navigation/planning-and-building-control/planning-policy/local-plan-review>

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

- In January 2018 the Council (jointly with South Cambridgeshire District Council) is undertaking consultation on Post Examination Modifications (<https://www.cambridge.gov.uk/mainmods>) to the Local Plan. All previous respondents to the above consultations will be consulted alongside all 'specific', 'general' and 'other' consultation bodies mentioned above.

**9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?**

The Council has an extensive suite of documents within the Local Plan Reference Documents Library (<https://www.cambridge.gov.uk/local-plan-core-documents-library>) that have assessed the impacts (including equalities impacts) of the Local Plan and informed various consultation stages and development of the Cambridge Local Plan. These documents include the assessment of equalities impacts such as a *Study into accessible housing requirements in Cambridge for the emerging Local Plan* taking into account the effects of an ageing population and the housing requirements of those with disabilities and Sustainability Appraisals that assess the impact of the plan in relation to human health and wellbeing.

The Local Plan was also subject to independent examination by the Planning Inspectorate and hearing sessions were held where objectors to the plan (including members of the public, businesses, developers, voluntary organisations and public interest groups) were given the opportunity to challenge the Local Plan policies and strategies.

For a summary of the issues discussed at the hearing sessions and the attendees please visit the Council's Local Plan Review: [Written Statements](#) webpage.

For consultation purposes, all Cambridge Local Plan Consultation documents are, and will be, made available for inspection online and at the Customer Service Centre; the documents can be made available at local libraries for people who have difficulty getting into Council offices. The document is available in large print on request, and officers can talk through issues with people who have difficulty reading and assist with completing response forms if required.

The Council has consulted various community organisations that represent the equality strands as recognised in UK law including :

- Age Concern Cambridgeshire
- Cambridgeshire Older Peoples Enterprise (COPE).
- Disability Cambridgeshire
- Cambridge Ethnic Community Forum
- Irish Traveller Movement in Britain
- The East Anglian Gypsy Council
- Traveller Solidarity Network
- East of England Faiths Council
- The Church of England Ely Diocese

To date over 20,000 representations have been received from the associated Local Plan consultations. All representations to the Local Plan Consultations to date can be viewed at the following site: <https://cambridge.jdi-consult.net/localplan/>

The representations were analysed and changes were made to Local Plan policies where needed. A summary of representations made and modifications to Local Plan policies as a result of representations can also be found in the:

- [Council's Statement of Consultation](#)
- [Addendum to the Cambridge Local Plan 2014: Proposed Submission document \(July 2013\) Schedule of Proposed Changes following Proposed Submission Consultation](#)
- [Cambridge Local Plan – Schedule of Modifications](#)

Modifications with regard to representations provided from equalities groups have not been highlighted separately but can be viewed in the documents above. For example, the inclusion of respite, rehabilitation and convalescent accommodation was included in Policy 47: Specialist housing as a result of a representation from the Disability Consultative Panel<sup>1</sup>. All modifications that haven't been consulted upon previously will also be included in the Post Modifications Consultation document (to be consulted upon in January 2018).

<sup>1</sup> Page 415: [Council's Statement of Consultation](#)



**10. Potential impacts**

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

**(a) Age - Any group of people of a particular age (e.g. 32 year-olds) , or within a particular age range (e.g. 16-24 year-olds) – in particular, please consider any safeguarding issues for children and vulnerable adults**

Yes, a positive impact

The plan seeks to meet objectively assessed needs for homes and jobs (including affordable homes) in Cambridge; this includes housing need for both an ageing and a young population. The Plan will deliver significant levels of affordable housing; this will benefit young people who cannot afford market housing. Evidence regarding the need for affordable homes can be found in various evidence base documents<sup>2</sup> that have informed the development of the Cambridge Local Plan and include [Cambridge Sub-Region Strategic Housing Market Assessment](#). This will be guided by Policy 45: Affordable housing and dwelling mix of the Local Plan.

The Plan includes a policy that seeks to improve accessibility for all (including those with mobility issues) through Policy 51: Accessible homes. An accessible home supports changing needs of residents from raising children through to mobility issues faced in old age or through disability. This essentially allows people to live in their home for as much of their life as possible. Such homes have design features that have been tailored to foster accessible living, helping to accommodate old age, injury, disability, pregnancy and pushchairs or enable future adaptation to accommodate this diversity of use.

The Local Plan will also plan for infrastructure such as children's play areas, benefiting families with young children.

Potential issue – Although there is no evidence of any negative impact on young people, it is often difficult to engage with younger members of the community and officers may need to think about how young people can become involved in the policy making process, this could be by visiting schools, or ensuring that consultation events run at accessible times e.g. after work or during the day. Recent demographic figures (from respondents that have filled in monitoring forms) show that only 5% of respondents to the Local Plan consultations were under 24 years of age.

The Council has consulted various community organisations including Age Concern Cambridgeshire and Cambridgeshire Older Peoples Enterprise (COPE). Modifications with regard to representations provided from age related interest groups have not been highlighted separately but can be viewed at the following site: <https://cambridge.jdi-consult.net/localplan/>. A summary of representations made and modifications to Local Plan policies as a result of representations can also be found in the:

- [Council's Statement of Consultation](#)
- [Addendum to the Cambridge Local Plan 2014: Proposed Submission document \(July 2013\) Schedule of Proposed Changes following Proposed Submission Consultation](#)
- [Cambridge Local Plan – Schedule of Modifications](#)

Recent demographic figures (from respondents that have filled in monitoring forms) show that 20% of respondents to the Local Plan consultations were over 65 years of age.

**(b) Disability - A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities**

<sup>2</sup> See the Councils [Reference Documents Library](#)

Yes, a positive impact

The Plan includes policies that seek to ensure that on all residential development on schemes of more than 20 dwellings, 5% of affordable units are built to Building Regulations M(4) 3 'wheel-chair user dwellings' or can easily be adapted to meet this standard. It also requires that 100% of new housing meets Building Regulations M(4) 2 'accessible and adaptable dwellings'<sup>3</sup>. The plan also seeks the provision of specialist housing according to need (e.g. care homes and sheltered housing).

The Plan includes a policy that seeks to improve accessibility for all (including those with mobility issues) through Policy 51: Accessible homes. An accessible home supports changing needs of residents from raising children through to mobility issues faced in old age or through disability. This essentially allows people to live in their home for as much of their life as possible. Such homes have design features that have been tailored to foster accessible living, helping to accommodate old age, injury, disability, pregnancy and pushchairs or enable future adaptation to accommodate this diversity of use.

The Plan includes policies that require high quality, inclusive design for all new developments as part of a strategy to achieve an accessible and sustainable environment.

In addition to this, access issues will also be addressed through Building Regulations.

The Council has consulted various community organisations including Disability Cambridgeshire.

Modifications with regard to representations provided from disability related interest groups have not been highlighted separately but can be viewed at the following site: <https://cam-bridge.jdi-consult.net/localplan/>. A summary of representations made and modifications to Local Plan policies as a result of representations can also be found in the:

- [Council's Statement of Consultation](#)
- [Addendum to the Cambridge Local Plan 2014: Proposed Submission document \(July 2013\) Schedule of Proposed Changes following Proposed Submission Consultation](#)
- [Cambridge Local Plan – Schedule of Modifications](#)

An example of a modification to the Local Plan that was amended after representations were made by a disability interest group includes the addition of respite, rehabilitation and convalescent accommodation in Policy 47: Specialist housing<sup>4</sup>.

Recent demographic figures (from respondents that have filled in monitoring forms) show that 23 respondents to the Local Plan consultations had a disability.

**(c) Sex – A man or a woman.**

No, There is no evidence that the Local Plan will have differential impacts on people due to sex.

<sup>3</sup> <https://www.gov.uk/government/publications/access-to-and-use-of-buildings-approved-document-m>

<sup>4</sup> Page 415: [Council's Statement of Consultation](#)

**(d) Transgender – A person who does not identify with the gender they were assigned to at birth (includes gender reassignment that is the process of transitioning from one gender to another)**

No, There is no evidence that the Local Plan will have differential impacts on people who are Transgender.

**(e) Pregnancy and maternity**

Yes, a positive impact

The Plan includes policies that facilitate access to services and facilities, such as medical centres and community centres, these were also considered when identifying site allocations.

Policy 73: Community, sports and leisure facilities highlights the importance of developments and their role in the provision of community facilities, this need should be met by on-site provision, where possible. In relation to pregnancy and maternity, these facilities could include: childcare facilities nurseries, integrated nursery centres, playgroups, crèches and child-minding networks, whether public or private. The provision of such facilities is important to increase economic activity rates, to minimise travel distances, to improve the quality of life of parents and children and to reduce social exclusion.

The Plan includes a policy that seeks to improve accessibility for all (including those with mobility issues) through Policy 51: Accessible homes. An accessible home supports changing needs of residents from raising children through to mobility issues faced in old age or through disability. This essentially allows people to live in their home for as much of their life as possible. Such homes have design features that have been tailored to foster accessible living, helping to accommodate old age, injury, disability, pregnancy and pushchairs or enable future adaptation to accommodate this diversity of use.

The Plan includes policies which seek to ensure facilities are delivered to meet community needs in new developments and protect existing community facilities. Policy 17: Southern Fringe area of major change specifically mentions the creation of a sustainable and vibrant community which will include community facilities, a health centre, library and meeting rooms, open space and children's play areas. Policy 19: Land between Huntingdon and Histon Road Area of Major Change also requires the inclusion of a health centre and open space and recreation provision for children and teenagers. Policy 75: Healthcare facilities also supports the provision of good local healthcare facilities of the right type and in the right locations. The provision and location of community-based, out-of hospital, health-care should aim to meet the needs of existing and new residents.

**(f) Marriage and civil partnership**

No, There is no evidence to show that this document will cause a differential impact on people due to marriage and civil partnership.

**(g) Race - The protected characteristic 'race' refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.**

The document is written in plain English with minimal use of jargon and the Council has a translations service available. There is a glossary included to explain technical terms used within the document.

Policy 49: Provision for Gypsies and Travellers sets out the criteria for the location of Gypsy and Traveller sites to meet the needs of the Gypsy and Traveller population.

The Council, working with neighbouring authorities, will maintain a local assessment of need for pitches for Gypsies and Travellers and plots for Travelling Showpeople. The outcome of this assessment will assist the Council in determining planning applications. The latest published evidence ([Cambridgeshire \(excluding Fenland\), King's Lynn & West Norfolk, Peterborough and West Suffolk Gypsy and Traveller Accommodation Assessment](#) December 2016) indicates there is no identified need for pitches or plots in Cambridge between 2016 and 2031. This local plan therefore makes no specific provision for new sites in Cambridge. It does however provide guidance to indicate the evidence required if a proposals were submitted for permanent, transit and emergency stopping provision for Gypsies and Travellers.

The Council has consulted various community organisations including Cambridge Ethnic Community Forum, Irish Traveller Movement in Britain, The East Anglian Gypsy Council and the Traveller Solidarity Network.

A Local Plan hearing session regarding policies for travellers, caravan dwellers and travelling show people was held on 13 July 2017 relevant respondents were invited to discuss the policy with the Planning Inspectors and put forward their objections. A summary of their objections can be found on the Councils [Matter 10: Policies for travellers, caravan dwellers and travelling showpeople](#) webpage.

#### **(h) Religion or belief**

Yes, a positive impact.

The plan includes Policy 73: Community, sports and leisure facilities that can facilitate access to community facilities, including places of worship. The policy provides guidance to indicate the evidence required if a proposals were submitted for a place of worship. This will ensure that any proposals for places of worship can be dealt with appropriately.

The Council has consulted various community organisations including East of England Faiths Council and The Church of England Ely Diocese.

Modifications with regard to representations provided from religious interest groups have not been highlighted separately but can be viewed at the following site: <https://cambridge.jdi-consult.net/localplan/> . A summary of representations made and modifications to Local Plan policies as a result of representations be found in the:

- [Council's Statement of Consultation](#) (specifically page 566)
- [Addendum to the Cambridge Local Plan 2014: Proposed Submission document \(July 2013\) Schedule of Proposed Changes following Proposed Submission Consultation](#)
- [Cambridge Local Plan – Schedule of Modifications](#)

Recent demographic figures (from respondents that have filled in monitoring forms) show that people from a wide range of religions have responded to the consultation including: Buddhist, Christian, Jewish, Sikh and no religion.

#### **(i) Sexual orientation**

No, there is no evidence that the Local Plan will have differential impacts on people due to their sexual orientation.

#### **(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty**

The Local Plan seeks to address inequality, for example through the provision of affordable housing as part of new developments in Cambridge. The Plan will deliver significant levels of affordable housing; this will benefit young people who cannot afford market housing. Evidence regarding the need for affordable homes can be found in various evidence base documents<sup>5</sup> that have informed the development of the Cambridge Local Plan and include [Cambridge Sub-Region Strategic Housing Market Assessment](#). This will be guided by Policy 45: Affordable housing and dwelling mix of the Local Plan and be supported by a Supplementary Planning Document <https://www.cambridge.gov.uk/affordable-housing-spd> which will provide further guidance on the issue.

<sup>5</sup> See the Councils [Reference Documents Library](#)

**11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqIA accordingly.)**

This EQIA provides an update from previous impact assessments carried out during a previous stage of Local Plan preparation: The Proposed Submission Consultation phase in 2013 (<https://www.cambridge.gov.uk/ccm/navigation/planning-and-building-control/planning-policy/local-plan-review>).

Potential issue – Although there is no evidence of any negative impact on young people, it is often difficult to engage with younger members of the community and officers may need to think about how young people can become involved in the policy making process, this could be by visiting schools, or ensuring that consultation events run at accessible times e.g. after work or during the day. Recent demographic figures (from respondents that have filled in monitoring forms) show that only 5% of respondents to the Local Plan consultations were under 24 years of age.

As explained in section 3, the next stage of the Local Plan process is the Post Examination Modifications Consultation.

As required by the National Planning Policy Framework, the Cambridge City Council (Jointly with South Cambridgeshire District Council) will be consulting on Main Modifications that the Planning Inspectors have proposed as necessary to ensure the plans are 'sound'. Main Modifications are those that materially affect the policies in the submitted Local Plans, which are required to ensure that the plans are 'sound' and 'legally compliant'.

At the same time, the Council will take the opportunity to consult on some Additional (minor) Modifications. The Additional Modifications will not impact on the intent or interpretation of the plans or go to the heart of whether a plan is 'sound' or not. They consist of changes such as typographical errors and factual updates.

The EQIA will be revisited after the consultation and amended if any further changes are made to the Plan that may have an impact on equalities issues.

**12. Do you have any additional comments?**

The plan includes policies to ensure that new developments design out crime.

**13. Sign off**

Name and job title of lead officer for this equality impact assessment:  
Frances Schulz, Senior Planning Policy Officer

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

- Planning Policy
- Mark Taylor –Access Officer
- Ariadne Henry – Community Development Officer (Inclusion and Engagement)
- Heather Crowther – Equality & Anti-Poverty Officer

Date of EqIA sign off:

Date of next review of the equalities impact assessment: February 2018

Sent to Helen Crowther, Equality and Anti-Poverty Officer?

Yes

No

Date to be published on Cambridge City Council website (if known): January 2018



# **South Cambridgeshire Equalities Impact Assessment (EqIA)**

## **1 Introduction**

This Equalities Impact Assessment (EqIA) was solely undertaken by South Cambridgeshire District Council (SCDC) and is reproduced here to be reported as part of the Sustainability Appraisal.

The EqIA was revisited following the proposed modifications to the Local Plan in February 2014 and subsequently following submission of the Cambridge and South Cambridgeshire Modifications Report on Consultation in March 2016. It also considers proposed modifications arising from the joint examination hearings matter statements (October 2014 – March 2016) and the South Cambridgeshire only hearings statements from September 2016 – July 2017. The council concluded that none of the proposed changes are of significance for the EqIA. Therefore the previous assessment findings, documented in this report, remain pertinent.

In October 2017 the Inspectors wrote to the Council identifying the proposed Main Modifications to the Local Plan that they have identified as may be necessary to ensure the Local Plans can be found 'sound' and adopted. The EqIA has been revisited to take account of the changes proposed in the modifications, but none of the proposed changes are of significance for the EqIA and the previous assessment findings remain pertinent.

<b>A. POLICY, PRACTICE, FUNCTION OR PROJECT TO BE ASSESSED</b>
<p><b>A1. Please describe what are the main aims, objectives, purpose and intended outcomes of the policy or function?</b></p> <p>The Local Plan will address the development needs of the district to 2031, and provide policy guidance for the consideration of planning applications.</p>
<p><b>A2. Is this policy or function associated with any other Council policy or priority?</b></p> <p>The Local Plan will help deliver the Council’s long term vision and specifically deliver three Council Actions for 2016-2021:</p> <ul style="list-style-type: none"> <li>• A3. Ensure our new and established communities provide thriving, healthy, safe and attractive places to live.</li> <li>• B2. Increase the range of housing and tenure options for residents, including Right to Build and Starter Homes.</li> <li>• B3. Continue to progress the Local Plan to adoption.</li> <li>• C4. Support our villages to strengthen their communities and social networks, reducing isolation by improving access, delivering effective community-led services and targeted support for the rural economy.</li> </ul>
<p><b>A3. Who are the intended beneficiaries/stakeholders of the policy or function? How many people are affected and from what sections of the community?</b></p> <p>The Local Plan affects all the Council’s residents, especially direct service recipients, partners in the public, private and voluntary sectors, central government, businesses and visitors to the district. They have a specific impact on the Council’s Members and staff, who are responsible for their development and implementation of the Local Plan.</p>
<p><b>A4. Is the policy/function corporate and far-reaching?</b></p> <p>Yes.</p>
<p><b>A5. Are you expecting to make any significant change to the policy or service in the near future? If so, please give details.</b></p> <p>The Local Plan preparation process involves a significant review of policy.</p>
<p><b>A6. Is this a new or existing policy or function?</b></p> <p>The Local Plan will review elements of the existing Local Development Framework, in particular the Core Strategy, Development Control Policies, Site Specific Policies, and the remaining saved policy from the Local Plan 2004.</p>

**B. EVIDENCE/ DATA and CONSULTATION**

It is important to consider all information that is available in determining whether the policy or function could have a differential impact. Please attach examples of monitoring information, research or consultation reports.

**B1. What monitoring or other information do you have about relevant target groups, which will show the impact of the policy or function?**

Information has been collated in the Sustainability Appraisal Scoping Report, which accompanies the plan.

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

Information has been collated in the Sustainability Appraisal Scoping Report, which accompanies the plan.

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

The Scoping Report helped identify issues to consider through the issues and options process, which have subsequently been addressed in the draft Local Plan.

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

There have been significant public consultation exercises on issues and options for the new local plan, followed by consultation on the draft Local Plan. A wide range of comments were received. A summary of all the comments received is available on the Council's website.

The Council prepared a Statement of Consultation (March 2014) which details how the Council has undertaken consultation in preparing its Local Plan in accordance with the Council's Statement of Community Involvement (January 2010). The Statement of Consultation includes a list of consultees in Appendix A, including equalities groups.

In December 2015 the Council (jointly with Cambridge City Council) consulted on Proposed Modifications to the Local Plans. The comments received can be viewed on the Council's website, and these informed the proposed modifications submitted to the Examination Inspectors in March 2016.

In January 2018 the Council (jointly with Cambridge City Council) is undertaking consultation on Main Modifications to the Local Plans. These Modifications are changes the Inspectors examining the Local Plans have identified as may be necessary to ensure the Local Plans can be found 'sound' and adopted. The Councils, and wider public, have the opportunity to comment on the proposed modifications. The comments will be available to view on the Council's website following the close of consultation.

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

Consultation with the Council's Equalities Officer.

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

Assessment has been integrated with the Sustainability Appraisal process, to ensure EQiA is integral to the plan making process. Each option for the plan and policies was subject to testing against the objective to 'Redress inequalities related to age, disability, gender assignment, race, faith, location and income'.

**C1. IMPACT OF THE POLICY OR FUNCTION**

Assess the potential impact on each of the following protected characteristics. The impact could be negative, positive or neutral. If you assess a negative impact for any of the groups then you will need to assess whether that impact is low, medium or high. Refer to the evidence you use.

DESCRIPTION OF IMPACT	Nature of Impact (Positive, Neutral, Adverse)	Extent of Impact (Low, Medium, High)
<b>AGE: Identify the potential impact of the policy or function on different age groups.</b>		
<p>Policies in the draft Local Plan address issues including:</p> <ul style="list-style-type: none"> <li>• Requires a mix of housing types, sizes and affordability, including starter homes, and a proportion of homes to be built to the accessible and adaptable dwellings M4(2) standard, and facilitates custom and self-build housing.</li> <li>• Design-out crime and create an environment that is created for people that is and feels safe, and has a strong community focus.</li> <li>• Access to education, services, facilities and transport has been considered when testing development site options.</li> <li>• Requires health impact assessment for new developments.</li> <li>• Seeks permeable development with ease of movement and access for all users and abilities.</li> <li>• Seeks to protect existing services to maintain accessibility.</li> <li>• Meeting community needs in new developments specifically refers to meeting the needs of different age groups.</li> </ul>	<b>Positive</b>	

<b>DISABILITY: Identify the potential impact of the policy or function on disabled people.</b>		
<p>Policies in the draft Local Plan address issues including:</p> <ul style="list-style-type: none"> <li>• Seeks permeable development with ease of movement and access for all users and abilities, and good access to public buildings, including for those with limited mobility or those with other impairment such as of sight or hearing.</li> <li>• Meeting community needs in new developments specifically refers to meeting the needs of different groups including people with disabilities.</li> <li>• Accessible and adaptable dwellings built to M4(2) standard for Disabled people and to a prescribed minimum space standard, as well as facilitating custom and self-build housing.</li> <li>• Car parking to meet the needs of people with impaired mobility.</li> <li>• Requires health impact assessment for new developments.</li> </ul>	<b>Positive</b>	
<b>GENDER REASSIGNMENT: Identify the potential impact of the policy or function on people that have changed gender identity.</b>		
<p>The issues addressed in the Local Plan are inclusive to people who have undergone or are undergoing gender reassignment, but is not specific to gender reassignment. The Local Plan seeks the development of safe and inclusive communities.</p>	<b>Neutral</b>	
<b>MARRIAGE AND CIVIL PARTNERSHIPS: Identify the potential impact of the policy or function on people who are married or in a civil partnership.</b>		
<p>The Local Plan is inclusive to people regardless of their marital status, but is not specific to marriage or civil partnerships. The Local Plan seeks the development of safe and inclusive communities.</p>	<b>Neutral</b>	
<b>PREGNANCY AND MATERNITY: Identify the potential impact of the policy or function on pregnant or maternal mothers and those women who wish to breastfeed.</b>		
<p>Policies in the draft Local Plan address issues including:</p> <ul style="list-style-type: none"> <li>• Access to services and facilities, such as medical centres and community centres has been considered when identifying site allocations, and considering the settlement hierarchy.</li> <li>• Includes policies which seek to ensure facilities are delivered to meet community needs in new developments.</li> <li>• Requires health impact assessment for new developments.</li> </ul>	<b>Positive</b>	

<b>RACE: Identify the potential impact of the policy or function on different ethnic groups, including national origins, colour and nationality.</b>		
<p>Policies in the draft Local Plan address issues including:</p> <ul style="list-style-type: none"> <li>• Policies which seek the delivery of services and facilities to create inclusive communities.</li> <li>• Sets Targets for the provision of accommodation for Gypsies and Travellers and travelling showpeople, and how they should be addressed, in accordance with the Gypsy and Traveller Accommodation Assessment.</li> </ul>	<b>Positive</b>	
<b>RELIGION/BELIEF: Identify the potential impact the policy or function on different religious/faith groups.</b>		
<p>Policies in the draft Local Plan address issues including:</p> <ul style="list-style-type: none"> <li>• Meeting community needs in new developments specifically refers to meeting the needs of different groups including faith groups.</li> </ul>	<b>Positive</b>	
<b>SEX: Identify the potential impact of the policy or function on men and women.</b>		
The Local Plan is inclusive to people regardless of their sex, but is not specific to men and women. The Local Plan seeks the development of safe and inclusive communities.	<b>Neutral</b>	
<b>SEXUAL ORIENTATION: Identify the potential impact of the policy or function on lesbian, gay men, bisexual or heterosexual people.</b>		
The Local Plan is inclusive to people regardless of their sexual orientation, but is not specific to lesbian, gay men, bisexual or heterosexual people. The Local Plan seeks the development of safe and inclusive communities.	<b>Neutral</b>	
<b>OTHER CHARACTERISTIC SPECIFIC TO SOUTH CAMBRIDGESHIRE – RURALITY: Identify the potential impact of the policy or function on people who are rurally isolated.</b>		

Policies in the draft Local Plan address issues including: <ul style="list-style-type: none"> <li>• Support for retention of local employment, facilities and services in rural areas.</li> <li>• Support for farm diversification and development of the rural economy.</li> <li>• Supports the development of village shops.</li> <li>• Supports delivery of affordable housing through rural exception sites.</li> <li>• Access to services, facilities and transport has been considered when testing development site options, and developing the settlement hierarchy.</li> </ul>	<b>Positive</b>	
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PLEASE NOTE: Following completion of the section above, if the nature of the impact is adverse then you may need to proceed to a full equality impact assessment.

<p><b>C2. Could you minimise or remove any adverse or potential impact that is high, medium or low significance, in advance of a full impact assessment? Explain how.</b></p> <p>N/A</p>
<p><b>C3. Does the policy or function actively promote equal opportunities and good community relations? Or could changes be made so that it does so?</b></p> <p>Yes.</p>
<p><b>C4. Please provide any further information, qualitative or quantitative that does not fit into the questions but you feel has a likely impact on this assessment.</b></p> <p>The Sustainability Appraisal has considered the impact of individual policies and site options on objectives to redress inequalities, and a number of other issues related to rurality.</p>

<b>D. CONCLUSIONS</b>			
<b>D1. Was there sufficient data to complete the partial assessment?</b>	Yes?	X	<b>If "NO", what arrangements are in place for evidence gathering and continuing with the assessment?</b>
	No?		

<b>ED2. Is the outcome of the partial assessment that the policy or function would have an adverse impact (medium or high impact) on one or more target group?</b>	Yes?		<b>If "YES", will you proceed to a full assessment? If so, what arrangements are in place to carry out the full assessment?</b>
	No?	X	
<b>D3. Is the outcome of the partial assessment that the policy or function would have a neutral or positive impact on equalities?</b>	Yes?	X	<b>If "YES", have you included proposals in the Action Plan to further improve the impact of the policy or function on equalities?</b>  <b>Do you plan to review the service or policy again in future to assess whether there has been any change? If so, when?</b>
	No?		<b>Has the Equalities Steering Group and the Consultative Forum reviewed the assessment? If so what were their comments?</b>
<b>D4. Do you have any other conclusions/outcomes from the partial assessment?</b>			
The impact of the Local Plan will be monitored, and the plan will be subject to regular review.			



**ACTION PLAN for enhancing existing practice**

<b>Recommendation/ issue to be addressed</b>	<b>Planned Milestone</b>	<b>Planned completion of milestone (date)</b>	<b>Officer Responsible</b>	<b>Progress</b>
Review issues following public consultation.	Issues and Options Public Consultation July – September 2012.	Planning Policy Team		<b>COMPLETE</b>
Carry out EQiA of the Draft Plan, prior to further public consultation.	Winter 2012 / Spring 2013	Planning Policy Team		<b>COMPLETE</b>
Review any changes resulting from public consultation.	Autumn 2013	Planning Policy Team		<b>COMPLETE</b>
Review any changes resulting from the Council’s examination hearings matter statements and proposed modifications (March 2016).	October 2016	Planning Policy Team		<b>COMPLETE</b>
Review any changes resulting from the Inspectors’ Main Modifications (December 2018)	December 2018	Planning Policy Team		<b>COMPLETE</b>

**Resources**

Does the above action plan require any additional resources?

No

**Arrangements for Monitoring**

Please give your plans for monitoring the achievement of the above actions.

Monitored in the Annual Monitoring Report.