



# EQUALITY IMPACT ASSESSMENT

## Full Assessment Form

This form is for use in undertaking a full equality impact assessment of a policy following the findings from an equality screening.

<b>Name of Policy being assessed</b>	<b>Waterbeach New Town Supplementary Planning Document</b>
<b>Service Area</b>	<b>Planning</b>
<b>Lead Officer</b>	<b>Caroline Hunt</b>
<b>Team</b>	<b>Planning Policy</b>
<b>Completion date of equality screening</b>	<b>2 August 2018</b>
<b>Start date of assessment</b>	
<b>Completion of assessment</b>	

## **A. STATUS AND SCOPE OF THE POLICY BEING ASSESSED**

For the purposes of this assessment, the term 'Policy' refers to a Policy, Strategy, Programme, Procedure, Function or Decision.

### **A1. What are main aims, objectives, purpose and intended outcomes of the Policy?**

The purpose of Supplementary Planning Documents (SPD) is to expand on policies set out in the Local Plan and to provide additional detail. The Waterbeach New Town SPD expands on Policy SS/5: *Waterbeach New Town* contained within the emerging South Cambridgeshire Local Plan.

Policy SS/5 identifies a new settlement on the former Waterbeach Barracks for approximately 8,000 to 9,000 dwellings and associated uses. The draft SPD for Waterbeach New Town has been prepared to provide a clear framework to assist decision making relevant to the delivery of the new town.

The draft SPD includes strategic principles for development and place-making that sets the quality expectations of the Council of the new settlement to guide future master planning of the site. The draft SPD has also been prepared alongside members of the local community where the initial vision and objectives were discussed at a workshop and across a series of discussions with the Waterbeach Neighbourhood Planning Group and Waterbeach Parish Council.

The SPD includes a detailed analysis of the existing site context which identifies development constraints such as heritage assets, landscape character and flood risk. It also establishes out a vision for the new settlement and strategic development objectives, which has prepared alongside the existing local community.

The SPD identifies a spatial framework for the new settlement, identifying key land uses with the intention of creating a comprehensive development across the entire development area.

It also identifies guiding principles that should be used to inform development relating to a number of key themes including movement and place, housing, open space, environmental sustainability and climate change.

The SPD also details how the new town could be delivered. It incorporates an Infrastructure Delivery Plan (IDP), that while subject to further consideration and assessment as part of the viability process undertaken with each of the two outline planning applications, sets out the infrastructure requirements to support the new settlement and how these infrastructure projects can be funded and secured as part of the development management process.

It also sets out a comprehensive approach to delivery that requires coordination between the two developers. It achieves this by requiring, through s106 agreements and planning conditions, that delivery and review groups to be established that include the developers as well as South Cambridgeshire and Cambridgeshire County Council.

In combination these overarching design principles aim to deliver a settlement that will prioritise sustainable movement across the new town, creating walkable mixed use neighbourhoods that are of the highest quality, permeable and centred around a convenient, attractive and flexible public transport network, including a new re-located Waterbeach Station. By designing in a comprehensive walking, cycling and public transport network from the beginning, the New Town should have a positive impact on travel behaviour and in turn minimise the impact of the settlement on the surrounding highway network.

The SPD will also set the framework to creating a mixed community where a wide range of housing typologies, forms and tenures can be delivered to meet the housing needs of the area. This includes affordable, self-build, key worker, extra care and older people's housing. These housing types will be set around social, recreational and cultural facilities across the New Town which will be of benefit to both new and existing residents in Waterbeach.

This will be supported with other vital infrastructure and facilities required to create a successful settlement. These include a multifunctional green network of amenity spaces, onsite healthcare provision, a significant amount of play space for children and young people as well as more formal outdoor sports facilities.

New development will be expected to demonstrate excellence in sustainable design and exceed the Council's existing standards in the adopted Sustainable Design and Construction SPD. Buildings across the site will be expected to be designed and built to be energy efficient and use the latest technology and design methods to minimise the impact of the development on the local and wider environment.

To conclude, the Waterbeach New Town SPD will set a comprehensive and appropriate framework that will ensure that the development is of the highest design and environmental standards.

**A2. What is the status of this Policy? (New, existing or under review)**

The Waterbeach New Town SPD supplements Policy SS/5 in the emerging Local Plan.

**A3. What is the timescale and decision-making route for approval of the Policy?**

The draft SPD will be subject to a six week public consultation with a range of external stakeholders including the general public. During the consultation the draft SPD will be available on the SCDC website. A Statement of Consultation will be produced and will detail the representations received and any subsequent amendments proposed to the draft SPD before it is adopted, which can only take place on the adoption of the Local Plan.

**A4. Is this policy associated with the Council's strategic Aims, Approaches and Actions (The Three 'A's)? If so, please state the relevance and association to The Three 'A's.**

It is linked to the Council's Aims:

- A. LIVING WELL Support our communities to remain in good health whilst continuing to protect the natural and built environment
- B. HOMES FOR OUR FUTURE Secure the delivery of a wide range of housing to meet the needs of existing and future communities
- C. CONNECTED COMMUNITIES Work with partners to ensure new transport and digital infrastructure supports and strengthens communities and that our approach to growth sustains prosperity
- D. AN INNOVATIVE AND DYNAMIC ORGANISATION Adopt a more commercial and business-like approach to ensure we can continue to deliver the best possible services at the lowest possible cost

**A5. Who are the intended beneficiaries/stakeholders of the policy or function? How many people are affected and from what sections of the community?**

The draft SPD for Waterbeach New Town has been prepared to provide a clear framework to assist decision making relevant to the delivery of the new town. It also provides a clear understanding of how the new town and supporting infrastructure will be secured and delivered and how the new settlement will integrate with the local area and in particular with Waterbeach Village.

Due to the scale and nature of the proposed new settlement, it is anticipated that the draft Waterbeach New Town SPD will affect those that work, live and visit the surrounding area. Therefore the SPD has the potential to affect a large and wide ranging proportion of the community.

Stakeholders include:

- Residents across the district and new residents of the new town itself.
- Local Parish Councils
- Local Members
- Cambridgeshire County Council
- Adjacent Local Authorities
- Cambridgeshire and Peterborough Combined Authority
- Historic England
- Delivery partners, including developers, infrastructure providers, transport providers
- Community organisations

**A6. Are external partners involved in delivering this policy? If so, what are their roles, and level of involvement/influence?**

Yes. The District Council as the Local Planning Authority has been working in partnership with Cambridgeshire County Council, the landowners and promoters, and with local interest groups to consider ways to deliver development on site in a successful and coordinated manner. The SPD will set the framework for the new town (see A1), which will be delivered by developers and other delivery partners.

**B. EVIDENCE, DATA AND CONSULTATION**

It is important to consider all information that is available in determining whether the Policy could have a differential impact. Please

include 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?**

The SPD is only concerned with the development of land, therefore it is only directly relates to land uses and not the people living on the site.

Local Plan Monitoring Indicators will help review the success of the SPD.

The County Council Research Group provide a break down of Census information in district and ward level profiles. This includes useful information on Gender, Age, Race, Disability, and Religion / Faith.

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

The SPD is only concerned with the development of land, therefore it is only directly relates to land uses and not the people living on the site.

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

The SPD should assist with the delivery of the highest quality sustainable development, taking into account local opinions expressed through the public consultation exercise. Local people, including existing residents, will continue to have the opportunity to share their experience and help to shape the place in which they live and work.

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

The draft SPD will be subject to a six week public consultation with a range of external stakeholders. A list of consultees is included in the Consultation Statement which accompanies the SPD. During the consultation the draft SPD will be available on the SCDC website. A Statement of Consultation will be produced and will detail the representations received and any subsequent amendments proposed to the draft SPD before it is adopted.

**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?**

The District Council as the Local Planning Authority has been working in partnership with Cambridgeshire County Council, the landowners and promoters, and with local interest groups to consider ways to deliver development on site in a successful manner. In preparing the draft SPD, a workshop took place in July 2017, and the comments provided at this workshop proved valuable in helping shape the document prior to subsequent discussion with representatives of the Waterbeach Neighbourhood Planning Group and Waterbeach Parish Council. A summary of the comments from the workshop are included in the Consultation Statement which accompanies the SPD.

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

The SPD will be published for a six week public consultation, as detailed in B4 above. Consultation will accord with the Council's Statement of Community Involvement. A list of consultees is included in the Consultation Statement which accompanies the SPD.

Based on the evidence and information you have gathered, and any consultations you have carried out, you should:

- Identify any **opportunities to advance equality of opportunity or foster good relations** for people with different protected characteristics (Section C) and;
- **Assess the likely differential impact** – positive or negative - of the policy on people with protected characteristics (Section D).

It is important to **identify whether the Policy could affect some groups of people differently** (a 'differential impact'). It is particularly important to consider whether the policy would *discriminate against or disadvantage people* on the grounds of any of the protected characteristics, or whether there are *any opportunities to better promote equality or good relations* between different groups of people through modifying the Policy.

Use the table below to summarise the findings of the information and evidence you have gathered. This might include statistical data, external research, or feedback from formal or informal consultations with staff or residents. Consider the information as it relates to the range of protected characteristics (listed in the left hand column) before proceeding to Section D.

If there is no information available about the impact (or potential impact) of the Policy on people with a particular protected characteristic, you should note this in the table.

<b>C. OPPORTUNITIES TO ADVANCE EQUALITY OF OPPORTUNITY OR FOSTER GOOD RELATIONS</b>				
<b>You do not need to fill in every single box.</b> The questions are there as a guide, and are prompts to help you consider the way that a policy or decision will impact on people with different protected characteristics before proceeding to Section D.				
<b>Protected Characteristics</b>	<b>What does the information or evidence we have gathered tell us about the impact of this Policy on different groups of people?</b>			
	Does the evidence suggest that people with different protected characteristics have different needs or experiences in relation to this Policy?	Could any aspect of the Policy amount to discrimination (either direct or indirect) against people on the grounds of a protected characteristic?	In what ways does this Policy promote <b>opportunities to advance equality of opportunity</b> or <b>foster good relations</b> between people with different characteristics (e.g. male and female; different racial groups)?	From the evidence you have gathered, what opportunities might there be to better promote <b>opportunities to advance equality of opportunity</b> or <b>foster good relations</b> between different groups of people through <b>modifying the Policy</b> in some way?
<b>Age</b>	<b>Yes</b>	<b>No</b>	<b><i>SPD aimed at creating a balanced community, to meet the needs of all</i></b>	<b><i>None</i></b>
<b>Disability</b>	<b>Yes</b>	<b>No</b>	<b><i>SPD aimed at creating a balanced community, to meet the needs of all</i></b>	<b><i>None</i></b>
<b>Gender Reassignment</b>	<b>No</b>	<b>No</b>	<b><i>SPD aimed at creating a balanced community, to meet</i></b>	<b><i>None</i></b>

			<i>the needs of all</i>	
<b>Marriage and Civil Partnerships</b>	<b>No</b>	<b>No</b>	<b><i>SPD aimed at creating a balanced community, to meet the needs of all</i></b>	<b>None</b>
<b>Pregnancy and Maternity</b>	<b>No</b>	<b>No</b>	<b><i>SPD aimed at creating a balanced community, to meet the needs of all</i></b>	<b>None</b>
<b>Race</b>	<b>Yes</b>	<b>No</b>	<b><i>SPD aimed at creating a balanced community, to meet the needs of all</i></b>	<b>None</b>
<b>Religion/ Belief</b>	<b>Yes</b>	<b>No</b>	<b><i>SPD aimed at creating a balanced community, to meet the needs of all</i></b>	<b>None</b>
<b>Sex</b>	<b>Yes</b>	<b>No</b>	<b><i>SPD aimed at creating a balanced community, to meet the needs of all</i></b>	<b>None</b>
<b>Sexual Orientation</b>	<b>No</b>	<b>No</b>	<b><i>SPD aimed at creating a balanced community, to meet the needs of all</i></b>	<b>None</b>
<b>Others e.g. Rurality; caring responsibility; working pattern etc.</b>	<b>Yes</b>	<b>No</b>	<b><i>SPD aimed at creating a balanced community, to meet the needs of all</i></b>	<b>None</b>

#### **D. DIFFERENTIAL IMPACT OF THE POLICY**

Assess the potential differential 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.		
DESCRIPTION OF IMPACT	Nature of Impact (Positive, Neutral, Adverse)	Extent of Impact (Low, Medium, High)
<b>AGE:</b> Identify the potential impact of the policy or function on different age groups.		
<p>The SPD will enable the development of new a new town.</p> <p>House prices in the Cambridge area are particularly high and this has negative impacts on people seeking to get on the housing ladder, this particularly impacts on young people. The delivery of houses here will help to mitigate rising house prices. There is specific section in the document regarding housing for older people.</p> <p>The SPD will ensure that walking and cycling routes and open spaces and recreation areas are incorporated into the development. Good cycling and walking routes will encourage people of all ages to use them, helping them to get where they are going will also getting exercise.</p> <p>Good open spaces and recreation areas close to where people live will provide new places for people of all ages to relax and enjoy, which are closer to their place of residence. The potential for improved bus services and the relocation of Waterbeach Station to serve both Waterbeach and Waterbeach New Town will also enable those who lack personal transport to travel freely across Cambridge.</p> <p>The provision of a new community facilities, including schools and shops will provide easy access to services and facilities, and employment, close to where people live.</p>	<b>Positive</b>	
<b>DISABILITY:</b> Identify the potential impact of the policy or function on disabled people.		
<p>The SPD will ensure that the new town offers wide choice, type and mix of housing to meet the needs of different groups in the community, including families with children, older people and people with disabilities.</p> <p>The provision of new community facilities, including open space, formal recreation and</p>	<b>Positive</b>	

schools as well as shops and employment areas will provide easy access to services and facilities, and job opportunities, close to where people live. There are specific references seeking to ensure facilities are accessible and appropriately equipped.		
<b>GENDER REASSIGNMENT:</b> Identify the potential impact of the policy or function on people that have changed gender identity.		
There is no evidence that the SPD will have detrimental impacts on people due to gender reassignment.	<b>Neutral</b>	
<b>MARRIAGE AND CIVIL PARTNERSHIPS:</b> Identify the potential impact of the policy or function on people who are married or in a civil partnership.		
There is no evidence that the SPD will have detrimental impacts on people due to marriage and civil partnerships.	<b>Neutral</b>	
<b>PREGNANCY AND MATERNITY:</b> Identify the potential impact of the policy or function on pregnant or maternal mothers and those women who wish to breastfeed.		
There is no evidence that the SPD will have detrimental impacts on people due to pregnancy and maternity.	<b>Neutral</b>	
<b>RACE:</b> Identify the potential impact of the policy or function on different ethnic groups, including national origins, colour and nationality.		
There is no evidence that the SPD will have detrimental impacts on people due to race.	<b>Neutral</b>	
<b>RELIGION/BELIEF:</b> Identify the potential impact the policy or function on different religious/faith groups.		
The SPD will ensure the provision of new faith facilities. Provision of faith space is identified as a town centre use.	<b>Positive</b>	
<b>SEX:</b> Identify the potential impact of the policy or function on men and women.		
There is no evidence that the SPD will have detrimental impacts on people due to sex.	<b>Neutral</b>	
<b>SEXUAL ORIENTATION:</b> Identify the potential impact of the policy or function on lesbian, gay men, bisexual or heterosexual people.		
There is no evidence that the SPD will have detrimental impacts on people due to sexual	<b>Neutral</b>	

orientation.		
<b>OTHER CHARACTERISTIC SPECIFIC TO SOUTH CAMBRIDGESHIRE – RURALITY:</b> Identify the potential impact of the policy or function on people who are rurally isolated.		
The provision of new community facilities, including open space, formal recreation and schools as well as shops and employment areas will provide easy access to services and facilities, and job opportunities, close to where people live. New transport infrastructure will improve accessibility to the surrounding areas.	<b>Positive</b>	

**E. ACTION PLAN**

You should now be able to identify whether the Council needs to take any action to eliminate discrimination, disadvantage or unfair impact, or to make changes to more effectively promote equality, diversity or good relations. Alternatively, you might have identified that you cannot fully assess the impact of the policy on different groups until you have more information, data or other evidence. Actions that you might identify at this stage could include:

Changes to the policy itself  
Collecting and analysing data not currently available  
Consulting further with staff, residents and customers in order to find out more about how the policy or decision will affect people  
Undertaking surveys or other research.

Action/change required	Responsibility	Timescale	Resources required	What issue/problem will this action address?

**F. RECOMMENDATION**

You should now recommend whether the Council should adopt, modify, pilot or reject the policy (please indicate your proposed recommendation from the options below).

<b>Adopt the policy in its originally proposed format (no issues identified)</b>	<b>Yes – issue for SPD consultation</b>
<b>Modify the policy to address any negative impact or to better exploit any potential to promote equality, diversity and good relations</b>	
<b>Continue with the policy despite identifying issues (note: justification must be provided)</b>	
<b>Reject the policy entirely, due to the findings of the EqIA</b>	
<b>Pilot the policy and re-evaluate the equality impact after the pilot period</b>	
<b>Modify the policy to meet separate statutory changes, not linked to equality/diversity</b>	
<p><b>Please briefly set out your reasons for this recommendation.</b>          No adverse impacts noted. Any impacts that have been omitted can be raised as part of the public consultation.</p>	

<b>SIGN OFF: The officers below confirm that this full assessment has been completed in accordance with the Council's guidance</b>		
<b>Signature of Lead Officer</b>		<b>Date:</b>
<b>Signature of Head of Service or Director</b>		<b>Date:</b>

Please retain the original form in your service area and return an electronic copy of the completed form to the Policy and Performance Team for publication.