

# Equality Impact Assessment (EqIA): Health Impact Assessment Supplementary Planning Document (HIA SPD)

## 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](mailto: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:  
Vaughan Bryan, Planning Policy Officer
- 1.2** Team and Service:  
Planning Policy and Strategy, Greater Cambridge Shared Planning Service
- 1.3** Title of proposal:  
Greater Cambridge Health Impact Assessment Supplementary Planning Document
- 1.4** EqIA completion date:  
16.10.2024 (updated 24.02.2025 to reflect final March 2025 version)
- 1.5** Proposal implementation date:  
Consultation carried out November 2024 – January 2025. Formal adoption of the Greater Cambridge Health Impact Assessment SPD is anticipated for Spring 2025.
- 1.6** Who will be responsible for implementing this proposal:  
Cambridge City and South Cambridgeshire District Councils through the Greater Cambridge Shared Planning Service



## Section 2: Proposal to be Assessed

### 2.1 Type of proposal:

Policy guidance – Supplementary Planning Document (SPD)

### 2.2 Is the proposal: New

The Greater Cambridge Health Impact Assessment SPD (herein referred to as “the SPD”) is a new document designed to supplement existing planning policy; the SPD is not designed to introduce new policy. The document provides additional guidance on the application of policies concerned with delivering healthy places within the adopted Local Plans covering the Greater Cambridge Area, namely the South Cambridgeshire Local Plan (September 2018) and the Cambridge Local Plan (October 2018).

Upon adoption, it is intended to revoke the South Cambridgeshire District Council Health Impact Assessment SPD 2011, as it will be superseded by the Greater Cambridge Health Impact Assessment SPD.

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

Assessments completed during the preparation of the two adopted Local Plans (2018) to which this supplementary guidance relates and the EqIA carried out during the consultation draft version of the SPD, completed in November 2024.

### 2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims?

The planning and design of our built and natural environments can have a major influence on human health and wellbeing. The National Planning Policy Framework (NPPF) (December 2024) recognises the importance of delivering places that promote social interaction, are accessible for all members of society, are safe, and actively facilitate healthy lifestyles. Policies in the South



Cambridgeshire Local Plan (2018) and Cambridge Local Plan (2018) set out the need to assess a development's impact on health and wellbeing. This SPD aims to provide further detail on how the health and wellbeing impacts of development can be assessed by using Health Impact Assessments (HIAs).

HIAs are a method of assessing the prospective positive and negative health impacts of development on different population groups. They function as a guiding framework for the design and delivery of a development project, identifying how negative health impacts can be mitigated or prevented, how health benefits can be maximised, and how health impacts can be monitored in the long-term. This SPD has been designed to align with national guidance on HIAs published by Public Health England in 2020, thus ensuring that the application of policies in the adopted Local Plans related to public health reflects current best-practice.

For HIAs to be successful, they must be considered early in a development's design process and should be discussed with the Local Planning Authority (LPA) at the pre-application stages of a project to determine the scope of the assessment. This SPD is designed to provide detailed guidance on when HIAs need to be considered as part of a planning application, the different types of HIA, and the general steps involved in the HIA process. The SPD also provides applicants with checklists and tools that can be used to help frame site-specific HIAs and pre-application discussions with Greater Cambridge Shared Planning's officers.

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

- 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?

- Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community- ✓
- SCDC is an employer that values difference and recognises the strength that a diverse workforce brings - ✓
- 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:

- Service Users ✓
- External Stakeholders ✓
- Employees ✓
- Councillors ✓
- Other ✓

If other, please specify – all residents and visitors to the Greater Cambridge 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).

The SPD sets out principles that should be considered in early stages of the planning process in order to deliver development that addresses health inequalities, mitigates negative health impacts, and facilitates health and wellbeing benefits for both existing and future communities.

The principles in this SPD will improve the service user experience as well as encourage the incorporation of equal and accessible places for all population groups across the Greater Cambridge Area. The SPD will be considered in the determination of planning applications and, as a result, will impact groups and individuals through the decision-making process.

The SPD sets out guidance to assist applicants for planning permission in meeting local and national policy requirements for health and wellbeing in the planning and development process. In this regard, the SPD will specifically affect applicants, agents, landowners, and developers by providing additional clarification and guidance.

During the public consultation on this SPD from November 2024 to January 2025, GCSP invited all groups and individuals to comment, with their representations being considered when amending the final version of the SPD.

- 2.10** How many people will this proposal affect?

Given the integration of stakeholder engagement within the HIA process, the SPD has the capacity to affect all population groups across the Greater Cambridge Area, including members of protected population groups.



The SPD sets out guidance to assist applicants for planning permission in meeting local and national policy requirements for health and wellbeing in the planning and development process. In this regard, the SPD will also affect applicants, agents, landowners, and developers.

- 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?

No external partners will deliver this policy but there is guidance on how developers should engage with local communities through the planning process.

### **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. 

During the drafting process of the SPD, officers identified key issues by understanding common themes arising in joint strategic needs assessments and local research papers.

HIAs are a key tool in assessing health inequalities between different population groups, including protected groups. Early engagement with officers from a range of departments from both Councils (for example, the Environmental Health Officers and Development Management Officers from



both Councils) have helped to refine the guidance and tools provided within the SPD.

A range of background research papers and strategic documents also helped officers to understand how the SPD could impact protected characteristic groups, including:

### **South Cambridgeshire**

- [South Cambridgeshire Health & Wellbeing Strategy 2024-2028](#)
- [South Cambridgeshire District Council State of the District Report South Cambridgeshire 2024](#)
- [South Cambridgeshire Zero Carbon Strategy 2020](#)
- [South Cambridgeshire Business Plan](#)

### **Cambridge**

- [Cambridge City Council, State of the City \(Cambridge\) 2023](#)
- [Cambridge City Council, Corporate Plan 2022-27: Our Priorities for Cambridge](#)
- [Cambridge City Council Single Equality Scheme 2021 to 2024](#)

### **Applicable to both Councils**

- [Joint Strategic Needs Assessment \(JSNA\) for Cambridgeshire and Peterborough \(2023\)](#)



- 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). 

Additional protected characteristics identified as part of the EqIA include socioeconomic factors. A range of background research papers and strategic documents helped officers to understand how the SPD could impact people with different socioeconomic backgrounds, including:

#### **Cambridge City Council**

- [Cambridge City Council, Anti-Poverty Strategy 2020-2023](#)
- [Cambridge City Council, Community Wealth Building: Strategy and Approach 2024](#)

#### **Applicable to both Councils**

- [Greater Cambridge Shared Planning Service, Homes for Our Future: Greater Cambridge Housing Strategy 2024 – 2029](#)
- [Joint Strategic Needs Assessment \(JSNA\) for Cambridgeshire and Peterborough \(2023\)](#)

From November 2024 to January 2025, GCSP carried out a public consultation process on the SPD, which included an in-person engagement event, an online webinar, and online consultations to be digitally inclusive. Not being able to use the internet is an important, non-protected characteristic, which GCSP perceived was important when engaging with members of the public. The Councils are aware that older people, disabled people and people in poverty or on low incomes are more likely to be digitally excluded. The in-person consultation event gave people with limited access to the internet an opportunity to engage with the Council on the preparation of the SPD. Moreover, guidance was



given within public notices regarding the submission of hand-written responses to the consultation process. GCSP used representations received from these various forms of consultation to amend the SPD.

- 3.3** If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place. [!\[\]\(ef9d0f80c5c0f7b4bed9fcc98d310922\_img.jpg\)](#)

Consultation on the draft Greater Cambridge Health Impact Assessment SPD took place from 9am on Thursday 28 November 2024 to 5pm on Friday 24 January 2025. The consultation approach reflected the requirements of national regulations and the Greater Cambridge Statement of Community Involvement.

## 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

#### **Impact 1: Creation of opportunities for local demographic research and profiling to help understand the different age needs of local communities**

Positive, medium impact

Many of the wider determinants of health are relevant to the various age needs of a population, which have been captured by the HIA Checklist that applicants are strongly advised to use as part of the HIA process. The HIA process is designed to address the different needs of different age groups and the SPD reflects this ambition. Where HIAs are needed, research will need to be undertaken by applicants to create a local profile of communities that are likely to be impacted by the development. This includes the identification of development action to address health inequalities between different age groups or age-related health needs at early stages of the planning process. A range of evidence documents and data sources have been provided to applicants as part of the SPD. Therefore, it is



considered that this particular impact will be a medium positive impact.

**Impact 2: Formalised promotion of placemaking that promotes active lifestyles, particularly in recreational terms for young people**

Positive, medium impact

Limited access to safe and well-maintained spaces for play and sports can negatively affect the physical and mental well-being of young people (a significant issue for young people in deprived areas, according to [The Health Foundation](#)).

The need to maintain existing sports facilities and deliver new sports facilities for children and young people across the Greater Cambridge Area are aims of both the joint [Playing Pitch Strategy 2015 – 2031](#) and the joint [Indoor Sports Facility Strategy 2015 – 2031](#). Providing young people with access to play, leisure, sport and cultural spaces is also a key aim of the Youth Strategy being prepared by Cambridge City Council. The HIA process requires developers to think about how open space and infrastructure that promotes active lifestyles will be designed into a development in ways that are safe and secure. This impact of the SPD is considered to be positive, although it is recognised that space is a limited resource for any development.

Therefore, there will be a need to find a balance between infrastructure and facilities for young people and infrastructure for older people, as well as the way these spaces will interact when they are constructed.

The SPD gives guidance on existing local planning policies; it does not introduce new requirements, but the supplementary policy guidance, the HIA toolkits, and the SPD's advocacy of stakeholder engagement will help to streamline the consideration of the different health and wellbeing needs of various population groups at early stages of the planning process. Therefore, it is considered that this particular impact will be a medium positive impact.

**Impact 3: Formalised promotion of placemaking that is adaptable to the long-term needs of a community, including the integration of older people**

Positive, medium impact

According to a report published by [Age UK](#), many older adults live in housing that is not



adequately adapted to their needs, leading to increased risks of falls and, in some cases, worsening chronic health conditions. The needs of the Greater Cambridge area's aging population have been documented by the [Joint Strategic Needs Assessment for Cambridgeshire and Peterborough \(2023\)](#) – forecasts suggests that the number of people aged 65 or over will grow by a further 26% between 2021 and 2031. As such, there is a strong need to ensure developments are adaptable to the long-term care needs of communities and the special care needs of older people. The SPD is effective in highlighting existing local policy requirements for adaptable housing and provides additional tools and data sources that applicants can use to help frame their HIA. Therefore, it is considered that this impact will be a medium positive impact.

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

### **Council Actions**

#### **Public Consultation on the draft SPD**

**Responsible Officer** - Greater Cambridge Shared Planning Service

**Timescale for Completion** - November 2024 – January 2025

#### **How will the actions be monitored?**

When consulting on the SPD, officers ensured all persons were able to provide comments by engaging in various forms of consultation, including in-person events, an online webinar, and written and digital forms of communication. Officers ensured all protected characteristics could be involved in the consultation through careful planning of events and publicity, which was guided by engagement, equalities and community safety officers from across Greater Cambridge. Documents were also made available in an accessible format to ensure people that required e-readers were not excluded from the consultation process.

### **Delivering the SPD**

**Responsible Officer** - Greater Cambridge Shared Planning Service



**Timescale for Completion - Spring 2025**

**How will the actions be monitored?**

The SPD sets out a requirement for stakeholder engagement and local profiling when conducting HIAs. This includes the need to engage with a broad cross-section of communities that may be affected by development to understand how a development can be adapted to meet the health needs of different population groups. Once the SPD is adopted, Planning Officers and the Equalities Officers at both Councils will ensure that the SPD actions are implemented so that both Councils are compliant with their public sector equality duty. In practice, this will mean that the positive impacts that we have identified in the EqIA will be delivered.

**Staff Equality and Diversity Training**

**Responsible Officer - Greater Cambridge Shared Planning Service,  
Environmental Health**

**Timescale for Completion - Ongoing from adoption of the SPD**

**How will the actions be monitored?**

Officers involved in the HIA process should undergo annual Equality and Diversity Training to ensure they understand the fundamentals of protected characteristic groups. Officer training should be logged and refreshed annually.

**Pre-application Engagement**

**Responsible Officer - Greater Cambridge Shared Planning Service,  
Environmental Health**

**Timescale for Completion - Ongoing from adoption of the SPD**

**How will the actions be monitored?**

The SPD sets out a requirement for stakeholder engagement and local profiling when identified in the EqIA will be delivered.



## **HIA Report Assessment**

**Responsible Officer** - Greater Cambridge Shared Planning Service, Environmental Health

**Timescale for Completion** - Ongoing from adoption of the SPD

### **How will the actions be monitored?**

In Chapter 5 and Appendix 4, the SPD outlines how officers will assess HIA reports. This includes how officers will assess how an HIA has responded to the health impacts that a development may have on protected population groups.

Officers should monitor Review Matrices used to assess HIA Reports, as well as any comments made about the health impacts of a planning application. Completed Review Matrices and consultation comments can be reviewed during an internal audit of the HIA process to see whether officer recommendations about protected characteristic groups needs to be improved.

## **Monitor and evaluate the effectiveness of HIA recommendations**

**Responsible Officer** - Greater Cambridge Shared Planning Service, Environmental Health, Section 106 Officers

**Timescale for Completion** - Ongoing from adoption of the SPD

### **How will the actions be monitored?**

Chapter 5 of the SPD provides guidance on the Monitoring and Evaluation stages of the HIA process. Where appropriate, officers should work with applicants to produce a Monitoring Plan, which can be secured via planning conditions or obligations (e.g. a Section 106 agreement). This can include the monitoring of a development to ensure that measures helping to meet the needs of protected characteristic groups are being maintained (e.g. maintaining safe and secure public open space).

This action should be carried out in accordance with a Monitoring Plan that can be agreed as part of a planning condition or a planning obligation.



## **Monitoring and Evaluating the EqlA**

**Responsible Officer** - Greater Cambridge Shared Planning Service, Environmental Health, Section 106 Officers, Community Services, Housing and Sports.

**Timescale for Completion** - Ongoing from adoption of the SPD

### **How will the actions be monitored?**

As the EqlA is a living document, the equity impacts of the SPD will be reviewed after it is adopted. Reviews of the SPD and EqlA should be undertaken in collaboration with the various service departments that have been involved in making the SPD. A review of the HIA process may also highlight any care needs that are yet to be included as part of the HIA engagement process because of limited data or available research.

## Disability:

**4.1.4** 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)**

**4.1.5** 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

### **Impact 1: Creation of opportunities for local demographic research and profiling to help understand the different healthcare needs of a local community**

Positive, high impact

Many of the health and wellbeing factors considered as part of the SPD's HIA Checklist (Appendix 3 of the SPD) are related to the healthcare needs of disabled people. The HIA process is designed to address the different needs of different age groups and the SPD reflects this aim. Where HIAs are needed, research will need to be undertaken by applicants to create a local profile of communities that are likely to be impacted by the development, including disabled people. A range of evidence documents and data sources have been provided to applicants as part of the SPD, including further guidance on how to appraise a development's impacts on disabled people.

Therefore, it is considered that this particular impact will be a high positive impact.



## **Impact 2: Formalised promotion of inclusive placemaking that is adaptable to the needs of people with disabilities**

Positive, medium impact

Placemaking that does not consider the needs of disabled people can lead these people to be isolated from a community, which can worsen their mental wellbeing (see the report published by [The King's Fund](#)). A key goal of local and national planning policy is making sure that all members of a community can physically access jobs and places of leisure. HIAs are designed to assess many aspects of a development against the needs of many population groups, including disabled people. The SPD provides a framework through which design teams and officers can assess a development proposal's inclusivity of people with disabilities, while the SPD's guidance on monitoring requirements may help to control the long-term maintenance of new infrastructure that is designed to meet special care needs. As the SPD is designed to supplement existing policy requirements, this is considered to be a medium positive impact.

## **Impact 3: Provision of supplementary guidance and data for local adaptable homes requirements**

Positive, medium impact

According to the [Office for Health Improvement & Disparities](#), many disabled individuals live in housing that is not well adapted to their needs, leading to increased risks of injury and significantly reducing their independence. Delivering homes that are adapted to the needs of disabled people is a priority of the [Greater Cambridge Housing Strategy 2024 – 2029](#). The SPD's guidance helps to supplement existing policy requirements for adaptable housing, including a framework through which developers and officers can assess whether enough homes that comply with M4 (2) and M4 (3) requirements of the Building Regulations



are built as part of the development. As the SPD is designed to supplement existing policy requirements, this is considered to be a medium positive impact.

**4.1.6** Please detail actions that need to take place to minimise the negative and maximise the positive impacts raised in the previous question:

The actions that need to take place to maximise the positive impacts and minimise the negative impacts of the SPD are broadly the same for all protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqIA.

## 4.2 [Gender Reassignment:](#)

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

**No**

No specific impact on this protected characteristic has been identified at this stage. During future reviews of both this EqIA and the SPD, changes may be made to the documents to meet any additional care needs highlighted by future research or official guidance.

**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 [Marriage and Civil Partnership:](#)

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

**No**

No specific impact on this protected characteristic has been identified at this stage. During future reviews of both this EqIA and the SPD, changes may be made to the documents to meet any additional care needs highlighted by future research or official guidance.

**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 Pregnancy and Maternity:

**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 4.6 Race**

**If you have selected yes – please continue below (4.5.2)**

**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

#### **Creation of opportunities for local demographic research and profiling to help understand the different healthcare needs of a local community**

Positive, high impact

People who are pregnant or have small children in the UK face several health inequalities that are related to the built environment – some key considerations have been highlighted by Public Health England in their guidance document called [Health Matters: Reproductive Health and Pregnancy Planning](#). Some of the health and wellbeing factors assessed by HIAs are particularly relevant to pregnant people, including access to healthcare facilities, access to childcare services, and access to public transport infrastructure. The SPD provides guidance on how the needs of different population groups can be considered during the design stages of a development proposal. The supplementary policy guidance, the HIA toolkits, and the SPD's advocacy of stakeholder engagement will help to streamline the consideration of the childcare, mobility and social infrastructure needs of pregnant people. As the SPD will help to standardise the approach to assessing health impacts

through supplementary guidance, this is considered to be a positive high impact of the proposed SPD.



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

The actions that need to take place to maximise the positive impacts and minimise the negative impacts of the SPD are broadly the same for all protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqIA.

## 4.5 Race:

**4.5.1** Has your research identified that the proposal would 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)**

**4.5.2** 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

### **Impact 1: Creation of opportunities for local demographic research and profiling to help understand the different healthcare needs of a local community**

Positive, high impact

Research has demonstrated that the planning system can often fail to deliver positive impacts for marginalised communities, which can maintain or worsen existing racial inequalities (see [here](#)). The local profiling and stakeholder engagement processes that form part of the HIA process are likely to improve both officer and developer understanding of a wide range of health and wellbeing needs relevant to people from minoritised ethnic groups. A range of evidence documents and data sources have been provided to applicants as part of the SPD. The SPD's guidance has also been designed to help structure pre-application discussions between officers and applicants. Therefore, this impact of the SPD is considered to be a high positive impact.



## **Impact 2: Improved stakeholder engagement with minoritised groups by formalising the stakeholder engagement process**

Positive, medium impact

Adopting the SPD will allow existing local planning policies on SPDs to align with more recent [national guidance](#) on the how HIAs should be carried out, including stakeholder engagement. In turn, this may also help the Councils and developers to identify development pathways that could help to address health inequalities either directly or indirectly (e.g. health and wellbeing inequalities between people from different racial or ethnic groups). Therefore, this is considered to be a low positive impact.

## **Impact 3: Reinforces the consideration for social and affordable housing needs across the Greater Cambridge Area**

Positive, medium impact

According to research conducted by [the National Housing Federation](#), Black, Asian and other minoritised ethnic groups are disproportionately affected by homelessness and are more likely to experience issues accessing affordable housing; these difficulties can often stem from structural biases that impact how new places to live and work are built. The SPD outlines the importance of healthy and affordable living environments as a key factor in achieving positive health and wellbeing outcomes for a community. Through the adoption of the SPD, affordable housing requirements can more keenly be coupled with development actions to help address inequalities between people from different ethnic or racial groups. However, as the SPD is designed to supplement existing policy and does not provide a platform for new policy requirements or goals, this is considered to be a medium positive impact.



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

The actions that need to take place to maximise the positive impacts and minimise the negative impacts of the SPD are broadly the same for all protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqIA.

## 4.6 Religion or Belief:

**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 4.8 Sex**

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

**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

### **Impact 1: Creation of opportunities for local demographic research and profiling to help understand the different health and wellbeing needs of a local community**

Positive, high impact

The HIA process is designed to help ensure provisions are made for social and cultural spaces in line community needs. The local profiling and stakeholder engagement processes integrated into the overall HIA process are very likely to help reinforce both officer and developer understanding of a wide range of wellbeing or spatial needs relevant to people from different religious backgrounds. This will help to identify appropriate development action or design interventions that will ensure a project is inclusive at the early stages of the planning process. For projects that require a HIA, research will need to be carried out by applicants to create a local profile for the context relevant to the development and the affected communities. A range of evidence documents and data sources have been provided to applicants as part of the SPD. Therefore, it is considered that this particular impact will be a high positive impact.



## **Impact 2: Formalised promotion of placemaking that promotes inclusion of different religious groups**

Positive, medium impact

The Councils have a duty to consider the needs of all faith groups in the Greater Cambridge Area, including people that do not have a religion or faith. Through the use of local profiling and stakeholder engagement, the HIA process allows for development projects to be data-driven, while also ensuring that the Councils can achieve their equality duties -the tools, framework and guidance provided within the SPD will help to streamline this. This impact of the SPD is considered to be a medium positive one, although it is recognised that space is a finite resource in any development. Therefore, there will be a need to find a balance between spatial allocations for different cultural facilities and other development needs.

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

The actions that need to take place to maximise the positive impacts and minimise the negative impacts of the SPD are broadly the same for all protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqIA.

## 4.7 [Sex:](#)

**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 4.9 (Sexual Orientation)**

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

**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

**Impact 1: Formalised promotion of placemaking that encourages consideration of connectivity between childcare services, schools, care homes, healthcare services and workplaces**

Positive, medium impact

Research suggests there is an imbalance between men and women in care roles. According to the [Office for National Statistics](#) (ONS), 77% of the jobs in the UK's health and social work sector are held by women. Meanwhile, reports published by the [Fawcett Society](#) indicates that women are more likely to take on childcare responsibilities, presenting barriers to work in areas with limited access to childcare services. Recent ONS analysis on [childcare accessibility by neighbourhood](#) suggests that Cambridge has some of the highest levels of available childcare spaces per 100 children in England. However, it will be important to consider how new development in Cambridge and its hinterland will impact existing childcare facilities and other social infrastructure.



The SPD will help to promote better connectivity between homes, services and workplaces, providing more opportunities to people with childcare or other care responsibilities. The SPD provides supplementary guidance to existing local planning policies. The SPD does not introduce new policy requirements, but the supplementary guidance and the HIA toolkits provided in the SPD will help to include the different health and wellbeing needs of various population groups at early stages of the planning process. Therefore, it is considered that this particular impact will be a medium positive impact.

**Impact 2: The SPD requires developers to consider public safety through design of new development**

Positive, medium impact

According to the [Snapshot Report 2022 – 2023](#) published by the End Violence Against Women and Girls campaign, 27% of surveyed women (and 16% of surveyed male respondents) had experienced at least one form public sexual harassment. The report also cites research that states that 78% of girls and young women (aged 17 to 21) see or experience some form of sexism in public. Differences in how men and women feel about public safety can stem from the arrangement of our built and natural environments – poorly designed developments can present opportunities for crime and anti-social behaviour and create divisions in the perception of safety amongst different sexes. The HIA framework detailed within the SPD requires applicants to consider the safety and wellbeing needs of the different sexes when designing places. As the SPD is designed to supplement existing policy requirements, this is considered to be a medium positive impact.

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



The actions that need to take place to maximise the positive impacts and minimise the negative impacts of the SPD are broadly the same for all protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqIA.

## 4.8 Sexual Orientation:

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

**No**

No specific impact on this protected characteristic has been identified at this stage. During future reviews of both this EqIA and the SPD, changes may be made to the documents to meet any additional care needs highlighted by future research or official guidance.

**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 Other: (e.g. rurality, growth, socio-economic factors etc.).

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

**Yes**

Socio-economic factors

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

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

**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

**Impact 1: HIAs as a vehicle to securing high-quality developments that benefit the physical and mental health of people of varying levels of income, alongside encouraging healthy lifestyles**

Positive, medium impact

The connection between economic deprivation and poor health is widely recognised. As illustrated by a House of Commons report entitled [Health inequalities: Income Deprivation and North/South Divides](#), there are links between poor socioeconomic conditions and lower access to healthcare facilities, jobs, and spaces for recreation. The SPD provides guidance on the HIA process, which is concerned with all matters that are directly and indirectly relevant to health and wellbeing. This includes delivering affordable housing, delivering affordable means of recreation through well-designed open spaces and social infrastructure, and supporting connectivity between homes, jobs and facilities that people use on a daily basis.

The local profiling and stakeholder engagement processes that form part of the HIA process are likely to improve both officer and developer understanding of a wide range of health and wellbeing needs relevant to people from different socioeconomic backgrounds. The SPD provides clarity on the HIA process, which requires developers to think about how their development will deliver good health and wellbeing outcomes for the whole population in the Greater Cambridge area. It is recognised that people in poverty and on low incomes are especially likely to have poor health outcomes due to the limited availability of resources and shelter in meeting their day-to-day needs – the undertaking of HIAs may benefit these people by helping to identify local accommodation and community facility needs. As the SPD is designed to supplement existing policy requirements, this is considered to be a medium positive impact.



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

The actions that need to take place to maximise the positive impacts and minimise the negative impacts of the SPD are broadly the same for all protected groups where an impact has been identified. Therefore, please refer to the actions listed under [part 4.1.3](#) of this EqIA.



## 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).

This SPD sets out guidance to assist applicants in meeting the policies of the adopted Local Plans (2018) that are focused on promoting healthy and inclusive communities. It provides clear guidance on the process of carrying out a Health Impact Assessment (HIA), and how assessing health impacts at an early stage of the planning process can benefit all members of a community, including people from protected characteristic groups.

The EqIA demonstrates that the Greater Cambridge Health Impact Assessment Supplementary Planning Document will have a positive impact on a number of population groups. In carrying out consultation on this document, GCSP were able to incorporate the views of the public and considered whether a further assessment of impacts on protected groups was needed.

GCSP is also committed to monitoring the efficacy of this document to ensure that it delivers the positive benefits set out in this EqIA, and we will continue to work with Equality Officers at both Councils to achieve these aims.



**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:  
Vaughan Bryan, Planning Policy Officer

**5.4** Date of completion:  
08.03.2025

## **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 website?  
Yes

**6.3** When will this proposal next be reviewed and who will this be?  
The Greater Cambridge Health Impact Assessment Supplementary Planning Document will be reviewed when the Greater Cambridge Local Plan is adopted. The submission and examination of the Local Plan is proposed for Summer/Autumn 2025.

**6.4** Approving officer signature:  
Lizzie Wood, Principal Planning Policy Officer



**6.5** Date of approval:  
10.03.2025

Please send a copy to [Equality.Schemes@scambs.gov.uk](mailto:Equality.Schemes@scambs.gov.uk)