

Equality Impact Assessment (EqIA): Cambridge Biomedical Campus Supplementary Planning Document (CBC 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. 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:
Katherine Selley, Planning Policy Officer
- 1.2** Team and Service:
Planning Policy and Strategy, Greater Cambridge Shared Planning Service
- 1.3** Title of proposal:
Cambridge Biomedical Campus Supplementary Planning Document (CBC SPD)
- 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 Cambridge Biomedical Campus SPD is anticipated for Spring 2025.
- 1.6** Who will be responsible for implementing this proposal:
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 Cambridge Biomedical Campus SPD (herein referred to as “the CBC SPD”) is a new document; however, it does not introduce new planning policy. The document provides additional guidance on the application of policies within adopted Local Plans covering the Greater Cambridge Area, namely the South Cambridgeshire Local Plan (September 2018) and the Cambridge Local Plan (October 2018).

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

Assessments completed during the preparation of the two adopted Local Plans to which this supplementary guidance relates.

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

The purpose of the CBC SPD is to provide planning guidance to inform development at the existing Cambridge Biomedical Campus. The CBC SPD does not create policy, but it does set out principles that should be considered in the early stages of the planning process in order to deliver high-quality development across the Campus.

The guidance provided in the CBC SPD will support existing policies set out in the Cambridge City Council Local Plan (2018) and South Cambridgeshire District Council Local Plan (2018) for the Campus and will form an integral part



of the development management process, setting out material considerations for determining planning applications. It will also inform developers and infrastructure providers of the key principles to consider when bringing forward proposals within the Campus, to ensure that they individually and cumulatively make a positive contribution towards the longer-term vision for the Campus.

The initial chapters of the CBC SPD set out its purpose, the updated overarching ambitions for the Campus, and details the local context and current provision on the Campus. Chapter four then identifies high-level principles that will inform development coming forward to support the delivery of the ambition for the Campus. Lastly, Chapter five sets out a list of questions that developers should consider when preparing a planning application in order to positively plan for wider impacts and mitigation measures beyond the boundary of their individual site.

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 visitors to the Cambridge Biomedical Campus.

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 CBC SPD sets out principles that should be considered in early stages of the planning process in order to deliver high-quality development and make a positive contribution towards the long-term ambitions for the campus.

The principles in the CBC SPD will improve the service user experience as well as encourage the incorporation of equal and accessible places for all users into the design of proposals on the Campus. The CBC SPD will be considered in the determination of planning applications and, as a result, will impact on groups and individuals through the decision-making process.



The CBC SPD sets out guidance to assist applicants for planning permission in meeting local and national policy requirements in their proposed developments. In this regard, the CBC 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? (Approximately)

The CBC SPD has the potential to affect all workers, service users and visitors and local surrounding communities of the Cambridge Biomedical Campus.

The public consultation was publicised on our Greater Cambridge Shared Planning website, through social media, email notification, posters, leaflets, webinars and in-person events to maximise outreach to members of the community affected by the proposal.

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. 

Prior to carrying out the consultation, officers producing the CBC SPD identified key issues by understanding common themes arising in Joint Development Control Committee documents and planning applications coming forward on the Cambridge Biomedical Campus.

Early engagement with local parish councils, residents' associations and statutory consultees also provided an understanding of the key themes that informed the drafting of the development principles set out in Section 4 of the CBC SPD.

Statistics and information related to the context and current setting of the campus was informed by desktop research, policy analysis and case studies of development on the campus.

A public consultation process carried out between November 2024 and January 2025 further helped to increase the understanding of the impacts of the CBC SPD on these groups.

- 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). 



From November 2024 to January 2025, GCSP carried out a public consultation on the draft Cambridge Biomedical Campus SPD, which included in-person engagement events, 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 – 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 engagement 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. [!\[\]\(55f151b49d1ec9b1c6a56f12d810c2ca_img.jpg\)](#)

Public consultation exercises were undertaken at various stages in the preparation of both adopted Local Plans covering the Greater Cambridge area. This is evidenced in the South Cambridgeshire Local Plan (2018) Consultation Statement and the Cambridge Local Plan (2018) Consultation Statement.

Consultation on the draft Cambridge Biomedical Campus 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

Positive, medium impact

The CBC site is an international centre of excellence for patient care, containing several hospitals and medical facilities, making it an essential service for all age groups including those who are most vulnerable and in need of health care due to age related factors. Moreover, in 2022 the Cambridge Children's Hospital, the first specialist children's hospital for the East of England, was approved and is currently under construction, making children a significant user group of the campus who may more widely benefit from the SPD principles.

The design principles contained in the CBC SPD will inform developments to positively impact upon the user experience for all ages, creating high-quality spaces which promote improvement to public health and wellbeing, and enhancing the existing spaces.



For older people, principles in the CBC SPD regarding connectivity and transport are beneficial as people are more likely to acquire long-term illnesses and disability as they age. Improved access to public transport will benefit older people who might be more likely to use buses where they are entitled to free bus passes. Public transport might also be the most accessible transport means for some older people with disabilities. The principle on improving air quality could have a particularly positive impact as older people may especially be vulnerable to ill-health caused by air pollution. Improvements to connectivity and transport leads to improved access to public transport for young people not of driving age. Design principles regarding improvements to air quality is also beneficial, as children can be more vulnerable to ill health caused by air pollution.

When preparing for the public consultation for this SPD, Planning Officers, guided by the Greater Cambridge Shared Planning Statement of Community Involvement (2024), will be particularly mindful of the barriers that are in place which could restrict certain age groups from participating in the consultation.

[Evidence](#) from the Office for National Statistics suggests that older age groups are less likely to have access to the internet, and therefore the consultation draft of the SPD will be available to view at the Council Offices, and there will be in-person drop-in events in addition to the online webinar, and the opportunity to submit their comments via letter. The consultation will be advertised through local newspaper and other press releases in addition to advertising it online.

Previous experience in consultations undertaken by the Greater Cambridge Shared Planning service has shown that children, teenagers and young adults engage with the planning system less frequently than older adults. Where possible and appropriate, relevant organisations and individuals will be identified to reach as wide an age range as possible during specific consultation and engagement activities. This engagement could include working with service areas such as the Greater Cambridge Youth Engagement Service, and the Community Development Officers across

Greater Cambridge.





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:

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.

Adopting the SPD

Responsible Officer - Greater Cambridge Shared Planning Service

Timescale for completion - Spring 2025

How will the actions be monitored?

Once the CBC 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.

Delivering the SPD

Responsible Officer - Greater Cambridge Shared Planning Service

Timescale for completion - Spring 2025 onwards



How will the actions be monitored?

Once the CBC SPD has been adopted, Planning Officers will ensure that applicants have taken the guidance contained in the SPD into consideration within their development proposals. In practice, this will mean that the SPD is approached as a material consideration during the determination of planning applications and the positive impacts that we have identified in the EqlA will be delivered.

4.2 [Disability:](#)

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

Yes

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

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

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

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

Positive, medium impact

The nature of CBC as a centre for patient care has meant that special consideration of users of the site with the protected characteristic of disability has been taken when preparing the design principles contained in the CBC SPD. Guided by these design principles, future development will have improved accessibility, increased safety from anti-social behaviour (given some disabled people can be subjected to hate crime), and improved air quality which will a positive impact on people with respiratory conditions.

4.2.3 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: Actions](#) of this EqIA.

4.3 Gender Reassignment:

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

Yes

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

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

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

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

Positive, medium impact

Transgender people may be at increased risk of hate crime, and the CBC SPD sets out principles that promote that open spaces should feel safe throughout the day and night will help to reduce the likelihood of hate crime and anti-social behaviour happening on the campus.

4.3.3 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: Actions](#) of this EqIA.

4.4 [Marriage and Civil Partnership:](#)

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

No

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)

4.5 [Pregnancy and Maternity:](#)

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

Yes

If you have selected no – please move forward to question 4.6 Race

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

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

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

Positive, medium impact

The Rosie Hospital is located within in the Campus and provides maternity and neonatal services to the local population of Cambridgeshire. It also provides specialist high risk foetal and maternal medicine to the whole of the eastern region. The CBC SPD sets out high level principles that will support pregnancy and maternity by setting out to improve the quality of the user experience on the campus, as well as the legibility of the streets and open spaces for users to benefit their mental health and wellbeing. The user experience for people using buggies or with young children will be positively impacted by these principles around the accessibility and legibility of public spaces, and since air pollution can cause low birth weight, principles concerning the reduction of air pollution on the campus are also highly beneficial.

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: Actions](#) of this EqIA.

4.6 [Race:](#)

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

Yes

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

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

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

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

Positive, medium impact

People from Ethnic Minority backgrounds may be at increased risk of hate crime, and the principles set out in this SPD emphasises that open spaces should feel safe throughout the day and night will help to reduce the likelihood of this happening. The SPD also sets out design principles that consider inclusivity within the range of culture, service and facility provision for the diverse ethnic backgrounds of patients, visitors and works on the campus.

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: Actions](#) of this EqIA.

4.7 [Religion or Belief:](#)

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

Yes

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

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

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

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

Positive, medium impact

The design guidelines contained in the CBC SPD will inform developments to positively impact the user experience for those with the protected characteristic of religion and belief. A key principle in the CBC SPD is that the Campus should contain a range of multi-purpose, high quality open spaces which are adaptable to different users. This could facilitate the provision of meeting spaces for religious groups, and spaces for reflection and prayer.

According to Government Research [Religious hate crime has risen in recent years](#), and the emphasis contained in the CBC SPD that open spaces should feel safe throughout the day and night will help to reduce the likelihood of this happening.

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: Actions](#) of this EqIA.

4.8 [Sex:](#)

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

Yes

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

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

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

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

Positive, medium impact

[Research](#) from the Office for National Statistics suggests that women may be more likely to feel unsafe in public spaces. The development principles set out in the CBC SPD highlight that given the 24-hour nature of the campus, open spaces should feel safe throughout the day and night for all users including for women and girls.

4.8.3 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: Actions](#) of this EqIA.

4.9 [Sexual Orientation:](#)

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

Yes

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

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

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

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

Positive, medium impact

LGBTQ+ people are at risk of hate crime and design of spaces can reduce this risk. For example, principles set out in the CBC SPD state that given the 24-hour nature of the campus, open spaces should feel safe throughout the day and night for all users.

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: Actions](#) of this EqIA.

4.10 Other: (e.g. rurality, growth, socio-economic status etc.).

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

Yes

People in poverty and on low income, care leavers. All service users, workers and visitors to the campus.

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

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

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

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

Positive, medium impact

People experiencing poverty may have less access to factors that protect health and wellbeing, for example high quality housing, increasing the likelihood of them have health issues and increasing their need to use healthcare services. People in care living in rural areas may often feel isolated and lack support networks, so are more likely to experience poverty and may use more healthcare services.

The CBC SPD promotes high-quality development that aligns with the expectations of the policies for the campus within the adopted Local Plans. The development principles set out to enhance the public realm, open spaces and landscape, improve accessibility and the user experience and the culture, services and facilities on the campus. The CBC SPD also encourages development to consider high-quality design that benefits users health and wellbeing as well as incorporating climate resilience and the environment into the Campus' design.



As a result, as the Campus grows, the CBC SPD aims to mitigate any negative cumulative impact of development and instead improve the quality of the campus for patients, visitors including those travelling across the region, workers, the surrounding local community and any other users through carefully considered design principles to guide future developments.

4.10.3 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: Actions](#) of this EqIA.

Section 5: Summary

- 5.1** Briefly summarise the key findings of the EqlA 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).

The EqlA demonstrates that the Cambridge Biomedical Campus Supplementary Planning Document will have a positive impact on a number of groups and protected characteristics. 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 actually delivers the positive benefits set out in this EqlA, and we are willing to work with Equality Officers at both Councils to achieve these aims.

- 5.2** Confirm the recommendation of the officer completing the EqlA:
- 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 EqlA:
Katherine Selley, 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 Cambridge Biomedical Campus 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