

Section 1: Proposal details

Directorate / Service Area:		Person undertaking the assessment:	
Highways & Transportation (with Greater Cambridge Partnership)		Name:	Claudia Green
Proposal being assessed:		Job Title:	Senior Transport Planner
The Milton Road Area Residential Parking Scheme		Contact details:	Claudia.Green@wsp.com
Business Plan Proposal Number: (if relevant)	-	Date commenced:	17.05.24
		Date completed:	24.05.24
Key service delivery objectives:			
<p>Residents Parking Schemes (RPSs) are generally implemented in areas where there is competing parking demand from various users, including residents, businesses and shoppers. They intend to provide residents living on a designated street with a fair opportunity to park close to their homes, although it does not guarantee a parking space.</p> <p>In Cambridge, there are currently 23 resident's permit parking schemes in operation. The Cambridgeshire County Council (CCC) Highways and Transport Committee approved the resumption of additional schemes on November 4th 2021, and requested that the Greater Cambridge Partnership (GCP) begin delivering new residents' parking schemes throughout the city of Cambridge.</p> <p>In June 2022, the GCP Executive Board agreed that parking controls should be gradually implemented across the entire city, with the Milton RPS area being part of the first tranche of schemes to be funded from the GCP's City Access budget.</p> <p>The proposed Milton Road Area RPS covers the Ascham, Elizabeth, and Hurst Park areas, and includes and supersedes the existing Ascham Resident Parking Scheme.</p>			
Key service outcomes:			
<p>The Milton Road Area RPS (proposed scheme) mainly covers residential side streets off Milton Road, Chesterton Road and Arbury Road in Cambridge. The aim of the scheme is to give priority for on-street parking to residents of those streets.</p> <p>RPSs deter all day parking by non-residents, such as city centre workers and commuters, so may discourage people from driving into Cambridge in search of free on-street parking. As a result, RPSs have the potential to reduce congestion and improve air quality.</p> <p>Residents Parking aligns with City Deal ambitions to reduce congestion and improve sustainable travel options, and the Mayor's objectives, as set out in the Cambridgeshire and Peterborough Combined Authority's Local Transport and Connectivity Plan (November, 2023).</p>			

Equality Impact Assessment For employees and/or communities

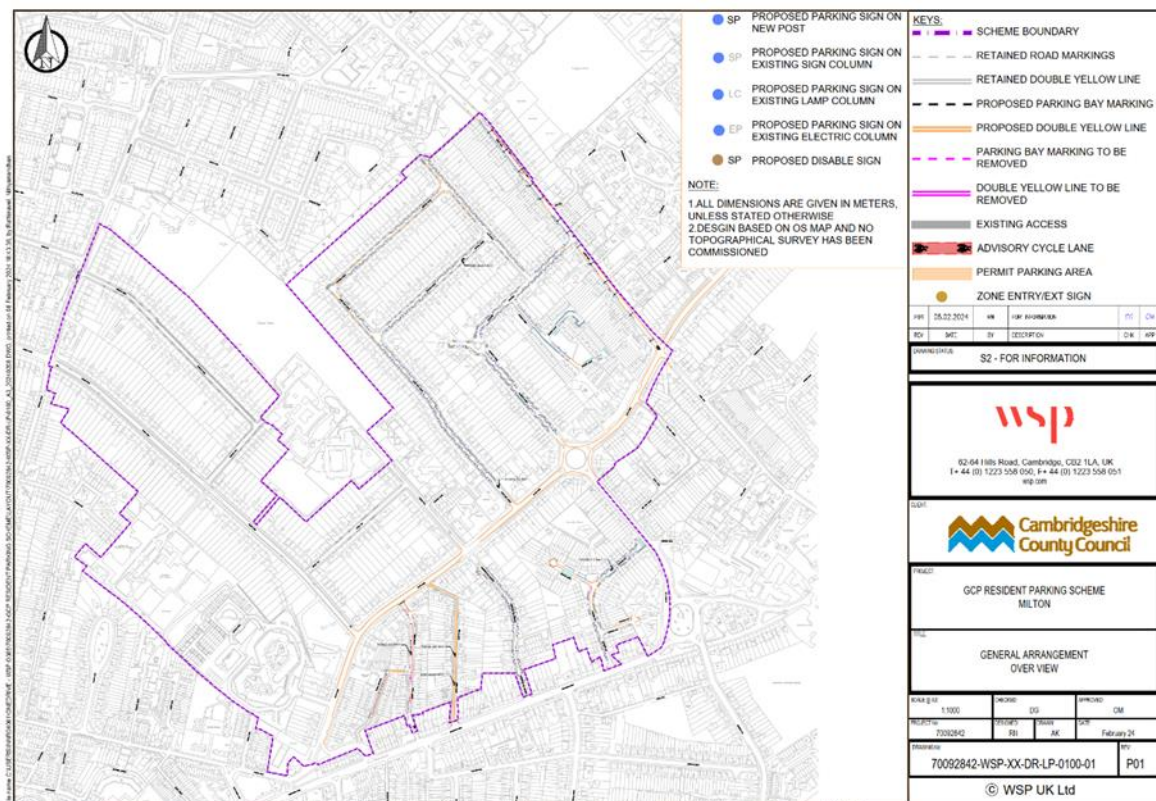
What is the proposal?

The proposed Milton Road Area RPS covers the Ascham, Elizabeth, and Hurst Park areas, and includes and replaces the existing Ascham Resident Parking Scheme. The proposed scheme boundary is shown in **Figure 1**.

Parking within these streets will become either resident permit holder's parking, will be subject to no waiting at any time or will remain unrestricted, such as across private driveways. Additionally, the proposal includes provision of some mixed use bays (2 hour time limit/residents' permit holder parking) near the dental practice on Hurst Park Avenue. Existing disabled parking bays in the area will be retained. The residents' permit parking and other restrictions will operate from Monday to Friday between 09:30am and 3:00pm. Roads within the existing Ascham parking zone will be incorporated into the new Milton Zone.

The scheme specifics have been developed in accordance with resolutions put forward by the Milton Road Local Liaison Forum, and following requests from Local Resident Associations and Councillors as a priority area in need of an RPS.

Figure 1 - Milton Road Area Resident Parking Scheme



Equality Impact Assessment For employees and/or communities

What information did you use to assess who would be affected by this proposal?

CENSUS DATA (2021)

The primary data source for this Equality Impact Assessment (EqIA) will use the 2021 Census data provided by the Office for National Statistics (ONS).

Data was obtained on the following protected characteristic groups:

- **Age**
- **Disability**
- **Sexual orientation**
- **Gender reassignment**
- **Sex**
- **Marriage and Civil Partnerships**
- **Pregnancy and Maternity**
- **Race**
- **Religion or belief**

Although not protected characteristic groups under the Equality Act 2010, there are additional categories set out as priorities by CCC, and therefore are included within this assessment. These categories are as follows:

- **Poverty**
- **Rural Isolation**
- **Care Experience**

NON STATUTORY PUBLIC CONSULTATION

An informal public consultation period took place between 3rd October and 14th November 2022. This gave the public an opportunity to provide feedback on the proposal, including questions on protected characteristic groups. For example, the consultation survey featured the following questions:

“Do you have a disability that affects the way you travel?”

“Please indicate your age range.”

Feedback from October/November 2022 consultation has been used in undertaking this EqIA, taking into account the concerns of respondents, particularly those that are within the protected groups or those that have identified concerns relating to protected groups.

In response to the questions above:

10.5% (35) said that they had a disability which affects the way they travel.

13% (44) were 75 or over

20.4% (69) were 65-74

In relation to Age and disability:

2% (7) were over 75 and said they had a disability

5% (17) were 65 and over and said they had a disability

Equality Impact Assessment For employees and/or communities

Some written responses from individuals also mentioned disabilities (one had personal disabilities and one respondent noted they had a disabled child).

STATUTORY CONSULTATION

The notice for the Milton Road area RPS was published in the Cambridge News on 18th March 2024 and the statutory consultation period ran until 12th April 2024.

Feedback from March/April 2024 consultation has been used in undertaking this EqlA, taking into account the concerns of respondents, particularly those that are within the protected groups or those that have identified concerns relating to protected groups.

Are there any gaps in the information you used to assess who would be affected by this proposal?

Census data for certain protected characteristics such as gender reassignment, pregnancy and maternity, as well as data for Poverty and Care Experience groups, has not been obtained due to the unavailability of publicly accessible information at the time of writing

Who will be affected by this proposal?

The proposal is expected to primarily affect all residents living within the scheme boundary, this includes people that are part of any protected characteristic group under the Equality Act 2010.

It may also affect residents living just outside the scheme boundary on the north side of Arbury Road. However, blue badge holders (of any address) will be able to park within the Scheme Area without needing a permit.

It may also have impacts for non-residents, including city centre employees and commuters who presently park in this vicinity. However, alternative commuting options to Cambridge, such as Milton Park & Ride or Cambridge North Railway Station, present opportunities for a positive shift towards sustainable transport modes.

Furthermore, there is the possibility that the scheme may cause some displaced parking around the edges of the scheme boundary. However, as discussed above, there are plenty of alternative commuting options to Cambridge.

The area analysed as part of this EqlA is described below.

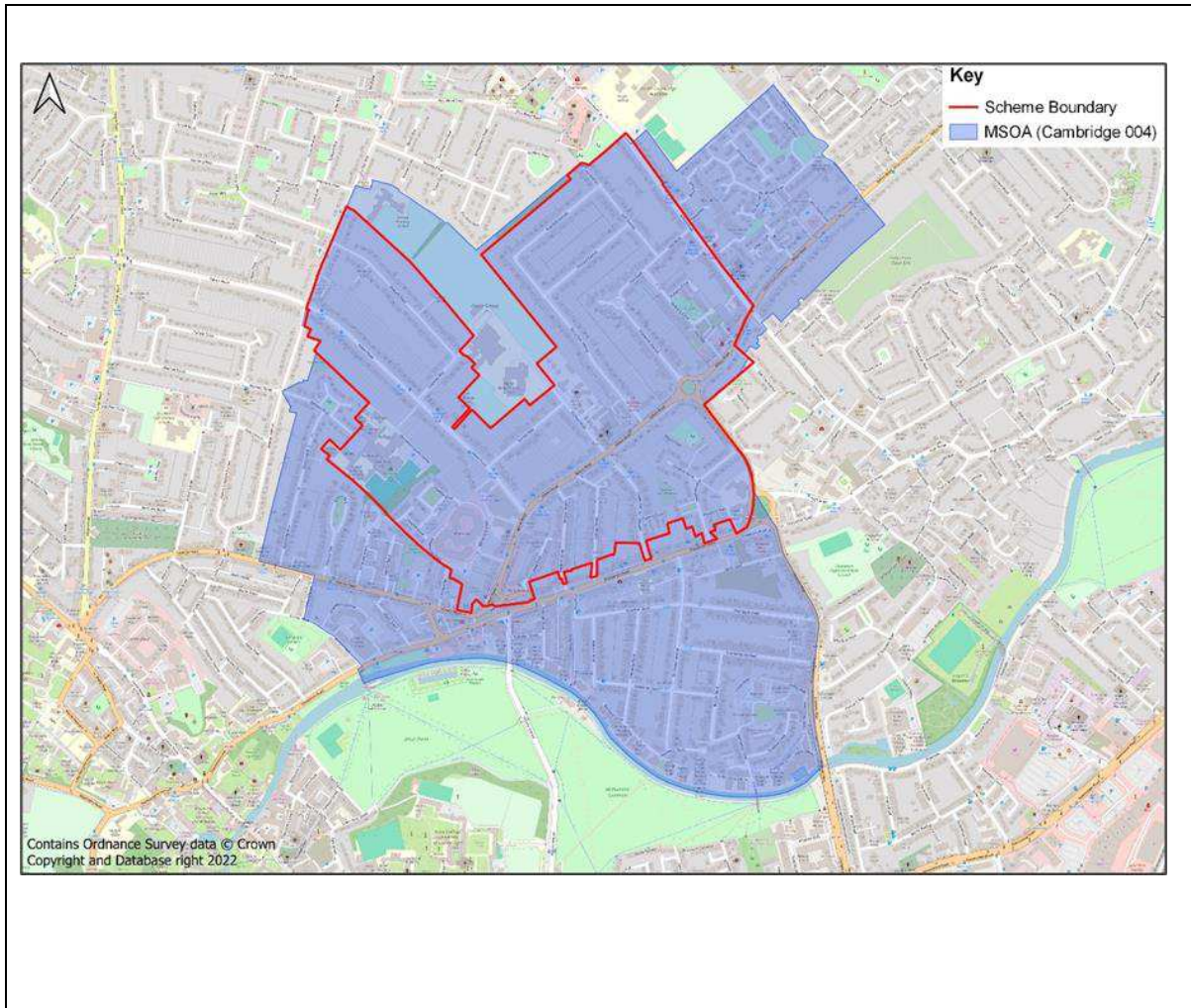
MSOA WITHIN STUDY AREA

Middle Super Output Areas (MSOAs) were used to assess the different protected characteristic groups. The MSOA that has been selected for this assessment is for the area where the proposed scheme will be implemented.

As shown in **Figure 2**, the proposed scheme boundary fits within MSOA (Cambridge 004) and therefore this MSOA has been selected as the Study Area MSOA. However, it should be noted that as the MSOA encompasses a slightly larger area than the Scheme Area, the data provided for the Study Area MSOA should be treated as representative.

Figure 2 – Study Area MSOA

Equality Impact Assessment For employees and/or communities



Section 2: Scope of Equality Impact Assessment

Scope of Equality Impact Assessment					
<i>Note: * = protected characteristic under the Equality Act 2010.</i>					
*	Age	<input checked="" type="checkbox"/>	*	Disability	<input checked="" type="checkbox"/>
*	Gender reassignment	<input checked="" type="checkbox"/>	*	Marriage and civil partnership	<input checked="" type="checkbox"/>
*	Pregnancy and maternity	<input checked="" type="checkbox"/>	*	Race	<input checked="" type="checkbox"/>
*	Religion or belief (including no belief)	<input checked="" type="checkbox"/>	*	Sex	<input checked="" type="checkbox"/>
*	Sexual orientation	<input checked="" type="checkbox"/>		Care Experience	<input checked="" type="checkbox"/>
	Rural isolation	<input checked="" type="checkbox"/>		Poverty	<input checked="" type="checkbox"/>

Equality Impact Assessment
For employees and/or communities

Section 3: Equality Impact Assessment

Research, data and/or statistical evidence

SOCIO-DEMOGRAPHIC DATA

Data from the Office of National Statistics (ONS) has been gathered on the following protected characteristics from Section 4 of the Equality Act 2010:

- **Age**
- **Disability**
- **Sexual orientation**
- **Gender reassignment**
- **Sex**
- **Marriage and Civil Partnerships**
- **Pregnancy and Maternity**
- **Race**
- **Religion or belief**

Although not protected characteristic groups under the Equality Act 2010, data has also been gathered for the following groups:

- **Poverty**
- **Rural Isolation**
- **Care Experience**

Data has typically been taken from the 2021 Census, where this has not been available, the source and year has been provided.

PUBLIC ENGAGEMENT

A public consultation period took place between 3rd October and 14th November 2022. The consultation consisted of:

- Public consultation: Public Drop-in Event at Chesterton Community College (19th November 2022)
- Public consultation: Online Public Zoom Meeting (2nd November 2022)

Feedback from October/November 2022 consultation has been used in undertaking this EqIA, taking into account the concerns of respondents, particularly those that are within the protected groups or those that have identified concerns relating to protected groups.

STATUTORY CONSULTATION

The notice for the Milton Road area RPS was published in the Cambridge News on 18th March 2024 and the statutory consultation period ran until 12th April 2024.

Additional details were available on the Council's website, Cambridge Central library and notices were posted on-street. All households and businesses in the area received individual consultation letters.

Equality Impact Assessment
For employees and/or communities

Feedback from March/April 2024 consultation has been used in undertaking this EqIA, taking into account the concerns of respondents, particularly those that are within the protected groups or those that have identified concerns relating to protected groups.

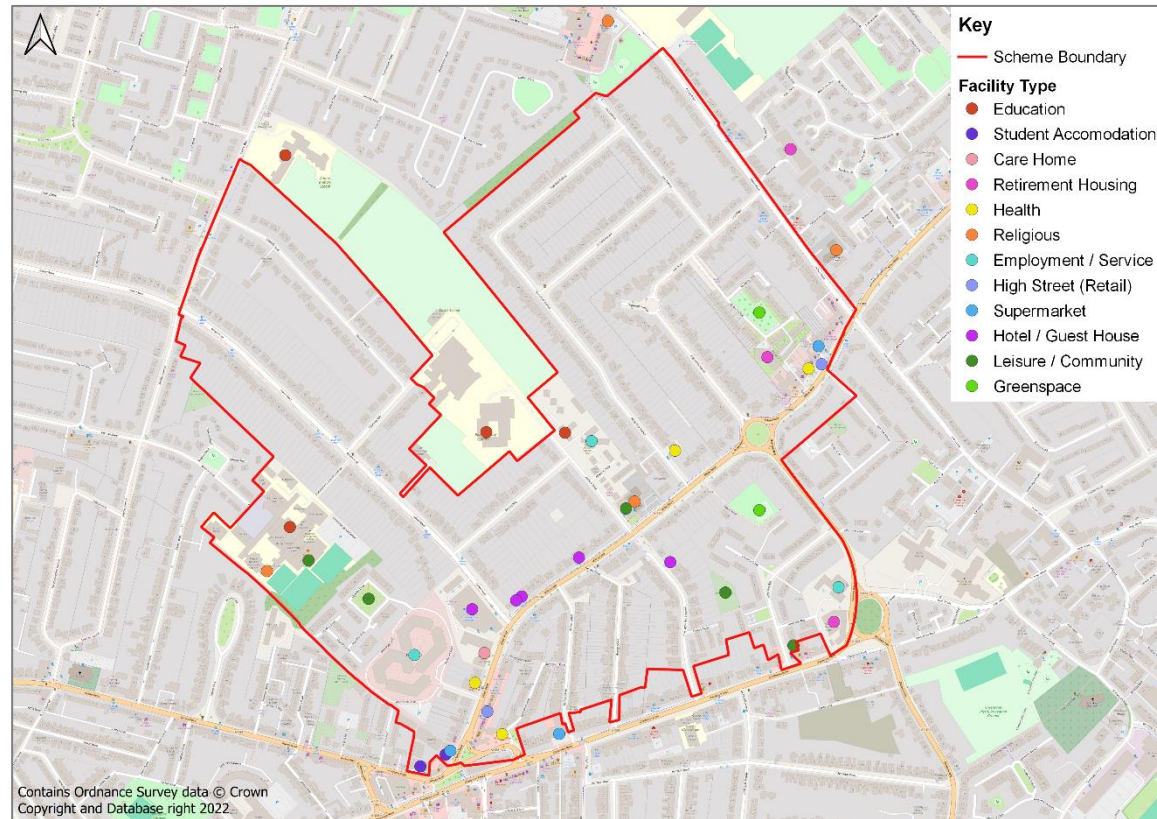
Socio-Economic Profile

Equality Impact Assessment For employees and/or communities

INTRODUCTION

An analysis has been carried out within the scheme boundary to evaluate potential impacts on any protected characteristic groups that could be accessing facilities in this area, as shown in **Figure 3**. The findings of this analysis will feed into the full assessment of potential impacts on each of the protected characteristic groups that is provided below.

Figure 3 – Local Facilities within or immediately adjacent to Scheme Area



POPULATION

Table 1: Population density in Study Area MSOA, Cambridge District, Cambridgeshire, and England (2021 Census)

Area	Population	Density (number of usual residents per km ²)
Study Area – MSOA Cambridge 004	8,484	5,561.7
Cambridge	145,676	3,579.2
Cambridgeshire	678,852	222.8
England	56,490,048	433.5

Table 1 shows that the Study Area MSOA has a population of 8,484 (2021 Census). It also shows that the Study Area MSOA has a higher population density as compared to Cambridge District, Cambridgeshire County and England. This is likely due to denser housing for the population within the city, such as student accommodation, as shown in **Figure 3** above.

Equality Impact Assessment For employees and/or communities

AGE

Table 2: Percentage Population by Age Range (2021 Census)

Area	All Usual Residents	Age 0 to 14	Age 15 to 29	Age 30 to 44	Age 45 to 64	Age 65+
Study Area MSOA	8,484	13.2%	23.9%	21.3%	23.9%	17.7%
Cambridge	145,676	13.6%	33.0%	22.8%	19.4%	11.3%
Cambridgeshire	678,852	16.5%	19.0%	20.2%	25.7%	18.6%
England	56,490,048	17.3%	18.3%	20.0%	25.8%	18.4%

In **Table 2**, it is shown that the Study Area MSOA and Cambridge have a larger proportion of young people (aged 15 to 29), with 23.9% and 33.0% respectively, compared to Cambridgeshire (19.0%) and England (18.3%). This may be due to a higher proportion of students and young professionals living in the city than other parts of the UK.

Approximately 17.7% of the MSOA population is aged 65+, which is marginally lower than in Cambridgeshire (18.6%) and England (18.4%), but higher than in Cambridge (11.3%).

Facilities within the Scheme Area

With regards to facilities relevant to age, there are some educational facilities located within the Scheme Area where higher proportions of activity involving children and young people are likely to be concentrated. These include:

- Chesterton Community College
- Olive AP Academy - Special Education Needs (SEN) School

Beyond the scheme boundary but nearby is also Cambridge Regional College and there is a Youth and Community Centre to the east of Milton Road.

In addition, there are some facilities located within the Scheme Area where higher proportions of older people are likely to be concentrated, these include:

- Cambridge Manor Care Home
- Coach House Court (Retirement Housing)
- Ellis House (Retirement Housing)

Just outside the scheme boundary there are also sheltered living accommodation known as Mansel Court and retirement properties at Havenfield which would be inhabited by elderly people.

Equality Impact Assessment For employees and/or communities

DISABILITY

Table 3: Limiting long-term illness or disability (2021 Census)

Area	Disabled under the Equality Act: Day-to-day activities limited a lot	Disabled under the Equality Act: Day-to-day activities limited a little	Not disabled under the Equality Act
Study Area MSOA	3.9%	10.2%	85.9%
Cambridge	4.9%	9.8%	85.3%
Cambridgeshire	6.0%	10.2%	83.8%
England	7.3%	10.0%	82.7%

Table 3 shows that in comparison to the district, county, and national proportions, the Study Area MSOA has the lowest percentage of people 'limited a lot' in their day-to-day activities (3.9%). The proportion of people 'limited a little' in their day to day activities is relatively similar across the areas, with a maximum difference of 0.4%.

Facilities within Scheme Area

There are medical facilities located within the Scheme Area which offer services which could more likely be used by members of this protected characteristic group, such as:

- Milton Road Pharmacy

Just outside the scheme boundary there is also sheltered living accommodation known as Mansel Court and retirement housing at 'Havenfield' which may include residents with mobility issues.

SEXUAL ORIENTATION

Table 4: Sexual Orientation (2021 Census)

Area	Straight or Heterosexual	Gay or Lesbian	Bisexual	All other sexual orientations	Not answered
Study Area MSOA	83.5%	2.5%	3.3%	1.0%	9.7%
Cambridge	80.6%	2.7%	3.8%	1.0%	11.9%
Cambridgeshire	88.3%	1.5%	1.8%	0.5%	8.0%
England	89.4%	1.5%	1.3%	0.3%	7.5%

Table 4 indicates that the Study Area MSOA has a slightly higher proportion of people that identify as Gay or Lesbian (2.5%), Bisexual (3.3%) or as 'all other sexual orientations' (1.0%) in comparison to in Cambridgeshire and England. Cambridge has the lowest

Equality Impact Assessment For employees and/or communities

proportion of people that identify as straight or heterosexual (80.6%), which is approximately 3% lower than in the Study Area MSOA (83.5%).

Facilities within Scheme Area

There are not known to be facilities within the Scheme Area providing services which are of specific relevance to sexual orientation.

Gender

Table 5: Percentage of the population by sex (2021 Census)

Area	Males	Females
Study Area MSOA	49.2%	50.8%
Cambridge	50.1%	49.9%
Cambridgeshire	49.4%	50.6%
England	49.0%	51.0%

Table 5 shows that there are slightly more females residing in the Study Area MSOA (50.8%) than males (49.2%), similar to in Cambridgeshire and England. In Cambridge, there are slightly more Males (50.1%) than females (49.9%).

Facilities within Scheme Area

There are not known to be facilities within the Scheme Area providing services which are of specific relevance to gender.

MARRIAGE AND CIVIL PARTNERSHIP (2021 Census)

Table 6: Percentage of the population by marriage and civil partnership status

Area	Single	Married	Civil partnership	Separated	Divorced	Widowed/ Surviving partner
Study Area MSOA	45.8%	40.7%	0.5%	1.4%	7.1%	4.4%
Cambridge	56.5%	32.6%	0.3%	1.4%	6.0%	3.3%
Cambridgeshire	36.9%	46.4%	0.2%	2.0%	8.8%	5.7%
England	37.9%	44.5%	0.2%	2.2%	9.0%	6.1%

Table 6 shows that the highest proportion of the population residing in the Study Area MSOA are single (45.8%), which is followed by the proportion of people that are married (40.7%).

The proportion of the population that are single in the Study Area MSOA (45.8%) is higher than in Cambridgeshire (36.9%) and England (37.9%), but lower than in Cambridge (56.5%).

Equality Impact Assessment For employees and/or communities

Facilities within Scheme Area

A facility located within the Scheme Area which offers services which could be used by members of this protected characteristic group includes:

- Cambridge Register Office

PREGNANCY AND MATERNITY (2022 Census)

In the absence of data on the number of pregnant women in an area, data on live births can be used to provide some approximate figures. These figures are presented below in **Table 7** for 2022. Only district, county and country level data have been identified within the table due to no availability of data at MSOA level.

Table 7: Live Births (counts) in 2022

Area	Live Birth Counts 2022
Study Area MSOA	Not Available at MSOA Level
Cambridge	1,229
Cambridgeshire	6,395
England	577,046

Table 7 shows that in In 2022, Cambridge had 1,229 live births, Cambridgeshire had 6,395 and England had 577,046.

Facilities within Scheme Area

Facilities providing services in Scheme Area which are most relevant to pregnancy and maternity are the same as those for the disability group (various community facilities) and marriage and civil partnership (registry office).

RACE AND ETHNICITY

Table 8: Percentage of population by ethnicity (2021 Census)

Ethnicity	Asian, Asian British or Asian Welsh	Black, Black British, Black Welsh, Caribbean or African	Mixed or Multiple ethnic groups	White	Other ethnic group
Study Area MSOA	8.3%	1.2%	4.3%	83.8%	2.5%
Cambridge	14.8%	2.4%	5.1%	74.5%	3.1%
Cambridgeshire	5.8%	1.4%	2.9%	88.6%	1.3%
England	9.6%	4.2%	3.0%	81.0%	2.2%

Table 8 indicates that the majority of the population residing in the Study Area MSOA are White (83.8%), this is slightly higher than in England (81.0%). The second largest proportion of the population in the Study Area MSOA are from an Asian, Asian British or Asian Welsh (8.3%) ethnic background, followed by Mixed or Multiple ethnic groups (4.3%), other ethnic group (2.5%) and Black, Black British, Black Welsh, Caribbean or African (1.2%).

Equality Impact Assessment For employees and/or communities

Facilities within Scheme Area

There are not known to be facilities within the Scheme Area providing services which are of specific relevance to race.

RELIGION OR BELIEF

Table 9: Percentage of population by religion (2021 Census)

Religion Category	Study Area MSOA	Cambridge	Cambridgeshire	England
Christian	36.2%	35.2%	45.1%	46.3%
Buddhist	1.2%	1.1%	0.5%	0.5%
Hindu	1.3%	2.3%	1.1%	1.8%
Jewish	1.1%	0.7%	0.3%	0.5%
Muslim	2.2%	5.1%	2.1%	6.7%
Sikh	0.1%	0.2%	0.2%	0.9%
Other religion	0.6%	0.8%	0.6%	0.6%
Not answered	7.7%	9.8%	7.0%	6.0%
No religion	49.6%	44.7%	43.2%	36.7%

Table 9 indicates that 42.7% of the population residing in the Study Area MSOA have a religion. This is lower than in Cambridge (45.4%), Cambridgeshire (49.9%) and England (57.3%).

Facilities within Scheme Area

There are places of worship within the Scheme Area which could serve members of this protected characteristic group may seek to access, including:

- St Laurence's (Catholic Church)
- KICC Cambridge (located within Chesterton Community College)

Just beyond the scheme boundary there are also other relevant places of worship:

- Cambridge Gurdwara and Sikh Society
- Grace Church
- Arbury Road Baptist Church

RURAL ISOLATION

The area proposed for the RPS is an urban neighbourhood. However there may be some impacts on those who commute in from rural areas and currently park within the proposed zone boundary.

In the absence of data specifically on rural isolation, **Table 10** below shows the percentage of the usual population residing in urban or rural areas from the 2011 Census. Only district, county and country level data have been identified within the table due to no

Equality Impact Assessment
For employees and/or communities

availability of data at MSOA level.

Table 10: Urban and Rural Population (2011 Census)

Rural / Urban	Cambridge	Cambridgeshire	England
Total	123,867	621,210	53,012,456
Urban (total)	99.7%	52.9%	82.4%
Urban major conurbation	0.0%	0.0%	35.4%
Urban minor conurbation	0.0%	0.0%	3.6%
Urban city and town	99.7%	52.9%	43.2%
Urban city and town in a sparse setting	0.0%	0.0%	0.2%
Rural (total)	0.3%	47.1%	17.6%
Rural town and fringe	0.3%	28.5%	8.4%
Rural town and fringe in a sparse setting	0.0%	0.0%	0.4%
Rural village	0.0%	14.2%	5.2%
Rural village in a sparse setting	0.0%	0.0%	0.3%
Rural hamlet and isolated dwellings	0.0%	4.3%	3.1%
Rural hamlet and isolated dwellings in a sparse setting	0.0%	0.0%	0.3%

Table 10 shows that Cambridgeshire has a much higher rural population proportion at 47.1% compared to England at 17.6%. However, the Milton study area is of urban character.

Equality Impact Assessment For employees and/or communities

Non-Statutory Public Consultation

An informal public consultation period was undertaken between 3rd October and 14th November 2022 to provide the opportunity for members of the public to have their say on the proposal.

The consultation consisted of:

- Public consultation: Public Drop-in Event at Chesterton Community College (19th November 2022)
- Public consultation: Online Public Zoom Meeting (2nd November 2022)

An online survey was the primary mechanism in which people could respond over the consultation period, however responses over the telephone, in an email or by post were also accepted.

The respondents' answers for each of the questions in the consultation survey were initially tabulated and formatted in a spreadsheet.

The individual answers from the multiple-choice questions were broken down into a percentage of the overall number of respondents to the corresponding question. The descriptive questions were categorised to identify common themes and ranked on the number of occurrences in respondents' comments.

The consultation survey received 339 responses, of which two were from organisations/businesses within the scheme boundary, while the remainder were from individuals. There were 312 responses from residents within the Milton Road residents' parking scheme, 21 responses from residents' outside of the residents' parking scheme and 6 responses without an address.

STATUTORY CONSULTATION

The notice for the Milton Road area RPS was published in the Cambridge News on 18th March 2024 and the statutory consultation period ran until 12th April 2024. Additional details were available on the Council's website, Cambridge Central library and notices were posted on-street. All households and businesses in the area received individual consultation letters.

A total of 381 written representations were received, consisting of 288 objections, 75 expressions of support and 18 neutral responses.

Feedback was received from private residents on the northern side of Arbury Road, who are situated outside the boundary and therefore not eligible for permits. They expressed their concerns that the scheme would impact their ability to park near their properties.

The majority of these comments originated from Havenfield, a private retirement village with limited private off street parking facilities. These comments had previously been raised during the informal consultation period. They were carefully reviewed and discussions were held with residents and members. This is a matter of balancing competing needs and impacts. However, it was concluded that including the northern side of Arbury Road at this time was not essential to include within the scheme boundary as almost all properties on the northern side of the road have access to private off street parking. This is also the case for Havenfield which has its own private car park. Whilst it is understood that there is not sufficient space for every resident at Havenfield to park on-

Equality Impact Assessment

For employees and/or communities

site, Havenfield currently appears to have parking provision commensurate with Cambridge City Council parking standards for retirement/sheltered living accommodation.

Given the concerns expressed, it is recommended that any issues arising after implementation, including the concerns from the residents on the Northern side of Arbury Road, be evaluated in a 6 month review. If the concerns are validated, and post-operation capacity is demonstrated to be sufficient, there should be consideration to extend the boundary to include these properties.

Based on consultation evidence or similar, what positive impacts are anticipated from this proposal?

1) Positive Impacts Upon Scheme Opening

Age

The proposed scheme deters all day parking by non-residents, such as city centre workers and commuters, which has the potential to reduce commuter parking and inconsiderate parking. This can help improve the street scene and can make streets safer and more accessible for all road users, including for younger people travelling to school.

The scheme intends to provide residents living on a designated street with a fair opportunity to park close to their homes. This could benefit older residents living within the scheme boundary who may have limited mobility or issues with walking long distances.

The proposed scheme has the potential to reduce congestion and improve air quality. Exposure to poor air quality and pollutants is particularly harmful to children whilst their lungs are developing, therefore improvements to air quality could benefit this group.

Disability

Blue badge holders (of any address) will be able to park within the Scheme Area without needing a permit and existing disabled parking bays in the area will remain. Therefore, there should be no impact on disabled users accessing facilities within or immediately adjacent to the area.

The scheme intends to reduce inconsiderate and unsafe parking, which can make the street safer and more accessible for all road users, including people with disabilities. For example, the implementation of parking bays could reduce vehicles parking close together or too close to junctions. This could benefit people with disabilities as they could have more space to park and as such it will be easier to offload mobility aids such as wheelchairs from the boot of a vehicle.

The proposed scheme has the potential to reduce congestion and improve air quality. Exposure to poor air quality and pollutants is particularly harmful people with certain disabilities and long term respiratory health issues, therefore improvements to air quality could benefit this group.

Sexual orientation

There is no evidence to suggest differential or disproportionate impacts on this group.

Gender reassignment

Equality Impact Assessment

For employees and/or communities

There is no evidence to suggest differential or disproportionate impacts on this group.

Sex

There is no evidence to suggest differential or disproportionate impacts on this group.

Marriage and Civil Partnerships

The Cambridge Register Office is located within the Scheme Area, off Ascham Road however there is car parking provision for 23 spaces on site. Therefore, there is no evidence to suggest disproportionate impacts on this group.

Pregnancy and Maternity

The proposed scheme has the potential to reduce congestion and improve air quality. Exposure to poor air quality and pollutants can affect pregnancy, therefore improvements to air quality could benefit this group.

The scheme intends to reduce inconsiderate parking, which can make the street safer and more accessible for all road users, including pregnant people. People in this group may also have pushchairs and young children, who could benefit from accessibility improvements, for example by formalising the parking bays and avoiding conflicts with dropped kerb access points. Additionally, the implementation of parking bays could reduce vehicles parking close together, and as such it will be easier to offload pushchairs from the boot of a vehicle.

Also, the scheme intends to provide residents living on a designated street with a fair opportunity to park close to their homes, which could benefit heavily pregnant people having to walk long distances to their residence.

In the Scheme Area, a facility which offers services which could more likely be used by members of this protected characteristic group is Milton Road Pharmacy. Residents of this group will be able to park in the Scheme Area and non-residents can utilise the car parking provision outside of the pharmacy.

Race

There is no evidence to suggest differential or disproportionate impacts on this group.

Religion or belief

There are places of worship located within the Scheme Area, namely St Laurence's Catholic Church and KICC Cambridge, located in Chesterton Community College. Both of these places of worship have some car parking provision. Therefore, there is no evidence to suggest disproportionate impacts on this group.

Rural Isolation

The proposed scheme is located within an urban area of Cambridge, so there are no such impacts on people living within or immediately adjacent to the scheme. The scheme may impact some people who presently park in this vicinity if they travel from rural areas. However, there are alternative parking options for those coming from rural areas into Cambridge, including free parking at the network of Park & Ride sites on the edges of the city as well as Cambridge North Railway Station, which present opportunities for a positive shift towards sustainable transport modes. Therefore there is no evidence to suggest disproportionate impacts on this group.

Equality Impact Assessment For employees and/or communities

Care Experience

There is no evidence to suggest differential or disproportionate impacts on this group.

Based on consultation evidence or similar, what negative impacts are anticipated from this proposal?

1) Negative Impacts During Consultation/Engagement

Potential risks for those with protected characteristics were identified as follows:

- If information is focused online only, some older people do not have access to the internet and so they may be excluded from seeing the information and being able to respond.
- In-person events organised at venues that are not easily accessible in terms of transportation or lack of facilities such as step free access or seating, it could prevent older people and/or disabled people from attending and participating.
- People who have a learning disability or are unable to read the standard consultation material, may be prevented from learning about the scheme and being able to provide their feedback.
- Where English is not a first language, residents and interested parties may be negatively impacted if consultation and engagement materials are available in English only.

During the public consultation, both in-person and online events were held, with the intention of avoiding anyone being excluded by a sole focus on either route. All properties within the boundary received written notice of both formal and informal consultations. The option to receive paper copies, or survey material in another language, large print, Braille or audio tape was available on request, as well as the option to provide comments over the telephone rather than online. Simple language was also used where possible to explain the proposals in plain English for ease of interpretation. Any future consultations on post-scheme amendments would follow similar principles to maximise inclusion.

1) Negative Impacts of Scheme Construction

Scheme implementation will be via 'signs and lines' so the scheme can be implemented rapidly with only very minor short duration disruption to footways for installation of new sign posts. Parking may also be suspended temporarily on one side of the road during the lining works. However, the works proposed on each road could be completed within one week and the works carried out on a street-by street basis so that disruption is localised to one street at once.

If footways need to be closed or obstructed/narrowed temporarily, wheelchair users and those with pushchairs and prams may be affected. Temporary accessible ramps should be used to direct pedestrians to a suitable alternative route in this situation. The majority of works are not located on bus routes, other than Arbury Road.

1) Negative Impacts Upon Scheme Opening

Age

Equality Impact Assessment

For employees and/or communities

During the statutory consultation (March/April 2024) and during the informal consultation in 2022 feedback was received which relates to potential negative impacts of the scheme on elderly residents.

Feedback was received from private residents on the northern side of Arbury Road, who are situated outside the scheme boundary and therefore not eligible for permits.

The comments mainly came from Havenfield, a private retirement village with limited off-street parking. They have expressed their concerns that the scheme would impact their ability to park near their properties. This could have a negative impact on elderly residents who may struggle to find parking near their residence, especially those with limited mobility or difficulty walking long distances.

The Northern side of Arbury Road was not included within the boundary as almost all properties on the northern side of the road have access to or opportunity for private off street parking, so do not need to be included in the scheme boundary. This is also the case for Havenfield which has its own private carpark..

However, any issues arising after implementation would be evaluated in a 6 month review. If the concerns are validated, and post-operation capacity is proven to be sufficient, there could be consideration to extend the boundary to include additional properties.

For narrow roads where parking capacity will be single sided to comply with safety requirements (such as on Herbert Road and Springfield Road) there may be longer distances to walk for those who are not able to find a space outside their property. This may have negative impacts on older people, especially those with limited mobility or difficulty walking long distances. It may also impact on people with mobility related disabilities or heavily pregnant people having to walk long distances to their residence.

Disability

During the statutory consultation (March/April 2024) feedback has been received which raises concerns about excessive street furniture and clutter, due to signs and parking machines/e-charging facilities reducing the available footway width. This could potentially impact people using a wheeled mobility aid such as wheelchairs, mobility scooters or walking frames.

The proposed scheme design limits new signage to the minimum requirement to enable the relevant TROs to be enforceable. New street furniture will be limited and existing poles and lamp columns are proposed to be used where this is reasonably practicable. New signs will be installed in grass verges or at the front or rear of the footway to prevent causing an obstruction to the footway or significantly reducing the available width.

Pregnancy & Maternity

Potential negative impacts felt by this group are similar to those presented above in the disability and age groups for those with pushchairs and prams. Street clutter will be minimised to avoid reducing footway widths.

Poverty

During the statutory consultation (March/April 2024), feedback has been received which relates to the cost of permits being unacceptable. The introduction of RPS could have a negative impact on people on low incomes or who are from financially excluded

Equality Impact Assessment

For employees and/or communities

backgrounds. In the Scheme Area, resident permits for cars cost £75 per annum and visitor permits cost £16 for 5 days' parking.

However, the GCP has agreed to fund the implementation costs for resident parking schemes in Cambridge. This includes removal of the additional one-off set up cost that permit holders have historically had to pay.

Furthermore, costs are maintained in line with all other RPS within the city and set by Parking Policy and Parking services to ensure that the programme remains cost neutral to the authority.

Care Experience

No negative impacts are expected beyond those presented in the poverty group, above.

How will the process of change be managed?

Consultation Impacts

If any further consultation occurs on future scheme amendments, it would need to be promoted via a mixture of on- and offline material, including postcards sent through doors, posters in public venues and social media posts. Information on the scheme would be available online, and hard copies (as well as other formats, such as large text, braille and other languages) will be available upon request. People would also be able to provide their feedback either online or offline. Venues for consultation events would also be chosen carefully to ensure they can be travelled to via a variety of modes and are fully accessible for all abilities.

How will the impacts during the change process be monitored and improvements made (where required)?

There will be ongoing monitoring and recording of any impacts that are raised relating to the protected characteristic groups to ensure suitable mitigation is included into the scheme designs as the project progresses.

This EqIA should undergo periodic reviews as the project progresses, in line with any design changes, phases of work and new information relevant to the EqIA. This will ensure all impacts are captured, mitigated and monitored accordingly.

Section 4: Equality Impact Assessment - Action plan

Impact assessment during consultation and construction

Details of disproportionate negative impact <i>(e.g. worse treatment / outcomes)</i>	Group(s) affected	Severity of impact <i>(L/M/H)</i>	Action to mitigate impact with reasons / evidence to support this <i>or</i> Justification for retaining negative impact	Who by	When by	Date completed
Some groups may face challenges with attending in-person consultation events. This could be due to the venue's location or access within the building.	Age, Disability	L	A risk assessment will be undertaken to ensure the venue is appropriate for all users. This includes being located in an area that is easily accessed through public transport and has nearby parking (including disabled spaces). The building itself will need to be easily accessible for those with mobility aids and pushchairs (i.e. no steps), have toilets (including men, women and disabled) and have seating available. Online events provide an alternative to attending in-person events.	GCP	Before informal and statutory consultations (complete). Before any further consultation periods and events	Informal consultation (2022). Statutory consultation (2024)
Some groups may not be able to read or understand the consultation materials. This can lead to their feedback not being captured.	Race, Disability	L	Ensure all the materials are available in other formats, including other languages, large-text and braille. Other ways to respond can include over the telephone, in an email or by post.	GCP	Before informal and statutory consultations (complete). Before any further	Informal consultation (2022). Statutory consultation (2024)

Equality Impact Assessment

For employees and/or communities

Details of disproportionate negative impact <i>(e.g. worse treatment / outcomes)</i>	Group(s) affected	Severity of impact <i>(L/M/H)</i>	Action to mitigate impact with reasons / evidence to support this <i>or</i> Justification for retaining negative impact	Who by	When by	Date completed
					consultation period and events	

Impact assessment following scheme opening

Details of disproportionate negative impact <i>(e.g. worse treatment / outcomes)</i>	Group(s) affected	Severity of impact <i>(L/M/H)</i>	Action to mitigate impact with reasons / evidence to support this <i>or</i> Justification for retaining negative impact	Who by	When by	Date completed
The proposed scheme could result in excessive street furniture and clutter, which could impact some groups, such as those using a wheeled mobility aid like wheelchairs, mobility scooters or pushchairs.	Disability, Pregnancy & Maternity	M	Scheme design considers accessibility and when installing the scheme, street furniture will be limited to the minimum requirement possible within legislation.	GCP	Scheme implementation	
The introduction of RPS could have a negative impact on people on low incomes or who are from	Poverty	M	The GCP has agreed to fund the implementation costs for resident parking schemes in Cambridge. This includes removal of the additional	GCP	Scheme implementation	2022

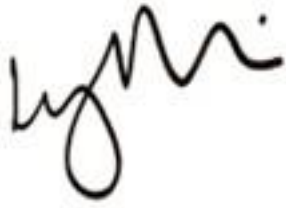
Equality Impact Assessment

For employees and/or communities

Details of disproportionate negative impact <i>(e.g. worse treatment / outcomes)</i>	Group(s) affected	Severity of impact (L/M/H)	Action to mitigate impact with reasons / evidence to support this or Justification for retaining negative impact	Who by	When by	Date completed
financially excluded backgrounds			one-off setup cost that permit holders have historically had to pay. Furthermore, costs are maintained in line with all other RPS within the city and set by Parking Policy and Parking services to ensure that the programme remains costs neutral to the authority.			
The scheme could impact some groups ability to park near their properties, such as residents on the northern side of Arbury Road, who are situated outside the scheme boundary and therefore not eligible for permits. This includes Havenfield Retirement Housing. This could have a negative impact on elderly residents who may struggle to find parking near their residence, especially those with limited mobility or difficulty walking long distances.	Age	M	It is proposed that this be considered under a 6 month review and should there be a proven concern, and it's demonstrated that capacity is available, that there be consideration to extend the boundary to include these properties.	GCP	6 month review after operation begins	

Equality Impact Assessment
For employees and/or communities

Section 5: Approval

Name of person who completed this EqlA:	Claudia Green		Name of person who approves this EqlA:	Lynne Miles
Signature:	C. Green		Signature:	
Job title:	Senior Transport Planner		Job title: <i>Must be Head of Service (or equivalent) or higher, and at least one level higher than officer completing EIA.</i>	Director of City Access, Greater Cambridge Partnership
Date:	24.05.24		Date:	19 June 2024