Equality Impact Assessment
For employees and/or communities

This EIA form will assist you to ensure we meet our duties under the Equality Act 2010 to take account of the needs and impacts of the proposal or function in relation to people with protected characteristics. Please note, this is an ongoing duty. This means you must keep this EIA under review and update it as necessary to ensure its continued effectiveness.

Section 1: Proposal details

Directorate / Service Area:		**Person undertaking the assessment:**	
Transport Planning		**Name:**	[redacted]
Proposal being assessed:		**Job Title:**	Graduate Transport Planner/Managing Consultant Transportation
Melbourn Greenway		**Contact details:**	[redacted]
Business Plan Proposal Number: (if relevant)		**Date commenced:**	14/03/2023
		Date completed:	31/03/2023

Key service delivery objectives:

The Greater Cambridge Greenways projects aim to make it easier to travel in a pleasant and sustainable way into and out of Cambridge and for leisure purposes. Walkers, cyclists and in some cases horse riders and other non-motorised vehicle users will be able to travel safely and sustainably. In some cases, these are new routes, or routes with new sections, whilst others will be based on existing pedestrian paths.

The objectives of the Greenways projects are to:

- Help to provide alternatives to private car travel and to reduce traffic congestion, improve air quality and public health;
- Improve access to the countryside;
- Implement high standards of infrastructure, in line with national, regional and local policy, including LTN 1/20, for walking, cycling and other non-motorised modes;
- Ensure active travel routes are as direct as possible;
- Create an active travel network with sufficient capacity to meet additional demands for walking, cycling and horse riding journeys, as a result of employment and housing growth in Cambridgeshire, and;
- Support the Local Plan for Cambridgeshire by providing better sustainable transport links to Cambridge city centre and the rural fringes.

This Equality Impact Assessment (EqIA) focusses on the Melbourn Greenway project only.

Key service outcomes:

The Melbourn Greenway is one of the twelve proposed Greenway routes, originally proposed in 2016. The Melbourn Greenway project aims to deliver high-quality walking, cycling, and in appropriate sections, horse-riding infrastructure.

The key outcomes of this particular greenway, include:

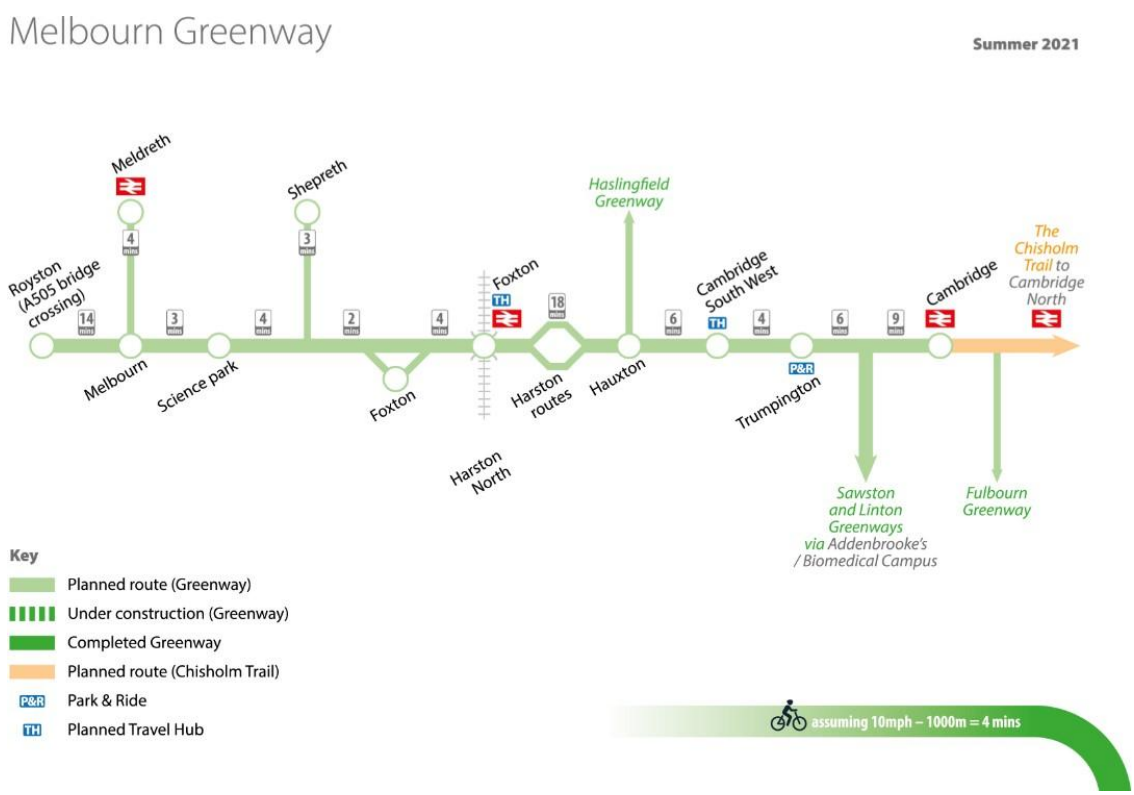
- Green active travel into and out of Cambridge for walkers, wheelers, cyclists and horse-riders.
- Easier and safer travel to workplaces, local schools and colleges and other amenities.
- Potential links to Royston, via a new bridge proposed over the A505. Conveniently located for the Melbourn Science Park.
- Connections with Cambridge train station, as well as Foxton, Meldreth and Shepreth railway stations being easy to reach. It also links to the proposed transport hubs at Foxton and Cambridge Southwest.
- The Melbourn Greenway will also connect with three other Greenways (Hasingfield Greenway at Hauxton, and the Sawston and Linton Greenways via existing networks around the Cambridge Biomedical Campus). By linking currently unjointed routes, the project will improve residents' accessibility to local amenities and surrounding areas while supporting journeys by sustainable modes of transport.

What is the proposal?

The Melbourn Greenway proposes to connect Cambridge to Melbourn and Royston to the south-west of the city.

The route covers approximately 15km of improvements. It starts at Royston, with a new bridge over the A505 being planned in partnership with Hertfordshire County Council and towards the north, it consists of improved active travel routes. It will then continue towards Cambridge from Melbourn and Melbourn Science Park, through settlements including Foxton, Harston, Hauxton and Trumpington. There are spurs of the route extending to Haslingfield, Shepreth, and Meldreth. The Greenway ends at Cambridge Station, where it joins the Chisolm Trail, see image below (source: www.greatercambridge.org.uk).

Figure 1 - Melbourn Greenway alignment



The proposal for the Melbourn Greenway includes seven schemes along the 15km scheme extent of the project.
In summary, the works include traffic-calming measures, improvements to existing active travel infrastructure, plus new facilities at some locations. Measures include:

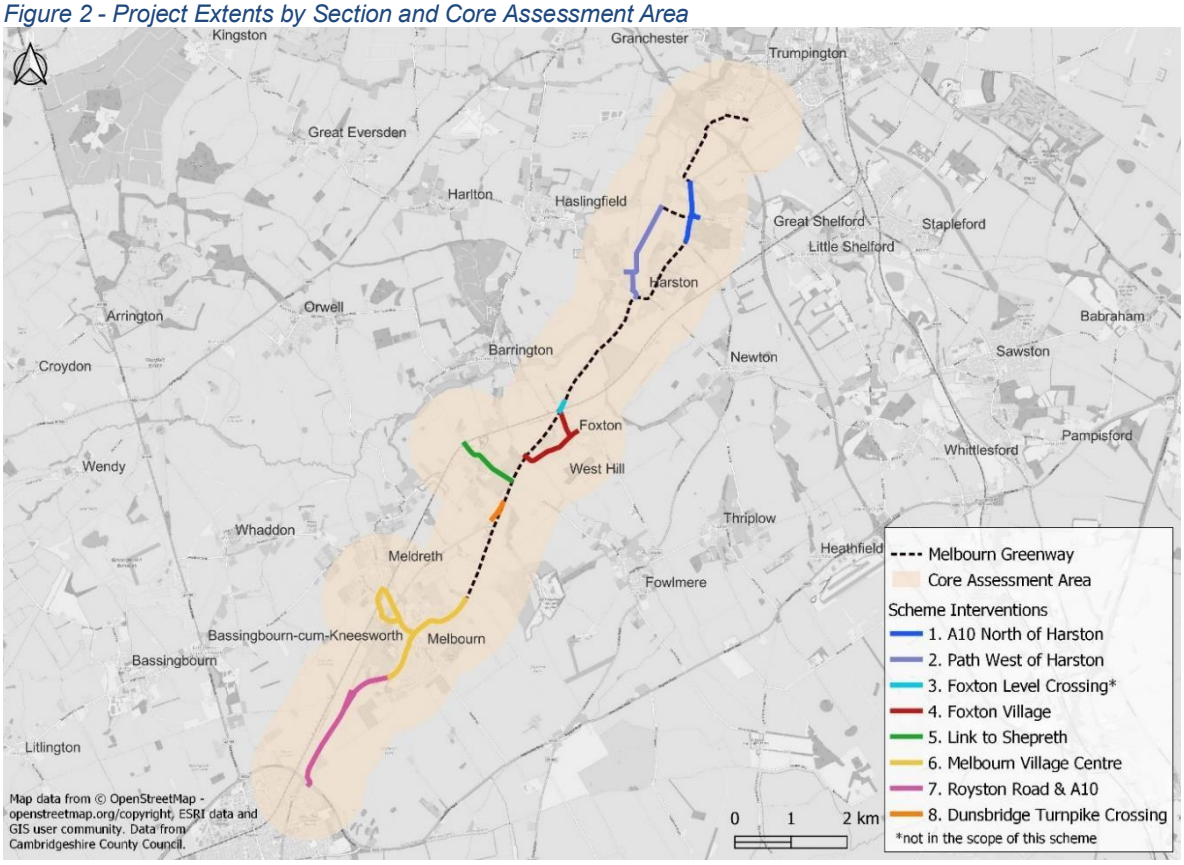
- Lowering of speed limits;
- Gateway features located in the proximities of urban areas (e.g., road narrowing, chicanes, etc);
- Entry treatments and speed tables;
- New rest areas and cycle parking facilities;
- Upgrading existing active travel infrastructure to achieve good practice and inclusive design standards (e.g., widening of paths, resurfacing of bridleways and carriageways, etc.)
- New active travel facilities (e.g., crossing facilities, shared-use paths, etc.)

A full summary of the proposed upgrades at each section of the route can be found in **Appendix D** - .

Equality Impact Assessment Study Area

This EqIA considers the impacts of the proposed project on residents, amenities and communities surrounding the project area. A core assessment area (CAA) of 1km around the route has been used as the basis of this EqIA, see Figure 2. This will be used as a core assessment area for identification of impacts, but impacts identified for Protected Characteristic Groups[1] (PCGs) are not limited to this CAA, and any wider impacts will also be discussed.

Figure 2 - Project Extents by Section and Core Assessment Area



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

The following information and datasets have been used to assess the proposal for Melbourn Greenway:

- **Melbourn Greenway: Engagement Summary Report**, January 2023.
- **Census Data (2021)** to understand representation of protected characteristic groups in proximity to the project.[2]
- **Google Earth data** – to understand the amenities surrounding the project which may attract PCGs and therefore provide an understanding of accessibility requirements and daytime populations along the route.
- **Crime Data (2022/23)[3] and Hate Crime Data (2021/2022)**[4] to understand the surrounding area and local sensitivities relating to crime and security, enabling an understanding of opportunities to improve safety, particularly for PCGs, in the design of the schemes as well as during construction and operation.

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

[1] As defined by the 2010 Equality Act. Equality Act 2010 (legislation.gov.uk
[2] Census 2021 results - Census 2021
[3] www.data.police.uk.
[4] Hate crime, England and Wales, 2021/22 (6th October 2022) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1121680/prc-hate-crime-open-data-021222.ods

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This EqIA for Melbourn Greenway has been developed at Preliminary Design stage. As such there are a number of assumptions and limitations associated with this EqIA, as follows:

- This EqIA covers the preliminary design of Melbourn Greenway only, as of March 2023.
- The assessment assumes as the project progresses into detailed design, that all schemes will be developed to meet all British inclusive design standards (to be reviewed in a further iteration of this document).
- The assessment focusses on the 7 schemes of the route requiring enhancement, as well as the overall impacts of providing an extensive active travel route into Cambridge (see Figure 2). Other areas of the route that are not part of the 7 schemes are not assessed, and it is assumed that the remaining schemes of the route are inclusive and accessible, so that the full benefits of the project can be realised for all.
- There are several interfacing projects in proximity to Melbourn Greenway – including the other Greenways projects. Cumulative impacts of works associated with these interfacing projects are not considered in this document, but it is recommended that appropriate staging of works, and an assessment of cumulative impacts should be undertaken.
- Construction requirements for the project are not developed at this stage of the project. It is assumed that construction will be staged appropriately and with Considerate Constructor processes in place to minimise impacts on neighbouring residents and amenities.

An EqIA is a live updateable document, therefore as the project progresses, the assessment will need to be updated to ensure all equality impacts are recorded, measured and mitigated appropriately. In these updates, the above listed limitations and assumptions may be removed.

Who will be affected by this proposal?

The Council's Single Equality Strategy aims 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.
- To tackle discrimination, harassment and victimization, and ensure that people from different backgrounds living in the city continue to get on well together.

The Melbourn Greenways project aims to make travelling by active modes of transport safer and more convenient for short local journeys, for all. It therefore proposed a design solution aligned to the Council's Single Equality Duty, seeking to provide more inclusive and affordable transport routes for all.

The project proposals will likely impact the local population, as well as having wider impacts on businesses and visitors along the proposed route alignment and its area of influence. Impacts will likely be experienced both in the temporary / construction phase, as well as when the route is completed / in operation. The magnitude of impact (both positive and negative) is likely to vary amongst PCGs.

In terms of the range of potential impacts on PCGs, these include:

- Improved physical accessibility, such as accessible kerbs, improved crossing facilities, wider footways, and places to stop and rest (assuming appropriate British Standards are adopted in detailed design). Thus, it will likely positively impact people with **limited mobility or disabilities** that may currently struggle to access locations due to deficiency or lack of safe and accessible infrastructure. This includes older people, those with disabilities, and **pregnancy and maternity groups**.
- The provision of a safe and cohesive network of footways and cycleways should support active travel for **those in more rural areas, those who do not drive**, and provide more attractive affordable options to encourage active travel. In addition, it should support **children's** independent travel, those **travelling with buggies and small children**, as well as providing safer routes for **women**, and those travelling with any **mobility impairment or disability**.
- The proposed traffic calming measures will improve safety for all road users while creating a safer environment for walking, wheeling, and cycling, plus, lower speed limits will support a more attractive public realm with reduced levels of noise and air pollution[5]. By facilitating journeys by active modes of transport, an improvement in the population's activity may be experienced, which could translate into overall **health benefits**, benefiting the local economy and the health systems. This may be particularly important for those with **respiratory health conditions**, and more generally across **age** groups to encourage behaviours around active travel. However, it is important to note that **children** are particularly sensitive to noise and poor air quality so this needs to be recognised throughout construction and suitably mitigated.
- Within areas at risk of **transport poverty** due to a lack of affordable options or infrequent services, the interventions may contribute to reducing **social isolation** for communities by making it easier to reach jobs and services through active travel modes. This may have a positive impact on the most deprived households by allowing them to reduce transport expenditure and providing enhanced access of opportunity.
- Furthermore, at some locations, the provision infrastructure has the potential to unlock multimodal journeys where active travel routes link with transport hubs (i.e., bus stations, railway stations). This has the potential to support **modal shift** while increasing accessibility levels overall and may be particularly beneficial to those who trip chain – for example those with **caring responsibilities**. This is also beneficial for more deprived areas as this expands work opportunities through allowing people to access work further afield more easily, reducing overall deprivation.
- Regarding personal security, along the urban sections of the schemes, the nature of proposed designs means that by enhancing the public realm and creating safer and more people-friendly streets, footfall and social interaction tend to increase, improving natural surveillance (i.e., "more eyes on the street"). Nonetheless, some sections of the routes are in rural, isolated areas, which may result in a negative impact on both real and

[5] considering some journeys may be switched from motorised vehicles to active travel modes

perceived safety. This is likely to affect all infrastructure users, although it's more prevalent for **women, LGBTQ** communities and **ethnic** and **religious minority groups** at risk of hate crimes.

Overall, the proposed project will have a positive impact on all protected characteristic groups with some differential impacts between PCGs relating to the schemes included in the project, that may require mitigation as the project develops.

Other negative impacts are likely to arise during the construction phase of the schemes within Melbourn Greenway project, which may include route diversions, temporary changes to access at some locations, as well as the impacts on the overall environment, air quality and noise, associated with construction works for residents and business.

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Section 2: Scope of Equality Impact Assessment

Scope of Equality Impact Assessment					
*Check the boxes to show which group(s) is/are considered in this assessment. Note: * = protected characteristic under the Equality Act 2010.*					
*	Age	☒	*	Disability	☒
*	Gender reassignment	☒	*	Marriage and civil partnership	☒
*	Pregnancy and maternity	☒	*	Race	☒
*	Religion or belief (including no belief)	☒	*	Sex	☒
*	Sexual orientation	☒			
	Rural isolation	☒		Poverty	☒

Section 3: Equality Impact Assessment

The Equality Act requires us to meet the following duties:

Duty of all employers and service providers:
- *Not to directly discriminate and/or indirectly discriminate against people with protected characteristics.*
- *Not to carry out / allow other specified kinds of discrimination against these groups, including discrimination by association and failing to make reasonable adjustments for disabled people.*
- *Not to allow/support the harassment and/or victimization of people with protected characteristics.*

Duty of public sector organisations:
- *To advance equality of opportunity and foster good relations between people with protected characteristics and others.*
- *To eliminate discrimination*

For full details see the Equality Act 2010.

We will also work to reduce poverty via procurement choices.

Research, data and/or statistical evidence
To understand those who may be impacted by the Melbourn Greenways project, the following analysis has been undertaken: • **Socio-demographic profile of residents** surrounding the project area in the CAA – to identify prevalence of PCGs and an indication of residents likely to use the area. • **Area context including crime statistics** – to understand the surrounding area and local sensitivities relating to crime and security, enabling an understanding of opportunities to improve safety within the project as well as during construction and operation.

- **Amenity identification** – to identify the range of local facilities and amenities that will attract PCGs to the local area, which allows some understanding of the visiting or daytime populations, to support the resident population information.

All data tables, supporting mapping and sources for this analysis can be found in Appendix A – Mapping and Appendix B – Crime Data

In summary, the background data gathering has identified the following:

Socio-demographic profiling of the CAA:

- **Age** – The proportion of children (Under 16) and the working group (aged 16-64) within the CAA is 19.4% and 67.7%, which is slightly higher than the Cambridgeshire average of 18.7% and 63.7% respectively.
- **Gender** – The proportion of women (51%) and men (49%) within the CAA is aligned with the Cambridgeshire average for women (50.6%) and men (49.4%).
- **Disability** – The proportion of residents claiming Disability Living Allowance (DLA) regionally in Cambridge (0.8%), South Cambridgeshire (0.6%) and North Hertfordshire (0.9%) are lower than those claiming nationally (1.3%).
- **Ethnicity** – The prevalent ethnicity in the CAA is White at 85.7%, which is in line with the Cambridgeshire average of 85.4%. The second most common ethnicity in the CAA is Asian at 7.3% which is marginally lower than across Cambridgeshire average.
- **Religion** – Similar proportions of people identify as Christian (44.8%) as well as having no religion (43.2%). These two groups account for 88.0% of the CAA population while the remaining is distributed among other faiths (Buddhist, Hindu, Jewish, Muslim, Sikh, other).
- **Sexual Orientation** – The proportion of Heterosexual/Straight groups within the CAA (90.1%) is higher than the Cambridgeshire average (88.4%) whereas all other groups (Gay, Bisexual, Other and Don't Know) are lower than the Cambridgeshire average.
- **Marital status** – The single and married groups are found to be the most prevalent in the CAA. The proportion of those who are single (31.8%) and divorced (7.7%) are lower than the Cambridgeshire averages (37.1% and 9.1% respectively), whereas the proportion of married (52.8%) and in a civil partnership (0.3%) are higher than the Cambridgeshire average (45.7% and 0.2% respectively). However, the proportion of those who are widowed is in line with the Cambridgeshire average.
- **Pregnancy and maternity** – The total fertility rate (TFR) of Cambridgeshire in 2021 was 1.8, which is slightly higher than the national average at the time of 1.66.
- **Rural isolation** – Majority of the CAA is rural, and the project connects the urban area of South Cambridge with a number of villages and the market town of Royston. The project is likely to create a high-quality active travel corridor, which supports and encourages uptake of more cycling and walking, reduction in car usage and hence reducing the rural isolation along the route among vulnerable social groups like children and older people.

- **Poverty**[6] – There are no areas within Melbourn within the most deprived in terms of income deprivation. However, Indices of Multiple Deprivation (IMD) 2019 does indicate some level of deprivation around the 'Barriers to Housing and Services' domain.

Area context

- The most common crime in all areas is violence and sexual offences, which contributed to 30%, 35% and 32% of all crime in North Hertfordshire[7], South Cambridge, and Cambridge respectively. This was followed by anti-social behaviour, which represented 28% of North Hertfordshire, 13% of South Cambridge and 14% of Cambridge's crimes.
- The most frequently reported hate crime in Cambridgeshire relates to race (Table 2) followed by crimes related to sexual orientation.
- The number of hate crimes reported within Cambridgeshire within the past 10 years has shown a significant increase (although it is noted that improvements in reporting mechanisms in recent years may account for some of this increase).
- Considering the low proportion of non-white ethnicities in the CAA area (14.3%), the group is disproportionally affected by the continuous rise in hate crimes, with race-related crimes accounting for 75.3% of all hate crimes in 2021/22 in the CAA. Similarly, while women represent 51% of the CAA population, violence and sexual crimes is the most common offence across the area, disproportionally impacting the female population.

The higher proportion of anti-social behaviour, violence and sexual offences and hate crimes have the potential to impact real and perceived safety for those travelling within these areas. This could be exacerbated by changes in usual routes and unfamiliar surroundings. This possible increase in fear has the potential to be felt more within certain PCGs such as women, children, older and disabled people, those from ethnic minorities and LGBTQ groups. Therefore, it is important to consider crime throughout the life of the project, particularly within the project design (i.e. consideration of accessible routes, good lighting, natural surveillance, CCTV etc).

Amenities

In addition to examining the composition of the resident population around the project, other services and amenities in the local area are examined as the presence of these will change the daytime population in the area. Daytime populations are those visiting the area / travelling within the area to access amenities and may too experience impacts associated with construction and operation.

In summary, there are a range of amenities in the CAA that provide facilities for PCGs within the area. These include care homes, community centres, education establishments, healthcare facilities, food stores and religious establishments. A full list and map of amenities with the CAA are shown in Figure 3, Figure 4 and Figure 5.

[6] Deprivation - Ward | Melbourn | Report Builder for ArcGIS (cambridgeshireinsight.org.uk)

[7] North Hertfordshire has been included as there is a small section towards the southern end of the project's CAA within this area.

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Consultation evidence

The project has to date undertaken two rounds of public engagement to inform its development:

- Greater Cambridge Partnership (GCP) undertook **Melbourn Greenway consultation** over a seven-week period in the Summer of 2019, beginning on the 17th June and closing on 5th August. Views and responses to this consultation shaped the proposals that were presented within the most recent round of public engagement (Concept design stage).
- Atkins undertook further **Concept Design engagement**, which was completed for a four-week period beginning 3rd October 2022 and closing on 28th October 2022. The aim of this engagement was to collate further views and thoughts on the developed proposals and use this as feedback to review and develop the project design.

Concept design engagement

Public engagement was undertaken with members of the local community, wider stakeholders and other interested parties, on the latest concept design proposals for the Melbourn Greenway. The aim of this engagement was to collate their views on the proposals and use this as feedback to review and develop the project design. The engagement period started on Monday 3rd October 2022 and lasted four-weeks, coming to an end on Friday 28th October 2022.

The key objectives for the public engagement were:

- Provide all relevant stakeholders with clear and well-structured details on the GCP vision, project objectives and possible options, as well as being clear about what this project does and does not cover.
- Create opportunities for the public and stakeholders to express their opinions and encourage the opportunity to share their views on the development of the design and any options, freely and openly.
- Use an appropriate methodology for collecting stakeholder responses and analysing these.
- Build upon the feedback received during the previous public consultation period.
- Create a consistent message across all Greenways projects to ensure stakeholders are aware that the Greenways are part of a wider vision set forward by GCP.
- Ensure the benefits and impacts of the project are clearly presented to all stakeholders.
- Identify advocates for the project.
- Manage any reputational risks associated with the project.
- Raise the profile of GCP and its work.
- Ensure all engagement and communication is recorded and reported, as necessary.

The public engagement feedback form asked respondents to provide information on some protected characteristics to help inform understanding of concerns by different groups, which has informed the development of this EqIA. Further information regarding this engagement summarised below can be found in the engagement report (https://www.greatercambridge.org.uk/asset-library/Sustainable-Transport/Active-Travel-Projects/Greater-Cambridge-

Greenways/Melbourn-Greenway/Melbourn-Greenway-Summary-Engagement-Report-2022.pdf).

A total of 323 responses were received through both online and hard copy submissions. In addition, a total of 17 representatives of businesses and/or organisations responded to the survey, of which some represented PCGs considered in this assessment (Melbourn Primary School, Harston Residents Group, Newton Sports and Social Club and various cycling groups – full details can be found in the engagement report for the project).

Respondents were asked to provide comment if they felt any of the proposals would either positively or negatively affect or impact on particular groups. This question generated different themes relevant to this EqIA.

The main themes that emerged relating specifically to PCGs included:

- **Mobility and access issues** related to the project (25 comments), of which 10 of the comments mentioned that the proposals would have a positive impact on disabled or wheelchair users, with enhanced safety and comfort being the main drivers for this response. With this said, seven answers simply stressed the point that the positive treatment of mobility users is crucial to the success of the project. In addition, four respondents voiced concerns that the project may negatively impact individuals who rely on vehicles to travel around, which applies to pushchair users also.
- **Age – the majority of comments** referred to the fact that the proposals would improve the well-being of older people as speed reductions and improved crossing facilities will reduce risk. However, as observed in theme 1 for this section, there were some concerns that elderly users would be left disadvantaged due to the **fact they aren't able to** confidently walk or cycle as far, with one response stating, "I am too old and arthritic to cycle, so please don't forget about the elderly, who need to use their cars".
- Not all comments were related to the elderly or older users. 15 of the 21 comments directly referred to schools, children or young people, stating that the proposals would create safer walking and cycling routes for them. Some of these comments did raise concerns over the lack of improvements extending into Newton as this would predominately affect children and parents/guardians of school aged children.
- **Support and agreement with the EqIA -** 21 comments also showed support or agreement with the EqIA, with many comments stating that the project was beneficial to potential disadvantaged user groups.

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

Overall, the public engagement undertaken at concept design stage highlighted favourability of the proposals.

Positive impacts for the design and operation of the project, recognised by respondents to the engagement, as well as through examination of the preliminary designs may include:

- **Enhanced and affordable travel routes for all**. Noted for accessing a range of amenities, including schools, healthcare and other vital services across the area.
- **Enhanced physical accessibility** of the active travel routes, providing improvements for those with limited mobility, wheelchair users, and those travelling with small children and buggies (assuming that the upgrades will adhere to all relevant British Inclusive Design standards).
- **Improvements to connectivity between rural villages and key locations** including workplaces, local schools and colleges and other amenities.
- **Safety improvements associated** with off-road routes and A505 bridge crossing.
- **Potential safety and security improvements** associated with well-lit routes that provide welcoming environments for travel – assuming they have good legibility and visibility, appropriate security surveillance and do not provide places for people to lurk or participate in antisocial behaviour.
- Melbourn Greenway and potential for the A505 bridge crossing to cause considerable **modal shift** from motorised vehicles to **active travel** modes, encouraging more **active lifestyles** which may translate to overall health benefits.
- New **rest areas** along the route, and **provision of cycle parking facilities** to promote mixed modes for travel (assuming that cycle parking facilities will accommodate conventional as well as unconventional cycles, be well lit and in appropriate locations).
- **Speed limit reduction** – proposals highlight reduction of speed limits along some schemes with sections adjacent to high-speed corridors to reduce noise levels and increase the perceived sense of safety.

In addition, there is the potential for positive impacts during **construction**, through creating a legacy associated with the Greenways projects, for example through:

- **Local employment opportunities** through the construction works, potentially assisting with the economy, those of working age who are unemployed. There is also opportunity to engage with groups that may struggle with employment (e.g. those with criminal records, disabled, neurodiverse) through advocation and fair hiring processes.
- **STEM engagement with local schools** on the engineering sector, the project, safety around construction activities etc.

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

Negative impacts, recognised by respondents to the engagement, as well as through examination of the preliminary designs may include:

- **Physical accessibility of the routes** - the need to ensure that widths of paths are sufficient to accommodate pushchairs, adapted cycles etc., and surfacing etc is appropriate. These details will be developed at detailed design stage and are assumed to follow British Standards for inclusive design.
- The connectivity provided through the **A505 bridge** was seen as integral to the proposals in engagement, and if this is not in place the positive impacts of the project for access to/from Royston may not be realised.

- Some routes next to **high-speed roads** – schemes with sections adjacent to high-speed corridors and/or high traffic flows may cause distress to people with sensory issues and reduce perceived safety for all users.
- **Lighting** – respondents to the engagement noted that lighting needs to be sufficient to ensure safety for users during hours of darkness to encourage use and reduce occurrence of anti-social behaviour and crime. However this needs to be balanced with impacts on neighbouring properties as well as the environment (e.g. low-level lighting can reduce impact on animals such as bat whilst still providing good lighting for those on the path).
- **Crime and fear of crime** - Potential to exacerbate existing antisocial behaviour and crime levels in the area, if routes do not include appropriate lighting, surveillance and visibility. This will be particularly important in more rural sections of the route.
- **The proposed reduction in speed limit** along sections of the route may have impacts on those who are more reliant on cars – i.e. through longer journey times. This is most likely to affect those with specific travel requirements through age, limited mobility or disability (including temporary disability).

To mitigate these negative impacts on those with mobility and accessibility needs, it is assumed that accessibility and inclusive design consultants will be included within the design and development at future stages. A draft lighting strategy has been submitted to GCP as part of the Preliminary design process. This strategy is still high level including a number of assumptions and is awaiting comment from the GCP. However, it is worth noting that this accommodates a number of concerns raised at recent engagement. It is assumed that once the project progresses through later design phases that further considerations and developments to the strategy will be made to ensure wider consultation feedback feeds into the project.

In addition, there may be a range of negative impacts associated with construction and operation stages of the project, including:

- **Noise, vibration and air quality impacts** associated with construction activity, as well as the impact on the overall feeling of the environment.
- **Changes to access to routes or amenities, and need for diversion routes** around construction activity, which may impact on local communities and potentially increase distances and time for travel, which may not be suitable for all users for example those with limited mobility who cannot easily walk additional distances.

How will the process of change be managed?

As the project progresses, it will be important to continue with an appropriate and inclusive communication and engagement approach to ensure local communities are involved in the development of the project. This will need to cover each stage of the project – to inform designs, provide advanced notice of construction activity, and to provide feedback on project progress.

It will be particularly important to continue communication and engagement around construction – when the largest change for local communities will likely be realised. Therefore, it will be important to engage with local communities on construction activity, any temporary arrangements/access diversions along the

route, as well as impact on access to key facilities, environmental impacts such as construction noise and air quality impacts.

All communication should be available in a variety of formats including braille, large fonts, multiple languages etc and well in advance of any works taking place to allow local residents to make any necessary alternative arrangements or engage with the project team if there are any significant issues with the construction arrangements. This should be documented in further updates of this EqIA.

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

The approach to monitoring should include:

- Review and update the EqIA at each stage of the project (at minimum) through to operation. This includes updating the assessment with any further consultation feedback, changes to the design of the schemes etc. to ensure all potential impacts on PCGs are identified and mitigated effectively.
- Ongoing monitoring / recording of any impacts raised by PCGs in relation to the project should be undertaken to ensure suitable mitigation is included/developed as the project progresses, and this EqIA updated accordingly.

Section 4: Equality Impact Assessment - Action plan

See notes at the end of this form for advice on completing this table.

Details of disproportionate negative impact *(e.g. worse treatment / outcomes)*	**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**
Physical accessibility of route – to ensure it is accessible for all potential users.	Disability PCG, and older people with mobility issues and/or sensory impairments and those travelling whilst pregnant or with buggies and small children	M	Adherence to all British Inclusive Design standards, including consideration of surfacing, lighting, cycle parking, seating, gradients, widths, surveillance and conflict between pedestrian, wheelchair users, and cyclists. The project will engage with Accessibility Consultants to inform and review detailed design proposals to ensure this potential impact is eliminated.	Design team	Detailed Design	
Fear of crime along route – particularly isolated sections of the Melbourn Greenway in rural areas which may deter use through safety and security concerns.	Women and groups at risk of hate crimes, particularly relating to race and sexual orientation due to prevalence in the area.	M	Issue needs mitigation given its unlikely route alignments can be modified due to land constraints. Mitigation measures could include improved lighting, avoidance of landscape that could restrict natural surveillance, CCTV at	Design team	Detailed design stage	

			specific locations, addition of places to sit and rest along the route to support an increase in footfall levels, etc. These will be agreed at detailed design stage and in liaison with Accessibility Consultants. In addition, it would be recommended to perform a women's safety audit of the existing area and project proposals to ensure the project enhances safety for women and other PCGs potentially impacted by safety and security issues and hate crimes. During the operational phase, adequate maintenance of overgrown vegetation and surfaces will also be required, along with appropriate mechanisms for maintenance reporting and cleaning, to maintain and encourage use of the routes.	Design team Cambridge County Council	Detailed design stage Operational phase	

Sections adjacent to high-speed corridors and/or high traffic flows may cause distress to people with sensory issues.	Disability PCG, in particular those with sensory impairments	L	Where possible, the reduction of speed limits along these sections is needed to reduce noise levels and increase the perceived sense of safety. If not, mitigation measures should include buffer areas between motorised vehicles and active travel users.	Design Team	Detailed Design	
Sections adjacent to high-speed corridors and/or high traffic flows may deter some people from the routes due to perceived road danger.	Disability PCG, older groups, and children	M	Where possible, reduction of speed limits along these sections are needed to reduce noise levels and increase the perceived sense of safety. If not, mitigation measures should include buffer areas between motorised vehicles and active travel users.	Design Team	Detailed Design	
Construction impacts on overall environment surrounding schemes in the project – if not appropriately managed can create unwelcoming environments for travel, result in additional travel distances and require change to usual routes.	Women and groups at risk of hate crimes, particularly relating to race and sexual orientation due to prevalence in the area. Disability and age (older people) PCGs – in particular those with limited mobility or specific mobility	M	• Appropriate staging and mitigation of construction activity – to include environmental considerations as well as length of any diversion routes. Needed during construction. • Use of Considerate Constructor approaches. • Engagement with local community throughout	Cambridge County Council / Contractors	Pre and during construction	

	requirements who are unable to make changes to their usual mode of travel.		construction to act on any additional construction related impacts on local community			

Section 5: Approval

Name of person who completed this EIA:	[redacted]	**Name of person who approves this EIA:**	[redacted]
Signature:	[redacted]	**Signature:**	[redacted]
Job title:	Graduate Transport Planner	**Job title:** *Must be Head of Service (or equivalent) or higher, and at least one level higher than officer completing EIA.*	Senior Transport Planner
Date:	31/03/2023	**Date:**	31/03/2023

Appendices

Appendix A – Mapping

Figure 3 - Amenities on Melbourn Greenway Schemes (Schemes 1&2)

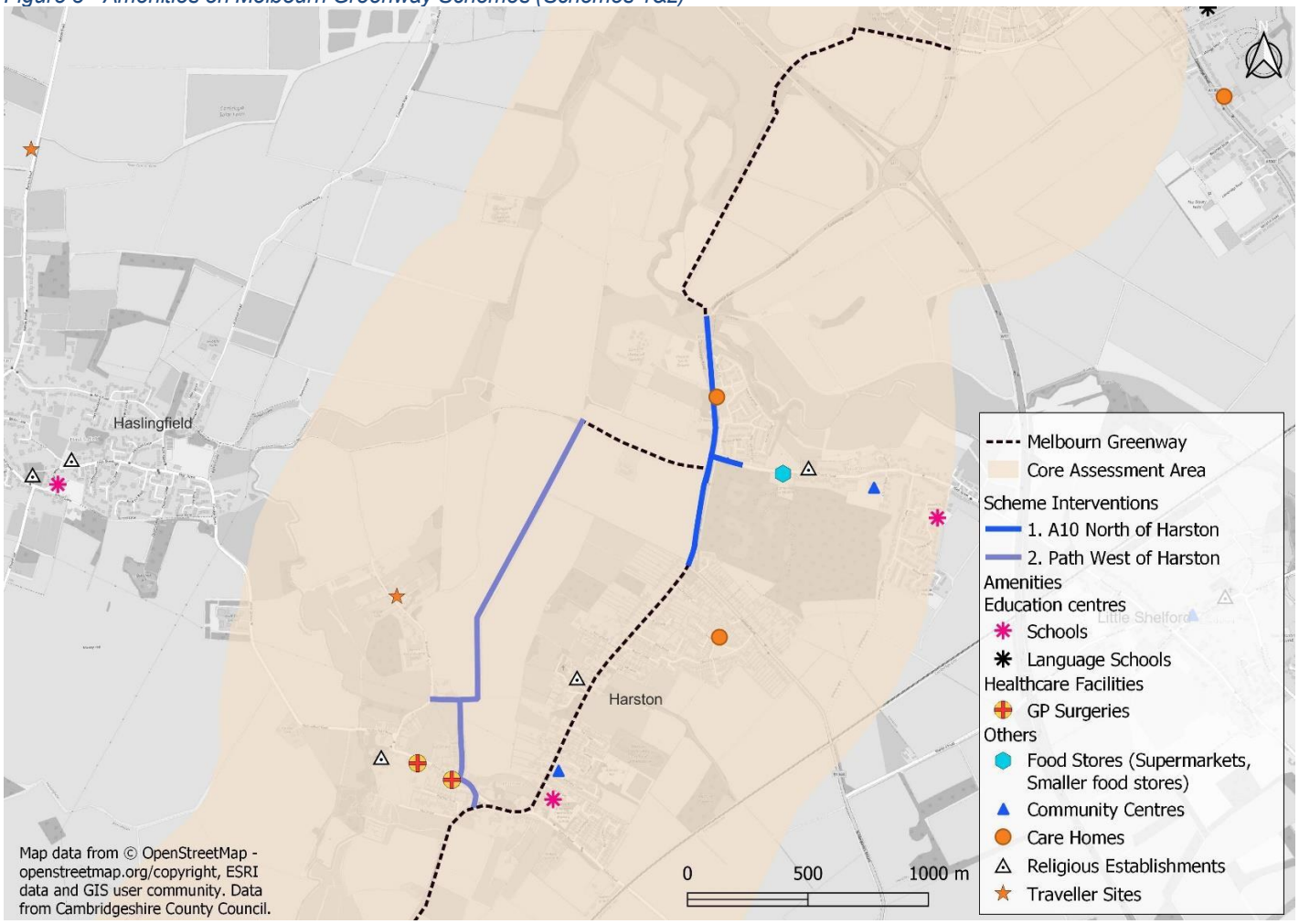


Figure 4 Amenities on Melbourn Greenway Schemes (Schemes 4&5)

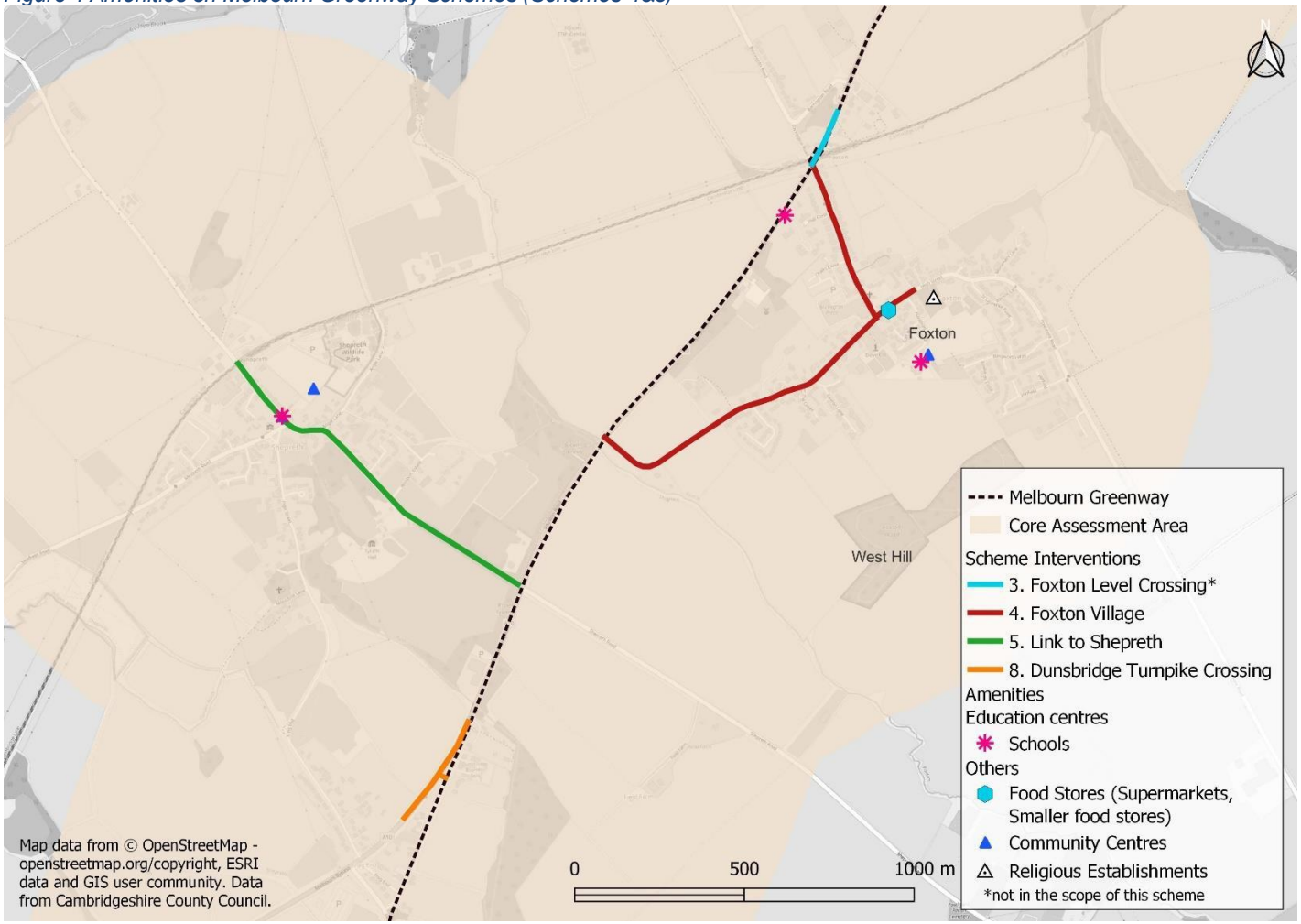
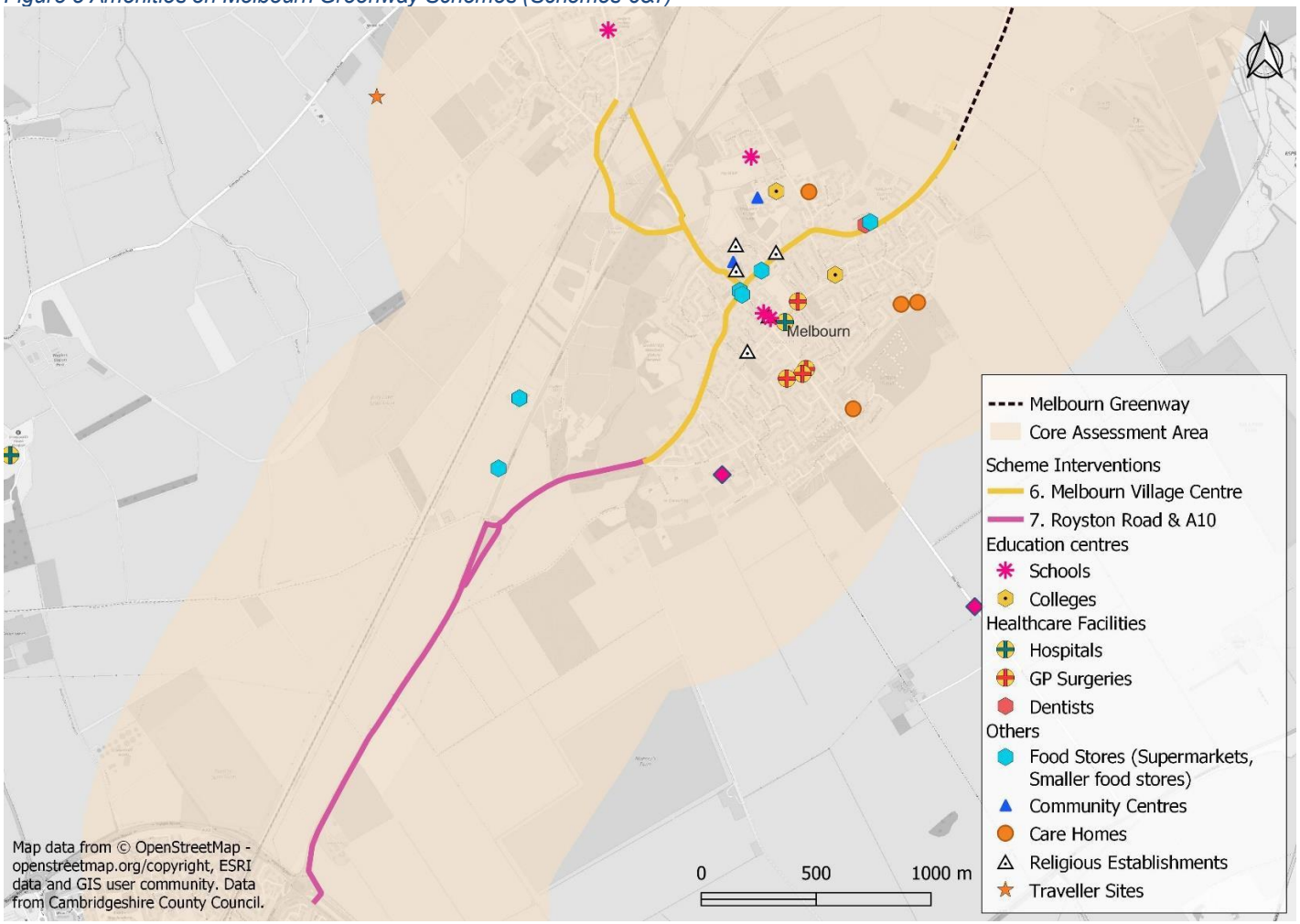


Figure 5 Amenities on Melbourn Greenway Schemes (Schemes 6&7)



Appendix B – Crime Data

Crime Data 2022

Table 1 - 2022 Crime Data[8]

Crime Type	North Hertfordshire[9]	South Cambridgeshire	Cambridge
Anti-social behaviour	28%	13%	14%
Bicycle theft	1%	1%	4%
Burglary	4%	7%	5%
Criminal damage and arson	9%	10%	8%
Drugs	2%	2%	2%
Other crime	1%	2%	2%
Other theft	8%	9%	8%
Possession of weapons	1%	1%	1%
Public order	5%	9%	10%
Robbery	0%	0%	1%
Shoplifting	5%	2%	6%
Theft from the person	1%	0%	1%
Vehicle crime	5%	9%	7%
Violence and sexual offences	30%	35%	32%

[8] 2022 Crime Data by LSOA: Data downloads | data.police.uk

[9] North Hertfordshire has been included as there is a small section towards the southern end of the project's CAA within this area.

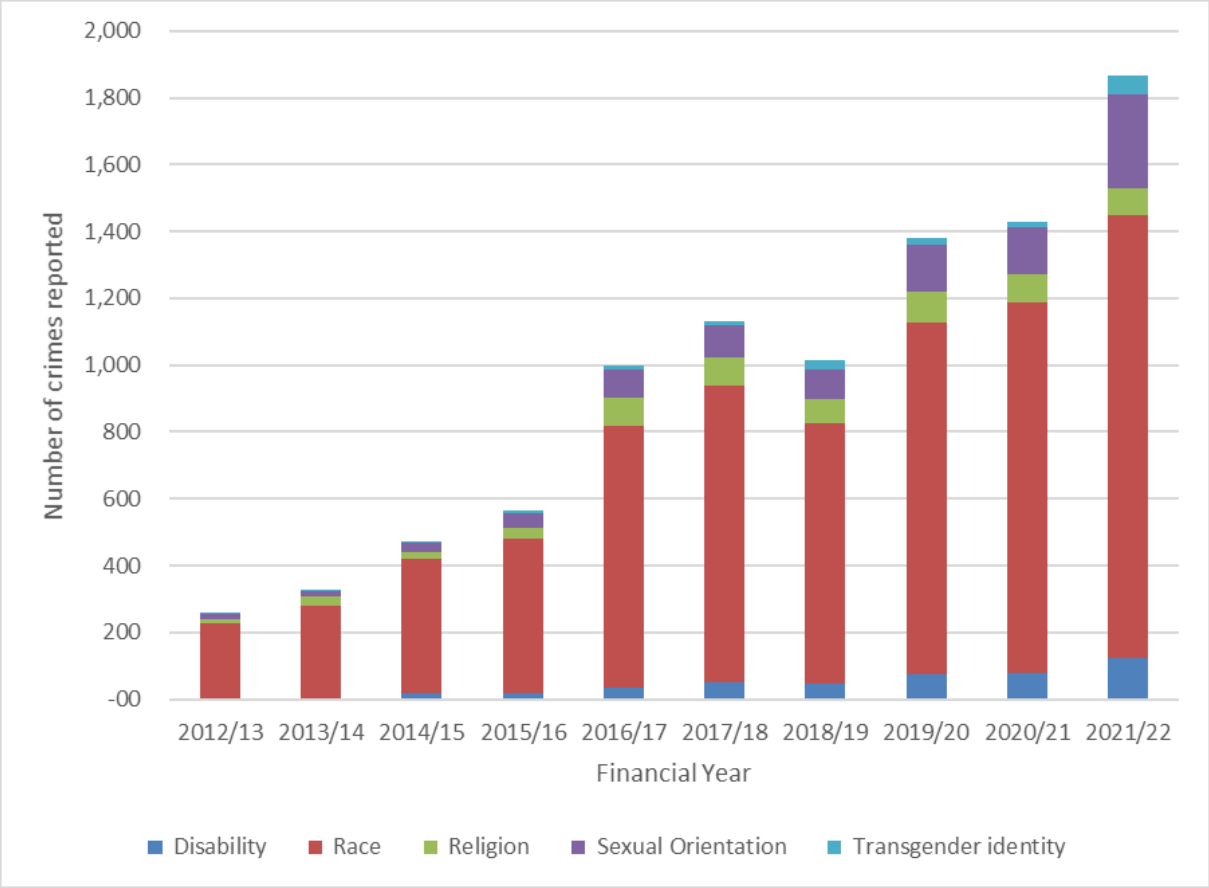
Hate Crime Data 2021/2022[10]

Table 2 - 2021/2022 Hate Crime Data

Hate Crime Motivating Factor	Cambridgeshire (No. reported)	Percentage of overall hate crimes
Disability	123	7%
Race	1324	71%
Religion	82	4%
Sexual Orientation	283	15%
Transgender	53	3%

[10] Hate crime, England and Wales, 2021/2022: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1121680/prc-hate-crime-open-data-021222.ods

Figure 6 - Cambridgeshire Hate Crimes by motivating factor, 2012/13 – 2021/2022



Appendix C – PCG Demographics

PCG Data Census 2021

Table 3 - Protected characteristics groups demographics, Census 2021

PCGs		Census 2021 Data	
		CAA (%)	Cambridgeshire (%)
Sex	Females	51.0	50.6
	Males	49.0	49.4
Age	Children (under 16)	19.4	18.7
	Young People (16-24)	7.2	10.8
	Working age (16-64)	67.7	63.7
	Older People (over 65)	12.3	17.6
Ethnicity	White	85.7	85.4
	Mixed	3.9	3.0
	Asian	7.3	7.8
	Black	1.5	2.0
	Other	1.5	1.6
Religion	Christian	44.8	45.4
	Buddhist	0.5	0.5
	Hindu	1.5	1.2
	Jewish	0.3	0.2
	Muslim	2.0	4.5
	Sikh	0.2	0.3
	Other	0.6	0.5
	None	43.2	40.6
	Not stated	6.6	6.7
Marriage and civil Partnerships	Single	31.8	37.1
	Married couple	52.8	45.7
	Civil partnership	0.3	0.2
	Divorced	7.7	9.1
	Widow	5.5	5.6
	Separated	1.8	2.2
Sexual Orientation	Heterosexual or straight	90.1	88.4
	Gay or lesbian	1.2	1.4

Bisexual	1.3	1.6
Other	0.3	0.4
Don't know or refuse	7.0	8.0

Pregnancy and Maternity

Measure	Cambridgeshire	England[11]
Total Fertility Rate (TFR)[12]	1.8	1.66

Disability

Measure	Cambridge	South Cambridgeshire	North Hertfordshire	England
Personal Independence Payment Recipients[13]	0.8%	0.6%	0.9%	1.3%

[11] The total fertility rate shown for England is for England and Wales combined as it is not possible to separate them within the given dataset.
[12] ONS Births in England and Wales: 2021
[13] Personal Independence Payment Recipients, 2019 Personal Independence Payment statistics - GOV.UK (www.gov.uk)

Appendix D - Detail and Aims of Schemes

Scheme 1: A10 North of Harston

- Speed limit reduction from 50mph to 40mph: Improve road safety in the area for all types of users as well as providing a more conducive environment for active modes of travel. Lower motor vehicle speeds will help reduce noise pollution and create a more pleasant public realm environment.
- Existing shared-use path widened to 3m on west side of the A10: Achieve good design standards on existing shared-use path to improve comfort and safety. Will reduce conflict between pedestrians, wheelers, and cyclists as well as providing a more accessible facility for mobility scooters users, visually impaired pedestrians, and non-standard cycles (i.e., cargo, handcycle, tricycle, etc.)
- Shared use path widened to 4m at bridge over River Cam, due to vertical features on each side of path at this location (wall and guardrail), to maintain 3m effective width: Improve substandard facility to achieve good design standards and enhance users' comfort and safety. Will reduce conflict between pedestrians, wheelers, and cyclists as well as providing a more accessible facility for mobility scooters users, visually impaired pedestrians, and non-standard cycles (i.e., cargo, handcycle, tricycle, etc.)
- Set-back entry treatment with priority for cycles at entrance to Hauxton Sports Ground: Improve pedestrians, wheelers, and cyclists' safety. Cycle priority will provide a continuous link in the infrastructure, supporting a cohesive network.
- Enhanced active travel crossings at signalised junction of A10 & St Edmunds Way: Realignment of existing Toucan crossings to provide a more direct crossing for pedestrians, wheelers, and cyclists.
- New active travel crossings at the junction of A10 & Church Road: New toucan crossing over the A10 replacing a pedestrian island. The facility will improve access and severance levels for pedestrians, wheelers, and cyclists. New zebra crossing on Church Road where currently no formal pedestrian crossings exist. The facility will improve access and severance levels for pedestrians.

Scheme 2: Path West of Harston

- Surfacing upgrade of existing bridleway (south of A10/Church Road junction). Improved verge for equestrian users: Provide accessible and comfortable facilities for all types of users.

- 3m-shared use path for pedestrians and cyclists, plus parallel verge for equestrians, across fields to Church Street in Harston village: Improve facility to achieve good design standards and enhance users' comfort and safety. Will reduce conflict between pedestrians, wheelers, equestrians, and cyclists as well as providing a more accessible facility for mobility scooters users, visually impaired pedestrians, and non-standard cycles (i.e., cargo, handcycle, tricycle, etc.)
- 3m shared use path connection to Button End to connect with existing PRoW: Improve permeability and increase accessibility for pedestrians, wheelers, and cyclists.
- Rest area and cycle parking where shared path changes direction E-W to N-S: Increase accessibility for active modes of travel and particularly for those who may be physically impaired or struggle to walk, wheel, and/or cycle longer distances.

Scheme 3: Foxton Level Crossing[14]

- New 3m-shared use path on both sides of the A10 on the approaches to the Foxton Level Crossing: Provide the missing link between existing active travel facilities as well as enhance their provision with infrastructure on both sides of the carriageway. Improve accessibility for active modes of transport.
- Relocated level crossing facilities on east side of A10 to enable enhanced active travel provision: Modifications to carriageway and kerb lines to relocate and/or provide active travel infrastructure.
- Enhanced pedestrian crossing facilities at junction of Station Road and A10, with raised table to reduce vehicle turning speeds: Improve safety and accessibility of pedestrians as well as reducing the speed of turning vehicles.
- New shared use path to Foxton Village: Provide an active travel link to Foxton Village where currently there isn't one. Will improve safety and accessibility for pedestrians, wheelers, and cyclists.
- Station Rd/Hall Cl: continuous footway with T-junction tightening: Improve safety and accessibility for pedestrians, wheelers, and cyclists as well as reducing the speed of turning vehicles. Supports the development of a cohesive active travel network.
- New toucan crossing on A10 (to be discussed with Network Rail due to proximity to the Foxton Station level crossing): New toucan crossing over the A10 where there's currently none. The facility will provide access for pedestrians, wheelers, and cyclists and will overcome the severance caused by the A10.
- Gateway feature w/20mph speed limit at start of Foxton Village on Station Road: Will improve road safety in the area for all types of users as well as providing a more conducive environment for active modes of travel. The gateway feature will alert

[14] Not within scope

drivers they are entering an urban area while lower motor vehicle speeds will help reduce noise pollution and create a more pleasant public realm environment.

Scheme 4: Foxton Village

- Speed limit reduction to 20mph on Station Road and High Street with Gateway features: Will improve road safety in the area for all types of users as well as providing a more conducive environment for active modes of travel. The gateway feature will alert drivers they are entering an urban area while lower motor vehicle speeds will help reduce noise pollution and create a more pleasant public realm environment.
- 3m shared use path along Station Road to provide safe transition from A10 to Foxton village: Provide an active travel route into Foxton Village where currently there isn't one. Will improve safety and accessibility for pedestrians, wheelers, and cyclists.
- Continuous footway treatment at junction of Station Road and Hall Close to provide enhanced pedestrian environment: Improve safety and accessibility for pedestrians, wheelers, and cyclists as well as reducing the speed of turning vehicles.
- Raised informal pedestrian crossing on Station Road to provide a crossing point, reduce vehicle speeds and aid cyclists to transition to and from the shared use path: Improve safety and accessibility of pedestrians, wheelers and cyclists as well as reducing the speed of turning vehicles.
- Enhanced pedestrian footways and crossings at the southern end of Station Road: Improve safety and accessibility for pedestrians.
- Junction tightening of Station Road and High Street to reduce vehicle turning speeds: Improve road safety in the area for all types of users as well as providing a more conducive environment for active modes of travel. Lower motor vehicle speeds will help reduce noise pollution and create a more pleasant public realm environment.
- Parking restrictions at the junction of Station Road and High Street to ensure bus access is retained despite junction tightening: Improve road safety and traffic flows.
- Traffic calming features repeated along High Street to encourage low speeds: Improve road safety in the area for all types of users as well as providing a more conducive environment for active modes of travel. Lower motor vehicle speeds will help reduce noise pollution and create a more pleasant public realm environment.

- Controlled single stage crossing at junction of A10 and Shepreth Road: New signalised pedestrian crossing on the A10 where there's currently none. The facility will improve access for pedestrians and will help overcome the severance caused by the A10.

Scheme 5: Link to Shepreth

- Speed limit reduction from national speed limit to 30mph: Improve road safety in the area for all types of users as well as providing a more conducive environment for active modes of travel. Lower motor vehicle speeds will help reduce noise pollution and create a more pleasant public realm environment.
- Tighten junction of A10 and Fowlmere Road to reduce turning speeds: Improve safety of pedestrians, wheelers, and cyclists as well as reducing the speed of turning vehicles.
- Set-back crossing for pedestrians and cyclists: Improve safety and accessibility for pedestrians, wheelers, and cyclists.
- Vertical traffic calming features (road humps): Improve road safety in the area for all types of users and particularly for people cycling on-road. Lower motor vehicle speeds will help support mixed traffic arrangements and a more pleasant environment for active modes of travel.
- Raised table and junction tightening at junction of Fowlmere Road and Angle Lane to reduce speeds: Improve road safety in the area for all types of users as well as providing a more conducive environment for active modes of travel. Lower motor vehicle speeds will help reduce noise pollution and create a more pleasant public realm environment.
- Tighten junction of Meldreth Road and Fowlmere Road to reduce turning speeds: Improve road safety in the area for all types of users as well as providing a more conducive environment for active modes of travel. Lower motor vehicle speeds will help reduce noise pollution and create a more pleasant public realm environment.
- Potential continuous footway at entrance to Shepreth Station to improve pedestrian access and safety: Improve safety and accessibility for pedestrians, wheelers, and cyclists as well as reducing the speed of vehicles entering the car park. Supports the development of a cohesive pedestrian network.
- Pedestrian crossing at Shepreth Station (to be discussed with Network Rail due to proximity to level crossing): New pedestrian crossing over Station Road where there's currently none. The facility will provide access and improve road safety for pedestrians.

Scheme 6: Melbourn Village Centre

- Speed limit reduction to 20mph for Melbourn Village with gateway features: Will improve road safety in the area for all types of users as well as providing a more conducive environment for active modes of travel. The gateway feature will alert drivers they are entering an urban area while lower motor vehicle speeds will help reduce noise pollution and create a more pleasant public realm environment.
- Repeated imprint paving sections of carriageway at junctions to reduce vehicle speeds and turning speeds and improve public realm.
- Parallel zebra crossing at junction of Cambridge Road and Russet Way to enable safe transition to and from the shared use path:
- Improve existing crossing facilities (pedestrian refuge). Provide a cohesive active travel route, improving safety and accessibility for pedestrians, wheelers, and cyclists.
- Pedestrian and cycle access to Melbourn Science Park and access to the Greenway for Melbourn residents via Russet Way: Increase accessibility for active modes of transport.
- Two new zebra crossings on High Street: Provide a safe link and improve access for pedestrians where currently there are no facilities.
- Junction tightening throughout the village to reduce vehicle turning speeds: Improve road safety in the area for all types of users as well as providing a more conducive environment for active modes of travel. Lower motor vehicle speeds will help reduce noise pollution and create a more pleasant public realm environment.
- Enhanced pedestrian footways and crossings at the junction of Station Road and Cambridge Road: Widening of existing footways to achieve inclusive design standards and increase comfort for pedestrians. Will support a more pleasant walking environment.
- Cycle crossing at western edge of village to enable safe transition from across Cambridge Road from shared use paths: Provide a cohesive active travel route, improving safety and accessibility for pedestrians, wheelers, and cyclists.
- 3m shared use path between the junction of Royston Road and Back Lane to the junction of Royston Road and the A10: Improve access for active modes of travel where there's currently deficient pedestrian facilities. Will reduce conflict between pedestrians, wheelers, equestrians, and cyclists as well as providing a more accessible facility for mobility scooters users, visually impaired pedestrians, and non-standard cycles (i.e., cargo, handcycle, tricycle, etc.).

- Meldreth Link: Widen existing footpath to create a 3m shared use path between Station Road and Meldreth Railway Station, providing a more direct, off-road option between Melbourn and the railway station.

Scheme 7: Royston Rd & A10

- Speed reduction to be discussed for A10, currently national speed limit: Improve road safety in the area for all types of users as well as providing a more conducive environment for active modes of travel.
- Set back pedestrian and cycle priority crossing of private side road adjacent to junction of A10 and Royston Road: improve pedestrians, wheelers, and cyclists' safety. Active travel priority will provide a continuous link in the infrastructure, supporting a cohesive network.
- 3m-shared use path either via Royston Road/A10 or via parallel private road connecting to A10 through wooded area: Improve access for active modes of travel where currently there are no facilities. Will reduce conflict between pedestrians, wheelers, and cyclists as well as providing a more accessible facility for mobility scooters users, visually impaired pedestrians, and non-standard cycles (i.e., cargo, handcycle, tricycle, etc.)
- 3m-shared use path with 2.5m buffer on A10: Improve both real and perceived safety for pedestrians, wheelers, and cyclists.
- Entry treatments to reduce speeds of vehicles turning across shared use path: Improve road safety and provide a more conducive environment for active modes of travel. Lower motor vehicle speeds will help reduce noise pollution and create a more pleasant public realm environment.
- Segregated pedestrian and cycle paths provided on approach to A505 bridge (exact arrangements to be confirmed once A505 crossing optioneering has progressed).

Scheme 8: Dunsbridge Turnpike Crossing

- Toucan crossing to connect the existing multi-use path on the north side of the A10 to Melbourn village via Dunsbridge Turnpike quiet route.