

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
Sawston Greenways		Contact details:	[REDACTED]
Business Plan Proposal Number: (if relevant)		Date commenced:	20/03/2023
		Date completed:	31/03/2023
Key service delivery objectives:			
<p>The Greater Cambridge Greenways project aims 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.</p> <p>The objectives of the Greater Cambridge Greenways project are to:</p> <ul style="list-style-type: none"> • 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. 			
<p>This Equality Impact Assessment (EqIA) focusses on the Sawston Greenway project only.</p>			
Key service outcomes:			
<p>The Sawston Greenway is one of twelve proposed Greenway routes. The Sawston Greenway project aims to deliver a high-quality walking, cycling, and in appropriate sections, horse-riding infrastructure.</p>			

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At the northern end of the route, along Robinson Way, the project aims to provide a segregated path which would continue south along Francis Crick Avenue, as part of the Cambridge South East Transport – Phase 2 (CSET 2) project. Following this, and heading further south, the Genome Path would be widened to improve comfort for all users.

As the Greenway enters Great Shelford and Stapleford, a series of crossings and traffic calming measures are proposed to create a safer environment for all active travel users.

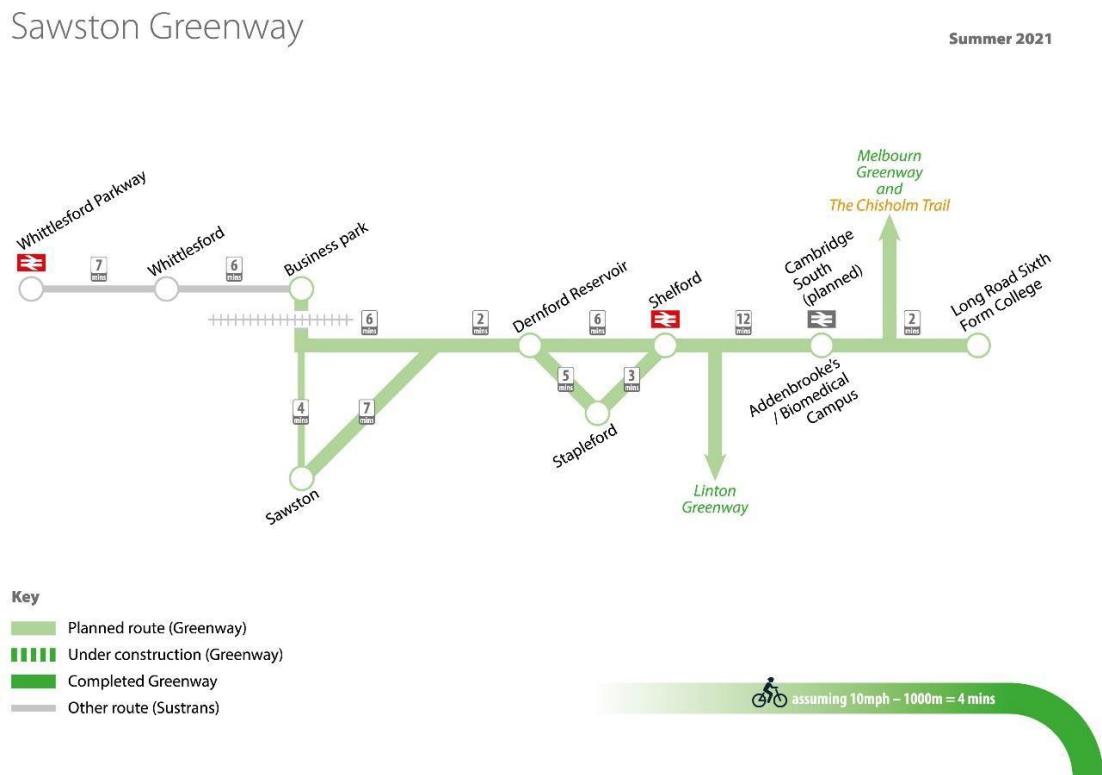
Subject to engineering feasibility and landowner and Network Rail agreement, the Sawston Greenway aims to deliver a new off-road path between Stapleford and Dernford Reservoir to improve access to the existing open space.

A shared use path is proposed along the west side of the A1301 between the junctions with Cambridge Road and Mill Lane.

What is the proposal?

The Sawston Greenway proposes to connect Cambridge to Sawston via the Addenbrooke's/Biomedical Campus, Great Shelford, Stapleford and Sawston. The route follows existing roads and paths, with the aim to provide a high-quality route for walkers, wheelers, cyclists, and horse-riders. The proposals also include improvements to a number of junctions along the route where traffic volumes are greatest, providing improved crossings for active travel users.

Figure 1 - Sawston Greenway Alignment



The proposal for the Sawston Greenway project includes seven schemes and aims to make travelling by active modes of transport safer and more convenient for short local journeys for all. It therefore proposes a design solution aligned to

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the Council's Single Equality Strategy¹, seeking to provide more inclusive and affordable transport routes for all.

In summary, the works include traffic-calming measures, improvements to existing active travel infrastructure plus new facilities at some locations. Measures include:

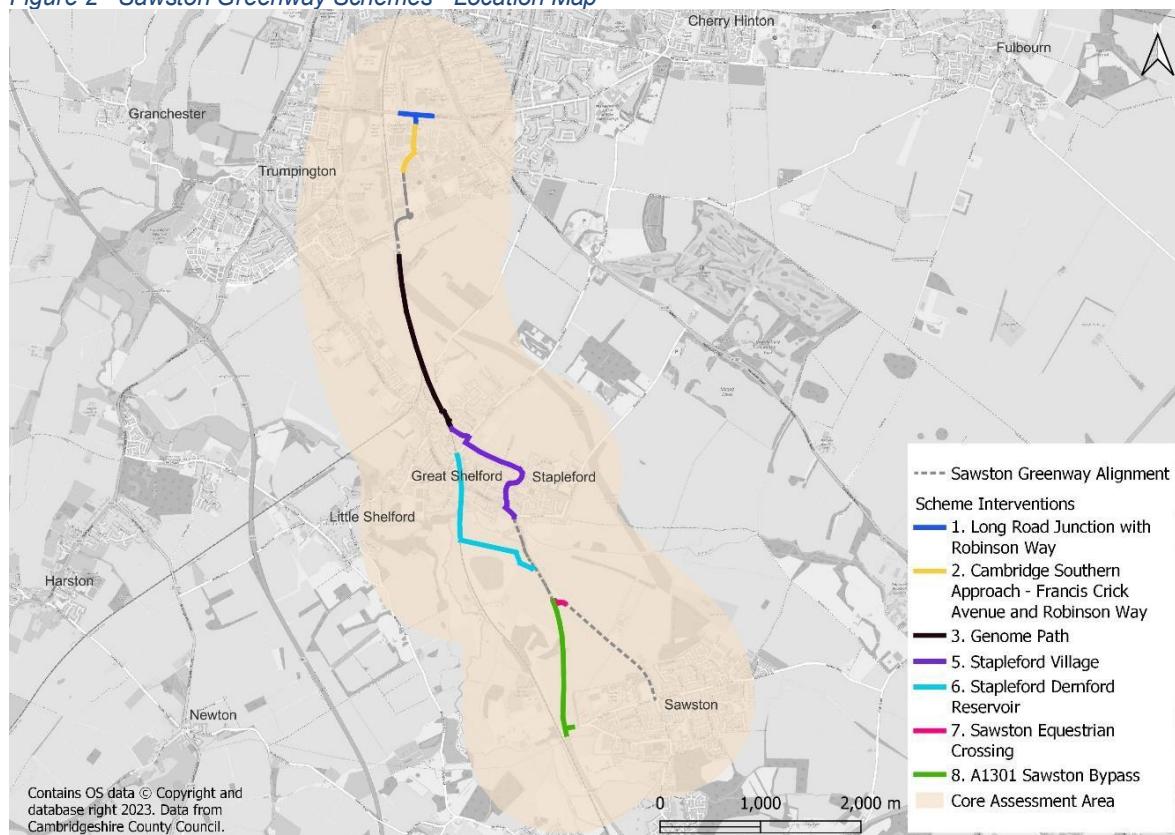
- Entry treatments and speed tables
- Upgrading of existing active travel infrastructure to achieve good practice and inclusive design standards (e.g., widening of paths, resurfacing of bridleways and carriageways, etc.)
- New active travel facilities (e.g., crossing facilities, shared-use paths, etc.)

A full summary of the proposed upgrades for each scheme can be found in Appendix D - .

Equality Impact Assessment Study Area

This EqIA considers the impacts of the scheme 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 assessment, see Figure 2.

Figure 2 - Sawston Greenway Schemes - Location Map



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

¹ Cambridge County Council (2018) Single Equality Strategy 2018-2022 and Single Equality Strategy and Diversity Action Plan Update 2023

<https://www.cambridgeshire.gov.uk/asset-library/Single-Equality-Strategy-2018-2022.pdf>

<https://www.cambridgeshire.gov.uk/asset-library/single-equality-strategy-and-diversity-action-plan-update-summary-march-2023.pdf>

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

- **Sawston Greenway: Engagement Summary Report**, January 2023.
- **Census Data (2021)** to understand the representation of protected characteristic groups in proximity to the scheme.²
- **Google Earth data** – to understand the amenities surrounding the scheme which may attract Protected Characteristic Groups (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, to identify opportunities to improve safety, particularly for PCGs, in scheme design 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?

This EqIA for Sawston 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 Sawston Greenway only at the time of writing this EqIA in March 2023.
- The assessment assumes as the project progresses into detailed design, that all improvements will be developed to meet British inclusive design standards (to be reviewed in a further iteration of this document).
- The assessment focuses on the seven schemes⁵ across the project requiring enhancement, as well as the overall impacts of providing an extensive active travel route into Cambridge (see Figure 2). Other parts of the Sawston Greenway are not assessed, and it is assumed that the remaining sections of the route are inclusive and accessible, so that the full benefits of the scheme can be realised for all.
- There are several interfacing projects in proximity to Sawston 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 scheme 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 scheme progresses, the assessment will need to be updated to ensure all equality impacts are recorded, measured and mitigated appropriately.

Who will be affected by this proposal?

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

⁵ What was previously referred to as scheme 4 has been removed from scope.

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

The proposals will 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 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 along the route 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 pollution⁶. 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 local healthcare centres. This may be particularly important for those with **respiratory health conditions**, and more generally across **age** groups to encourage behaviors around active travel.
- Within the 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

⁶ considering some journeys may be switched from motorised vehicles to active travel modes

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services through active travel modes and increase the wellbeing of elderly populations. 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**.
- 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 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 interventions will have a positive impact on all PCGs with some differential impacts between PCGs, that may require mitigation as the scheme develops.

Other negative impacts are likely to arise during the construction phase of the schemes, 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					
<i>Check the boxes to show which group(s) is/are considered in this assessment.</i>					
<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"/>			
	Rural isolation	<input checked="" type="checkbox"/>		Poverty	<input checked="" type="checkbox"/>

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.

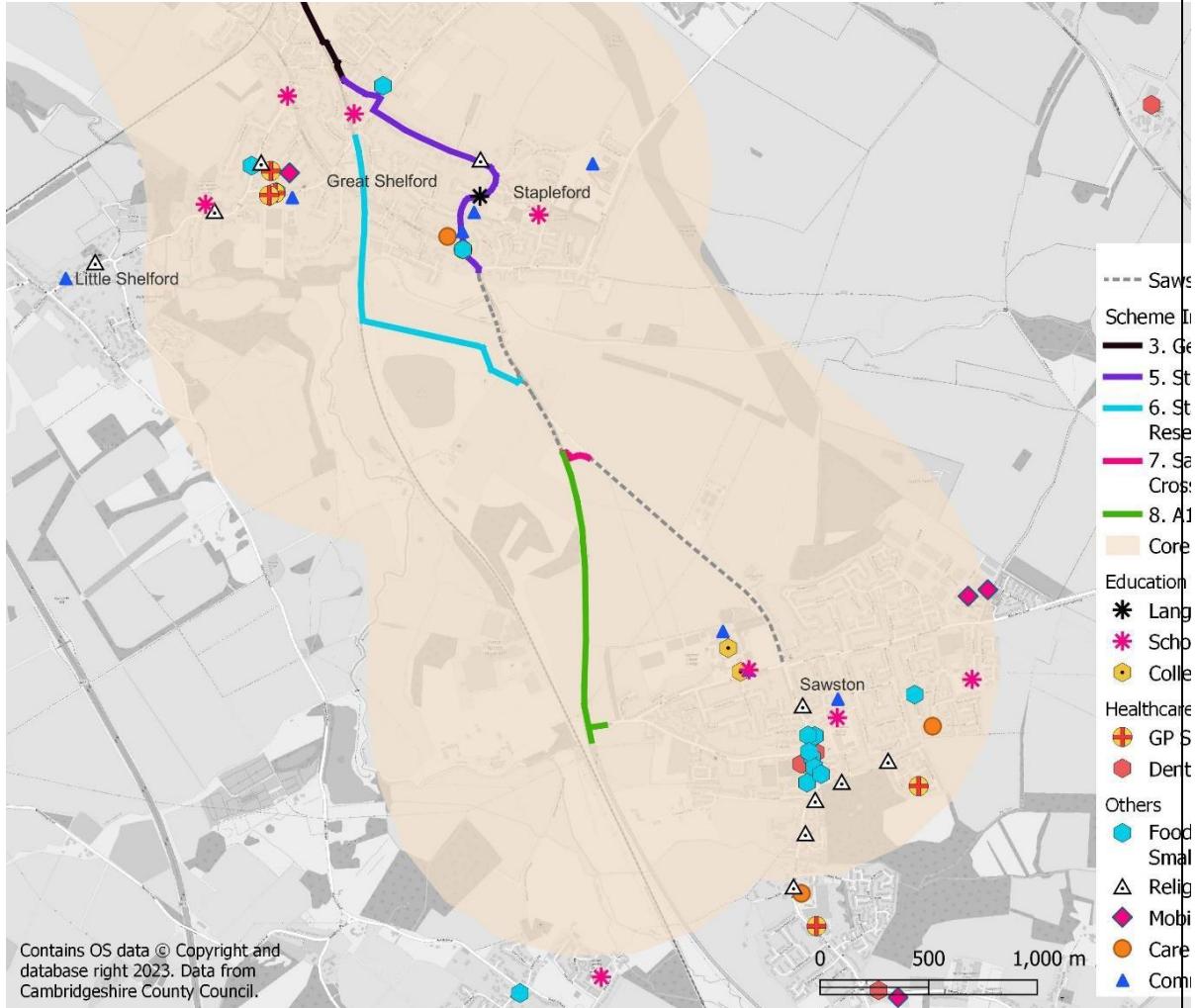
Research, data and/or statistical evidence	
To understand those who may be impacted by the Sawston Greenways project, the following analysis has been undertaken:	
<ul style="list-style-type: none"> • Socio-demographic profile of residents surrounding the project area – to identify prevalence of PCGs 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. 	

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- **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 – [Amenities Mapping](#)



[Appendix B – Demographic Data](#) and [Appendix C – 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 older people (aged over 65) within the CAA are 17.2% and 11.7%, respectively, which is lower than the Cambridgeshire average. However, the proportion of young people (aged 16-24) (12.4%) and working aged people (aged 16-64) (71.2%) is higher than the Cambridgeshire average of 10.8% and 63.7%, respectively.
- **Gender** – The proportion of women (51.0%) is marginally higher the Cambridgeshire average (50.6%), whereas the proportion of men (49.0%) is slightly below the Cambridgeshire average (49.4%).

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- **Disability** – The proportion of residents claiming Disability Living Allowance (DLA) regionally in Cambridge (0.8%) and South Cambridgeshire (0.6%) is lower than those claiming it nationally (1.3%).
- **Ethnicity** – The prevalent ethnicity in the CAA is White at 78%, which is lower than the Cambridgeshire average (85.4%). The second most common ethnicity in the CAA is Asian at 12.9%, which is almost double the Cambridgeshire average of 7.8%.
- **Religion** – There are the same proportions of people identifying as Christian (42.0%) and as having no religion (42.0%). These two groups account for 84.0% of the CAA population. The remaining is distributed among other faiths (Buddhist, Hindu, Jewish, Muslim, Sikh, other).
- **Sexual Orientation** – The proportion of people within the Heterosexual / Straight category within the CAA (86.6%) is similar to the Cambridgeshire average (88.4%) whereas there is a higher proportion of people in all other categories (Gay, Bisexual, Other and Don't Know) when compared to the Cambridgeshire average.
- **Marital status** – The single and married categories are found to be the most prevalent in the CAA. The proportion of residents who are single (41.4%) is slightly higher than the Cambridgeshire average (37.1%), whereas the proportion people in all other categories (Married, Divorced, Widowed and Separated) is slightly below the Cambridgeshire average.
- **Pregnancy and maternity** – The total fertility rate (TFR) of Cambridgeshire in 2021 is 1.8, which is slightly higher than the national average of 1.66.⁷
- **Rural isolation** – The majority of the CAA is rural, and the project area connects the urban area of South Cambridge with a number of villages. The project is likely to create a high-quality active travel corridor, which supports and encourages the uptake of more cycling and walking, the reduction in car usage and therefore also a reduction in rural isolation along the route among vulnerable social groups like children and older people.
- **Poverty**⁸ – There are no areas within Sawston which are classed as the most deprived nationally. However, 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 35% and 32% of all crime in South Cambridge, and Cambridge respectively. This was followed by anti-social behaviour, which represented 13% of South Cambridge and 14% of Cambridge's crimes. Further information on other crimes can be found in Table 4.
- The most frequently reported hate crime in Cambridgeshire relates to race (see Table 5), followed by crimes related to sexual orientation.
- The number of hate crimes reported within Cambridgeshire within the past 10 years has increased significantly (although it is noted that improvements in reporting mechanisms in recent years may account for some of this increase).

⁷ [Births in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

⁸ [Deprivation - Ward | Melbourn | Report Builder for ArcGIS \(cambridgeshireinsight.org.uk\)](https://cambridgeshireinsight.org.uk)

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- Considering the low proportion of non-white ethnicities in the CAA area (14.3%), the group is disproportionately 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, disproportionately 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 people, people from ethnic minorities and LGBTQ groups. Therefore, it is important to consider crime throughout the life of the project, particularly within the design of the schemes (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. These daytime populations are those visiting the area / travelling within the area to access these amenities 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, and religious establishments. A full list and map of amenities within the CAA are shown in Figure 3 and Figure 4.

Consultation evidence

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

- Greater Cambridge Partnership (GCP) undertook **Sawston 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).
- Further **Concept Design engagement** was completed for a four-week period beginning 14th November 2022 and closing on 9th December 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 designs.

Concept design engagement

Public engagement was undertaken on the latest concept design proposals for the Sawston Greenway with members of the local community, wider stakeholders and other interested parties. The aim of this engagement was to collate their views on the proposals and use this as feedback to review and develop the project designs. The engagement period started on the 14th November 2022 and closed on 9th December 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.

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- 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 consultation 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.

A total of 247 responses were received to the survey, both online and by post/hard copy. In addition, seven representatives of businesses and/or organisations responded to the survey, of which some represented PCGs considered in this assessment (Cambridge University Hospitals, Trumpington Residents Association (TRA), Barton & District Bridleways Group and various cycling groups – full details can be found in the consultation 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. For this question a total of 78 comments were received. This generated different themes relevant to this EqIA.

The main themes that emerged relating specifically to PCGs included:

- **Mobility and accessibility issues** – a total of 23 comments were received related to this theme, these comments were a mixture of positive and negative comments. Eleven of these comments highlighted the positive impacts of the project for these groups. These comments included the benefits of enhanced active-travel provisions, such as wider shared use paths. However, four of the comments mentioned that the proposals would have a negative impact on individuals with these issues due to the indirectness of the proposed routes.
- **Gender related issues** – of the nine comments that mentioned gender, six highlighted women's safety of these routes, with six comments also mentioning the need for sufficient lighting on these routes. Four of the six comments relating to women's safety stated that they disliked the exclusion of horse-riding/equestrian provisions in places where other improvements

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<p>are proposed could be deemed discriminatory to females as the vast majority of horse-riders in the area are women.</p> <ul style="list-style-type: none">• Age-related issues – of the nine comments that mentioned age, six mentioned children or pushchairs and the other three mentioned the elderly population. For both of these groups, comments were raised regarding perceptions of safety in relation to shared-use paths.
<p>Based on consultation evidence or similar, what positive impacts are anticipated from this proposal?</p> <p>Overall, the public engagement undertaken at concept design stage highlighted favourability of the proposals.</p> <p>The following positive impacts of the project were recognised by respondents during the engagement and as a result of an examination of the preliminary designs:</p> <ul style="list-style-type: none">• 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.• 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. <p>In addition, there is the potential for positive impacts during construction, through creating a legacy associated with the Greenways projects, for example through:</p> <ul style="list-style-type: none">• Local employment opportunities through the construction works, potentially assisting with the economy, those of working age who are unemployed.• STEM engagement with local schools on the engineering sector, the project, safety around construction activities etc.
<p>Based on consultation evidence or similar, what negative impacts are anticipated from this proposal?</p> <p>Negative impacts, recognised by respondents to the engagement, as well as through examination of the preliminary designs may include:</p> <ul style="list-style-type: none">• 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.• 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.

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- **Lighting** – consultation respondents 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.
- **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.

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 for travel.

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 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)?

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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 it with any further consultation feedback, changes in 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 – including consideration of surfacing, lighting, seating, gradients, widths, surveillance and conflict between pedestrian, wheel chair users, and cyclists.	Disability, 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. 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 the route – particularly isolated sections in rural areas which may deter use.	Women and groups at risk of hate crimes, particularly relating to race and sexual orientation due to prevalence in the area.	M	<p>This issue needs mitigation given it's unlikely that route alignments can be modified due to land constraints.</p> <p>Mitigation measures could include improved lighting and CCTV at specific locations, addition of places to sit and rest along the route to support an</p>	Design team	Detailed design stage	

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
			increase in footfall levels, etc. These will be agreed at detailed design stage and in liaison with Accessibility Consultants. During the operational phase, adequate maintenance of overgrown vegetation and surfaces will be required to maintain and encourage usability of the routes.	Cambridge County Council	Operational phase	
Proposed relocation of bus stops along routes may impact regular public transport users.	All groups and particularly, older groups and those that do not have access, or do not rely on, real time information online	H	Issue will need mitigation during both the construction and operational phases. Communication and engagement with residents and bus operators will be key and should ensure any comms campaign targets the impacted groups.	Cambridge County Council Bus operators	Construction phase Operational phase	
Sections adjacent to high-speed corridors and/or high traffic flows may cause distress to	Disabled people with sensory impairments	L	Where possible, the reduction of speed limits along these sections is needed to reduce noise	Design team	Detailed Design	

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
people with sensory issues.			levels and increase the perceived sense of safety. If not, mitigation measures should include buffer areas between motorised vehicles and active travel users.			
Sections adjacent to high-speed corridors and/or high traffic flows may deter some people from the routes due to perceived road danger	Disabled, 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 route	Women and groups at risk of hate crimes, particularly relating to race and sexual orientation due to prevalence in the area.	M	Appropriate staging and mitigation of construction activity. Use of Considerate Constructor approaches. Engagement with local community throughout construction to act on any	Cambridge County Council / Contractor	Pre and during construction	

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
			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: <i>Must be Head of Service (or equivalent) or higher, and at least one level higher than officer completing EIA.</i>	Senior Transport Planner
Date:	31/03/2023	Date:	31/03/2023

Appendices

Appendix A – Amenities Mapping

Figure 3 Amenities on Sawston Greenway Schemes (Schemes 1,2&3)

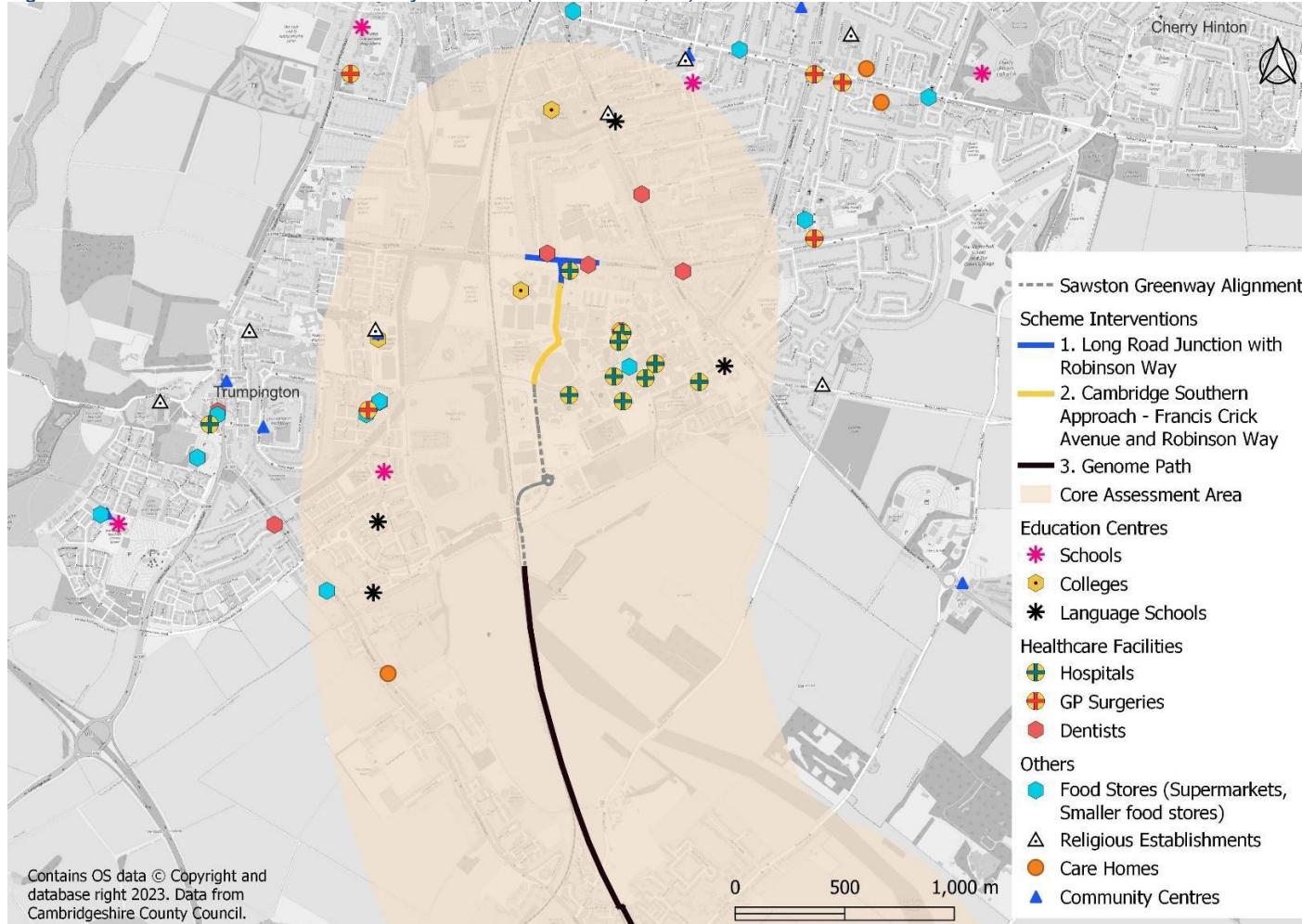
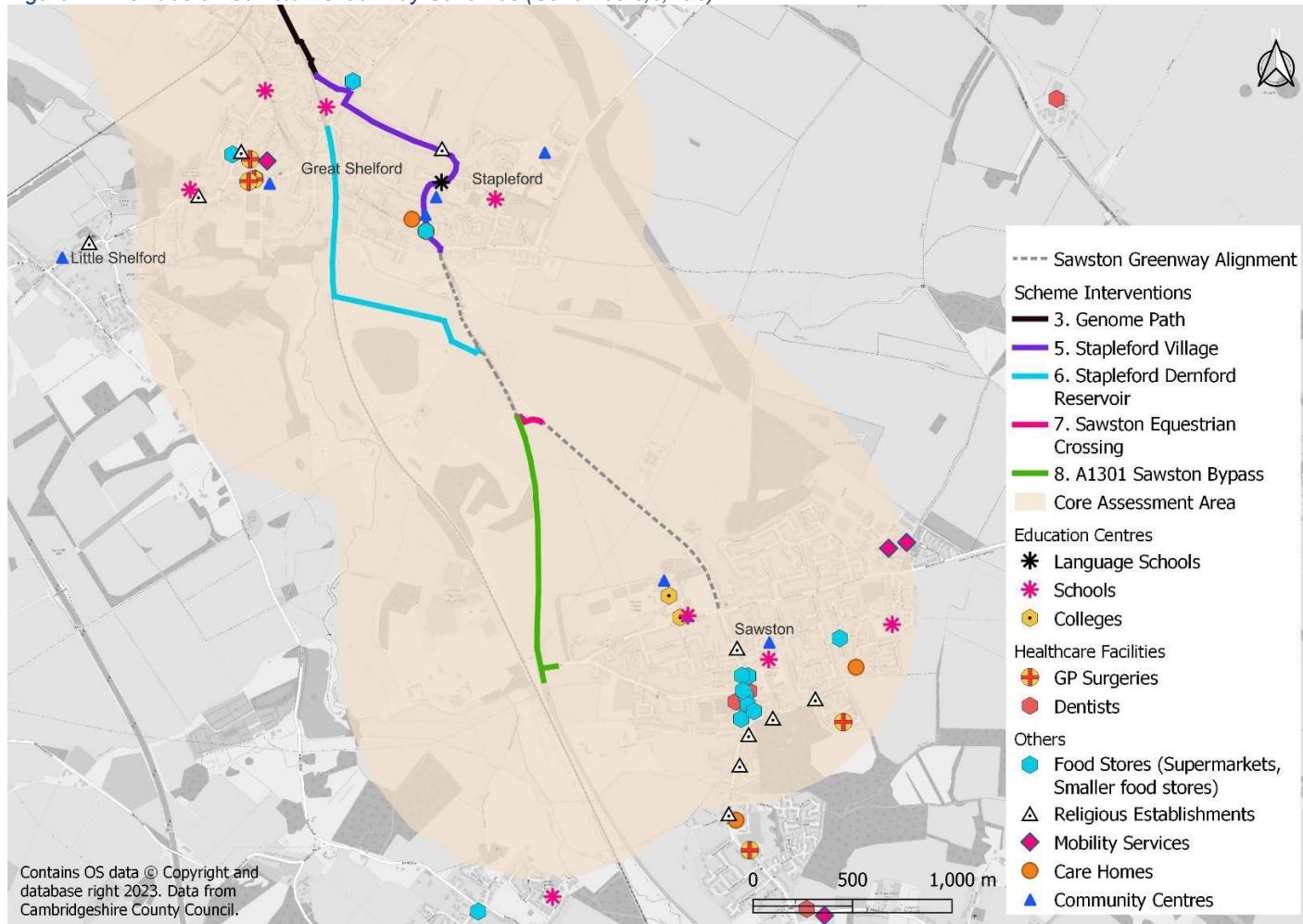


Figure 4 Amenities on Sawston Greenway Schemes (Schemes 5,6,7&8)



Appendix B – Demographic Data

2021 Census Data

Table 1 - Protected characteristics groups demographics, Census 2021

PCGs	Census 2021 Data	
	CAA (%)	Cambridgeshire (%)
Sex	Females	51.0
	Males	49.0
Age	Children (under 16)	17.2
	Young People (16-24)	12.4
	Working age (16-64)	71.2
	Older People (over 65)	11.7
Ethnicity	White	78.0
	Mixed	4.6
	Asian	12.9
	Black	2.0
	Other	2.5
Religion	Christian	42.0
	Buddhist	0.8
	Hindu	2.4
	Jewish	0.5
	Muslim	3.5
	Sikh	0.2
	Other	0.6
	None	42.0
	Not stated	7.9
	Single	41.4

Marriage and Civil Partnerships	Married couple	45.3	45.7
	Civil partnership	0.3	0.2
	Divorced	6.9	9.1
	Widow	4.5	5.6
	Separated	1.6	2.2
Sexual Orientation	Heterosexual or straight	86.6	88.4
	Gay or lesbian	2.0	1.4
	Bisexual	2.1	1.6
	Other	0.6	0.4
	Don't know or refuse	8.8	8.0

Pregnancy and Maternity

Table 2 - Fertility Rates⁹

Measure	Cambridgeshire	England ¹⁰
Total Fertility Rate (TFR)	1.8	1.66

Disability

Table 3 - Percentage of Population receiving PIP¹¹

Measure	Cambridge	South Cambridgeshire	England
Personal Independence Payment Recipients (PIP)	0.8%	0.6%	1.3%

⁹ Total Fertility Rate, 2021: [ONS Births in England and Wales: 2021](#)

¹⁰ 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.

¹¹ Personal Independence Payment Recipients, 2019 [Personal Independence Payment statistics - GOV.UK \(www.gov.uk\)](#)

Appendix C – Crime Data

Crime Data¹²

Table 4 - 2022 Crime Data

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

¹² 2022 Crime Data by LSOA: Data downloads | data.police.uk

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Hate Crime Data 2021/2022¹³

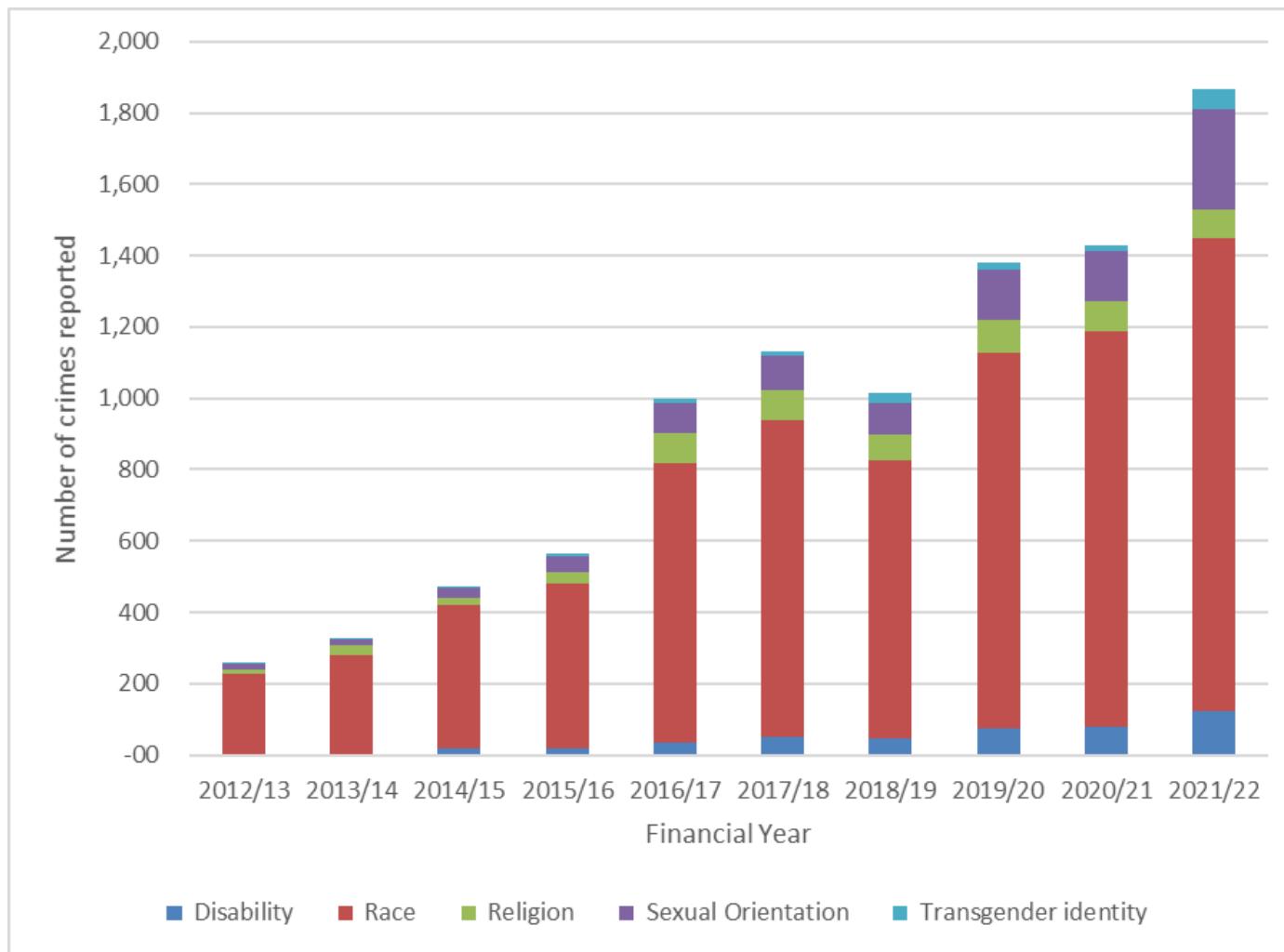
Table 5 - 2021/2022 Hate Crime Data

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

¹³ 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 5 - Cambridgeshire Hate Crimes by motivating factor



Appendix D - Detail and Aims of Schemes

Scheme 1: Long Road junction with Robinson Way

- Toucan crossings on Long Road to the west and east of Robinson Way, connecting to existing active travel infrastructure.
- Parallel zebra crossing on Robinson Way.
- Improvements to existing shared-use path along Long Road between Sedley Taylor Road, Robinson Way, and proposed eastern toucan crossing.

Scheme 2: Cambridge Southern Approach – Robinson Way and Francis Crick Avenue¹⁴

- Segregated bi-directional cycle track on Robinson Way / Francis Crick Avenue to create a continuous high quality cycle route between Long Road and busway/CSET2 project tie-in.
- The relocation of a bus stop and a bus stop bypass is proposed to reduce conflict between cyclists and bus passengers.
- Zebra crossing near Puddicombe Way. The crossing will also provide enhanced active travel access to the Sixth Form College.

Scheme 3: Genome Path

- Existing shared use path to be widen from 2m to 4m, plus provision of an adjacent grassed verge for equestrians.
- Improved crossing at the Genome Path/Granham's Road junction.
- Resurfacing of the Genome Path south of Granham's Road until the former ends at Chaston Road.

Scheme 5: Stapleford village

- Parallel zebra crossing for pedestrians and cyclists to cross from Chaston Road to Mingle Lane.
- Quietway on Mingle Road: Two-way cycle markings on Mingle Lane and Church Street to act as wayfinding but also alert drivers to the presence of cyclists.
- Improvements are proposed around the Toucan crossing on A1301 at the junction with Church St.
- A wider shared use path would be provided on either side of the Toucan crossing to connect to Church St and where the shared use path has already been upgraded on the A1301.

¹⁴ Francis Crick Avenue south of the busway not in Greenway scope, part of CSET2 scheme

Scheme 6: Stapleford Dernford reservoir

- 3m wide shared use path to run alongside the railway line for approximately 800m.
- Where the path then turns towards the A1301, provision of a grassed verge for equestrians alongside the shared use path.
- Facilities would join with the A1301 shared use path via the Dernford Reservoir car park exit.

Scheme 7: Sawston Equestrian crossing

- Equestrian crossing provision at the junction of A1301 and Cambridge Road. This upgraded crossing would connect to the upgraded shared use path on Cambridge Road.
- Toucan crossing on the southern arm of the junction: Will reduce the number of crossings required for pedestrians and cyclists.

Scheme 8: A1301, Cambridge Road to Mill Lane

- 3m wide shared use path on the west side of the A1301 between the junctions with Cambridge Road and Mill Lane.
- 1.5m verge to act as a buffer given to the A1301 - 50mph speed limit.