

Cambridge City Council Equality Impact Assessment

Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.



The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from David Kidston, Strategy and Partnerships Manager on 01223 457043 or email david.kidston@cambridge.gov.uk, or from any member of the Joint Equalities Group.

1. Title of strategy, policy, plan, project, contract or major change to your service:

Affordable Housing Development Programme (AHDP) – This Equalities Impact Assessment consolidates a number that have been carried out since 2009 covering different dimensions of the AHDP as it has evolved, and adds new considerations in the light of the experience of implementing the programme. During this period new legislation was introduced on local authorities' duties in respect of the equalities impact of decisions.

ADHP has been evolving since 2008. This Equalities Impact Assessment consolidates a number that have been carried out since 2009 covering different dimensions of the AHDP as circumstances have changed. These are:

December 2009 - *Enabling and Development Team EQIA* undertaken (former Stage 1 format). This is high level but demonstrates that there was an awareness of the value of prioritising more Affordable Housing for older people to promote transfer from family housing; the need for more fully wheelchair accessible housing; the need for sites for Gypsies and Travellers; the value of integrating tenure types to promote sustainable communities; and the potential positive benefits of the service on the health and 'well-being' of households who are not able to access housing to buy or to rent from private landlords.

March 2011 - *Affordable Housing Development Programme EQIA* produced. This was done in a new shorter format being trialled by the Housing Service and was produced as part of project to procure partners to deliver new Affordable Housing schemes. The Housing Service was experimenting with the EQIA format to encourage greater use by staff. An ***EQIA for the Seymour Court Project*** was also produced. These were both reported to the June 2011 Community Services Scrutiny Committee as part of a paper that informed of the bid to the HCA for funding that then led to the 146 Programme.

September 2011 - *Home Loss Policy EQIA* produced in preparation for report to October 2011 Community Services Scrutiny Committee. New corporate style used. The EQIA refers to an understanding of the need to provide different degrees of support to individual tenants and leaseholders and that staff efforts will focus on those who are more vulnerable.

April 2012 - Self-financing EQIA. Housing shorter form EQIA produced and refers to new build opportunities and risks.

2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

Affordable Housing Development Programme is the name given to the programme to develop 146 new Council homes. For many years Cambridge City Council, as a Local Authority, was not able to access government funding to build affordable housing, as so was not in a financial position to build new council homes. This changed in March 2009 when the Council accessed funding from the Homes and Communities Agency to build and complete 7 new properties. In February 2011 the introduction of self-financing of the Housing Revenue Account (HRA) meant that we were able to bid successfully for funding to build a further 146 new homes by March 2015.

In the longer term first HRA Business Plan produced under 'self-financing' has signalled that the Council could provide more than 600 more new homes in the medium term (say up to ten years).

There are a number of things the Council is trying to achieve through the new build programme.

- Provide additional good standard Affordable Housing.
- Replace some of the Council's existing housing that no longer meets current day standards and is becoming less popular with residents.
- Build new house types that will better meet the overall mix of Affordable Housing needed in the future.
- Improve the energy efficiency of the Council's housing.

The type of new housing will also be planned make sure it fits with the local community and adds to the range of housing available locally, including any specialist housing. The new housing will be built to a standard that helps keep gas and electric bills down. This continues the approach taken with the 7 new build that both catered for specialist needs, and were built to high sustainability standards.

The AHDP will consider new build on a range of sites; vacant sites such as small infill plots, garage sites; existing housing where this is considered to be of a poor standard; City Council owned land at Clay Farm.

3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

- ☒ Residents
☐ Visitors
☐ Staff

The AHDP addresses the strategic need for affordable housing in the city and as such impacts on:

- Housing applicants registered on Home-Link (the Council's choice-based

lettings system) i.e. households who need to find somewhere to live

- Transfer applicants registered on Home-Link whose circumstances have changed and who may need to find somewhere alternative to live (a single person under-occupying a three bedroom family house for example).

Where proposed new development is on sites with existing Council housing it will impact on those who live there:

- Resident leaseholders and tenants of schemes that are proposed for redevelopment
- Non-resident leaseholders of schemes that are proposed for redevelopment
- Sub-tenants of non-resident leaseholders of schemes that are proposed for redevelopment

In considering the equalities impact it is worth noting that both these groups require consideration. Many of those who are on the housing register, particularly those who are given the highest banding for need, will have a level of vulnerability. Although not all vulnerabilities are captured under the Equalities Act, many will be such as disability including mental health, age, pregnancy and maternity, and gender relating to domestic violence. For those residents who are existing tenants or leaseholders, many of them will also have a protected characteristic as it will be the reason they are able to access social housing. This will be considered in more detail under the following sections which look at each of protected characteristics.

4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

- ☐ New
☒ Revised
☐ Existing

The overarching strategy

The AHDP is a new build programme, that has been evolving over time. It is a response to the strategic need for affordable housing in the city to meet both current and future needs.

The Council currently has an oversupply of one bedroom properties, making up 24% of the stock, and an undersupply of larger family accommodation. Future projections of housing need show that 90% of demand will be for two or more bedroom properties, (Affordable Housing Supplementary Planning Document 2008). This profile will be kept under review and will be adjusted if demand changes, for example as a result of welfare reform encouraging people to downsize. At the moment we do not know what the impact will be on the 600 households in social housing who will lose housing benefit as a consequence of having an additional bedroom. The vast majority affected have one additional bedroom and will lose 14% of their benefit. Many could choose none the less to stay put.

In terms of strategic housing need in the city Annex 2 of the Affordable Housing Supplementary Planning Document (AHSPD) produced in January 2008 calls for a mix of new Affordable Housing to meet need for:

- 50% 1 and 2 bedroom dwellings, but with no more than 10% 1 bedroom dwellings
- 50% 3 bedroom or larger dwellings, but no less than 20% 3 bedroom dwellings

The AHSPD is based on housing needs data and population projections provided in the Cambridge Sub-region Strategic Housing Market Assessment (SHMA). The SHMA is produced within government guidelines and has been tested at planning inquiries and has been demonstrated to be a sound methodology in estimating future housing need.

The AHSPD therefore is the starting point for the mix of any new Affordable Housing on any new housing or redevelopment scheme that involves house-builders; developer; and Registered Providers.

In percentage terms the City Home general housing is made up as follows:

	%
1 bed	29
2 bed	36
3 bed	34
4 or more bed	1

It can be seen that in terms of meeting future housing needs as defined in the AHSPD, the City Homes stock has an over-supply of one bedroom dwellings and an under-supply of two bedroom and particularly 3 bedroom and larger dwellings. The AHSPD has therefore been used as the starting point for the consideration of the mix of new Council housing by size in the AHDP.

Generally where existing housing is being replaced small, mainly flats for one person, will be replaced with a range of energy efficient one and two bedroom flats and two and three bedroom family houses. The AHDP currently includes 9 one bedroom general needs properties which have larger bedrooms and living rooms that could accommodate guests staying, and 6 one bed specialists units for older people, also of a larger size.

146 Programme - Estimated Property Mix at 11 December 2012

	1BF	2BF	2BH	3BH	4BH	Fully Accessible	Total
Seymour Court	1*	18*	0	0	0	1*	20
Latimer Close	1	2	2	5	1	1	12
Colville Ph 1	0	24*	0	0	2	0	26
Aylesborough Ph 1	3	7	2	2	2	0	16
Water Lane	3*	11*	0	0	0	0	14
Barnwell Road	4	8	2	0	0	0	14
Wadloes Road	1	2	1	3	0	0	7
Stanesfield Scouts Hut	1	1	0	3	0	0	5
Campkin Road	2	4	4	6	2	0	18
Kendal Way	0	1	0	0	0	0	1
Atkins Close	0	0	3	2	0	0	5
Uphall Road	0	2	0	0	0	0	2
Total	16	80	14	21	7	2	140
Percentage of Total	11.43%	57.14%	10.00%	15.00%	5.00%	1.43%	

Key – 1 BF = One bedroom Flat

2 BH = Two Bedroom House etc

* = new housing designed for older people (58 in total = 41% of Programme)

The proportions between units of different sizes may change as schemes develop.

Redevelopment of existing stock

It should be noted that if the Council did not pursue a new Council house building programme it could result in some of the most vulnerable people in the city being sustained in some of the poorest housing.

It is recognised that where existing stock is proposed for redevelopment there is a need to understand and take into account the profile of existing residents, the impact of the proposed change on them, and to put in place measures to mitigate any adverse consequences of the policy.

For the scheme proposed for redevelopment we have the following profile of characteristics of existing residents. It is important to point out that residents self identify their needs to housing officers, but although most do some may choose not to reveal personal information. The profile is there our best estimate to date, and is updated by housing officers on a regular basis.

Of the 144 tenants who are either in schemes that are already under development, or proposed for redevelopment

31.5 % are over 60

27.9 % have identified mental health issues

16% have a physical disability

23.3 % have substance abuse issues, often linked to poor health.

1.3 % tenants need translation and interpretation support.

The Council offers both practical and individualised support to all tenants and leaseholders who will be rehoused as a result of this policy. The assistance offered is tailored to individual need and circumstances. Housing officers keep records of discussions with each tenant, and this allows senior managers to track progress. Tenants choose to take up offers of support, for example assistance to bid on home-link. Support can also involve working with other agencies with the permission of the residents themselves. In 2011 the Council approved a Home Loss Policy in October 2011 consolidating the practice employed to that date to compensate and support residents, both tenants and leaseholders, who are required to move from their home for whatever reason.

The Council has undertaken a number of refurbishment schemes in the past that has required tenants to move out of their homes to enable the works to be carried. For example, a significant amount of relocation has been required as part of the Sheltered Housing Modernisation Programme. Officers have developed experience and knowledge in providing support tenants who have been required to move; and compensation payments have been made in line with legislation and best practice.

Home loss policy

In the Home Loss Policy, the Council recognises that the enforced loss of their home is one of the most difficult situations that a tenant or leaseholder can be faced with. The expressed intention in the policy is to strike a balance between mitigating the impact on individuals required to move and securing the longer term benefits from the proposed redevelopment or refurbishment.

To mitigate the immediate direct impact on residents, the policy document goes on to state:

“In approving this Policy the Council aims to ensure;

- that there is the least possible disturbance to tenants and leaseholders who are required to move from their homes
- that support is available for those in who need that support to organise the move
- that it is clear what constitutes reasonable alternative housing and in what circumstances tenants and leaseholders are able to choose to return to a scheme once it is redeveloped or refurbished
- fairness and transparency in the way that Home Loss payments are made”

Home Loss Payment to Tenants

This is a payment that the Council must pay by law under the Land Compensation Act 1973. To be eligible, the tenant must have occupied the premises for at least one year. The payment is in recognition of the trauma and disruption of the loss of the home. It is not a payment that is designed to cover the actual costs of moving. The amount of Home Loss Payment is reviewed periodically. The current payment is £4700.

Disturbance Payment to Tenants

Unlike Home Loss Payments, Disturbance Payments are not fixed in law but they are required to be equal to the reasonable expenses of the tenant who is moving.

The Council will pay for or arrange the following

- All removal costs to removal contractors or cost of a van if a tenant moves themselves
- Disconnection and re-connection of cooker
- Lifting and re-fitting curtains and carpets in the new home or the cost of new curtains and carpets if the existing curtains and carpets cannot be re-fitted
- Cost of re-direction of mail and costs associated with moving telephones
- Any costs associated with cancelling a service that a tenant has contracted to pay at their current address

In a situation where it is possible for a tenant or leaseholder to return to a refurbished or redeveloped scheme and they choose to do so, Home Loss Payment will not be payable, but Disturbance Payments to cover both moves will.

Once a redevelopment or refurbishment scheme has specific approval by Council to proceed, tenants and leaseholders are contacted and the name of the contact person is provided. As well as providing the tenant or leaseholder with full information of the redevelopment or refurbishment scheme the tenant will be offered a package of support tailored to meet their reasonable needs.

The Home Loss Policy set out the following criteria for alternative housing for tenants;

- The criteria set out in the Council's Letting Policy will be the basis upon which alternative accommodation is deemed suitable.
- Tenants required to move will be given a Band A priority to bid under Home-Link or will have the benefit of a direct let.
- Every effort will be made to re-house a tenant in the area of their choice.
- Tenants required to move will be given priority to return to suitable alternative accommodation on the redeveloped or refurbished scheme provided there is sufficient new accommodation of the type required available.
- Should a tenant be interested in types of tenancy other than for social rent then advice and assistance will be offered to help the tenant secure such a move.

When a leaseholder's property is to be redeveloped, and if they are not able to afford to buy a suitable alternative home on the open market, the Council will offer advice and assistance to secure shared ownership, equity share or another form of intermediate housing option in the city.

Support to Move

The Council recognises that individual tenants and leaseholders will require different degrees of support to move. In particular the Home Loss Policy cites the Council will

prioritise its assistance to

- Older people
- Tenants with physical and/or learning impairment
- Tenants for whom English is not their first language

The support required will be assessed and negotiated on a case by case basis.

The type of support to be provided to those tenants and leaseholders who need it are as follows (this is not an exhaustive list as residents may have other request that we are able to support)

- Assistance with registering on Home-Link
- Assistance to view alternative accommodation
- Assistance with forms relating to change of address
- Assistance with rearranging care support if applicable
- Where no friends or family are available arranging packing and removals
- Clearance of unwanted items
- Arranging lifting and refitting of carpets and curtains refit

5. Responsible directorate and service

Directorate: Customer and Community

Service: Strategic Housing

6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?

☐ No

☒ Yes (please give details):

An officer project board meets quarterly and oversees the planning and monitoring of the delivery of the AHDP. The board has representatives either attendees or corresponding representatives from the Enabling and Development Team, Housing Advice, City Homes, Repairs and Maintenance, the Departmental Business Team, the procurement team, legal services and internal audit. City Homes officers lead on the provision of support to existing tenants where a redevelopment is proposed. The Enabling and Development Team officers have the overall project management role and lead on the support to existing leaseholders and any sub-tenants. The Housing Advice Manager attends to ensure appropriate process on alternative housing options for those required to move. Finance officers are involved in the assessment of the financial viability of schemes and that they fit with the HRA Business Plan. The development of sites and construction of new housing has been contracted to house-builder partners.

At a strategic level we liaise with various sections of the County Council as they are organised to support older people, adults with learning disability, and adults with physical disability and sight impairment. Some services including many for people experiencing mental health issues are jointly commissioned and delivered by the County Council and Primary Care Trust. The strategy for the provision of 'Extra Care Housing' for older people is an example where a strategy has been developed between the County Council; the Primary Care Trust and district housing authorities

across the County. The Supporting People Commissioning Board has been a forum where many of the statutory agencies have come together to manage housing-related support for vulnerable people to sustain their independence. This Board has included representatives from the probation services and drug and alcohol support services. Data to direct new or changed supported or specialist housing provision is captured in various strategic documents such as the Strategic Housing Market Assessment; the Supporting People Strategy; the County-wide Extra Care Strategy etc.

The strategic planning of the inter-relationship between housing; care and health services is currently the subject of significant change with the advent of the Health and Well-being Board; Local Health Partnerships; public health becoming a function of the County Council; and general practitioners leading on the commissioning of local health services.

At an operational level we liaise with social workers, social care and older peoples services, Community Psychiatric Nurses for those open to the Mental Health Services, the Learning Disability Partnership, AddAction and Inclusion for those with Drug and Alcohol Issues and the Street Outreach team, the Probation Service and the Family Intervention Project. We also work alongside the housing related support services offered by the Circle Group. We also have experience of working with residents who have non-statutory appointees, for example, relatives with Power of Attorney.

7. Potential Impact

(a) Age (any group of people of a particular age, including younger and older people)

Older People

a. Strategic Perspective

The Council's Older People's Housing Strategy 2009-2014 reports that the population of older people will increase in Cambridge to 2021 although not as fast as elsewhere in the County or generally not as fast as elsewhere in the country. It identifies the need for housing that take account of the numbers who are likely to be physically or mentally frail, as more people live to a greater age.

"The population of elderly people aged over 75 is currently falling in Cambridge, and is expected to continue to do so until after 2011 when it will begin to increase again. By 2016 there will be more people aged 75 and older than there are now, and by 2021 it is predicted that there will be 250 more people aged over 85 than there were in 2006, and 1230 more people aged over 75. We know that over a third of men aged

85 and over, and half the women of the same age, are physically or mentally frail. We therefore predict around 200-250 more frail elderly people in Cambridge in 2021 than today.

We also know that people wish to stay in their homes, and people who are getting older now are demanding better quality accommodation and services than previous generations. The increase in the frail-elderly population people means that we should plan accommodation specifically to meet their needs, whilst assuming that the majority of younger-older people (aged 60-65 or 70), will choose to remain in their own homes.”

The Housing Strategy 2012 to 2015 responds to these demographics by stating

“We will continue to consider the housing needs of older people when enabling and developing new housing, including requiring affordable housing to be developed to Lifetime Homes standards, and promoting the development of high quality, accessible housing specifically designed for older people. Affordability of housing for older people wanting to down-size from larger homes is also an issue

As a housing authority our intention is to develop a range of housing for older people in Cambridge that at one end of the spectrum provides accessible accommodation with good space standards well-located in terms of local service and amenities through more traditional forms of sheltered housing for older people to Extra Care Schemes for frail elderly people who nevertheless want to stay as independent as possible.

b. Local Provision and Need

The provision of housing for older people in the city is generally good. The city is just completing a comprehensive upgrading of all sheltered and extra care housing, as have other social housing providers. Housing for older people is not generally in short supply. Older applicant on the housing needs register can apply both for specialist housing, which excludes other types of applicant, and for general needs housing as not all older people want to live in specialist housing. They therefore have a wider choice than many others.

In April 2008 there were 996 Council and Registered Provider rented sheltered units available in Cambridge, the majority of which were one bedroom flats. The Council’s sheltered housing modernisation programme is virtually complete and the 525 Council sheltered dwellings are all now at a good modern day standard.

There are two Extra Care Schemes for Older People in Cambridge one at the newly opened Richard Newcombe Court provided by Cambridge Housing Society on land provided by the Council and one at the Ditchburn Place scheme owned and managed by the Council (City Homes). Another Extra Care Scheme is proposed on the Bell School site – part of the Southern Fringe growth site.

King Street Housing Society and 100 Houses have completed new general housing schemes within the last five years that are targeted at people aged over 55 years. Other similar groups of apartments are planned on the strategic growth sites.

Housing Register (Older People)

The availability of housing for older people to meet their needs is illustrated by the proportion who make a successful bid in any one quarter. For home-link bidders aged over 60 of the 68 individuals who bid between July 2012 and September 2012 40% were successful in the that quarter bid round which is far higher than for applicants as a whole which is 7%. This is consistent with annual trends. This should lead us to be reasonably confident that we will be able to re-house older people in accommodation that will meet their needs. Older people are a diverse group but in general accessibility to shops and transport are important considerations for both individuals and schemes designed for older people.

However at 9.2%, people aged 65 and over are under-represented on the Home-Link register compared with the general population of Cambridge. This could indicate an unmet need.

Only a small proportion of older people - 39 applicants - volunteered on their application that they have an age-related mental or physical 'vulnerability' (7 and 32 people respectively). This may indicate a reluctance to disclose, or may indicate that when people are housed it is at a point where their health has not yet begun to deteriorate.

The impact of the AHDP on current residents

It is recognised that moving can be traumatic for older people. City Homes which provides housing management and support have led the support to re-house 248 tenants as a consequence of the programme to modernise our sheltered stock, and are therefore very experienced in working sensitively with older people. The package of support provided is described in section 4, and we would expect a high proportion of older people to take up the individualised support.

Included in the sites to be redeveloped by March 2015 are two sites that have traditionally been let to older people as Category 1 sheltered housing flats and bungalows. Category 1 is a historic definition of sheltered where dwellings are not linked by internal corridors; may not have communal facilities and historically did not necessarily have a resident warden. These are Colville Road and Augers Road and; Water Lane and Green End Lane. On both these sites there will be re-provision of housing for older people.

A third site included in the AHDP with grant and to be completed by March 2015 is Seymour Court. It was agreed to redevelop Seymour Court as part of the sheltered housing modernisation programme. Here 50 bedsits for older people will be replaced by 20 general flats for people aged 55 years and over designed to much higher space and accessibility standards.

Existing Residents and Cumulative Impact

Although originally designed for older people due to the size; design and construction of both the Colville/Augers Road and Water Lane/Green End Road properties they have become increasingly less popular with older single people and working age

single people have been moving in to the properties. The following is a snap-shot showing the current occupancy across the two schemes.

	Age Under 60	Age 60 and over
Colville/Augers Road	3	14
Water Lane/Green End Road	14	10

Of the new Affordable Housing currently proposed to be built on the above two sites twenty four will be one and two bedroom flats targeted at older people aged 55 and over. Coupled with the twenty new flats at Seymour Court the AHDP to end March 2015 a total of 43 units older people will be provided, in line with the overall strategy.

Considerations

This analysis shows that whilst we have a good supply of housing for older people, and most specialist housing has been upgraded, there remains a need to continue to upgrade general needs housing to meet the needs of older people, in order to offer a range of options. Where redevelopment of existing schemes impacts on existing older tenants, it is acknowledged that they may require a higher level of support. Thus we are addressing the issues raised by:

- § by ensuring that the brief for new schemes ensure accessibility requirements;
- § by considering the mix of stock when drawing up plans,
- § by ensuring that alternative accommodation offered is suitable for tenants' needs,
- § by consulting tenants regarding their individual circumstances and calling on specialist help, when appropriate, to ensure that the impact of having to move is minimised.

(b) Disability (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

In the year to September 2012 8% of successful home-link applicants had a declared vulnerability linked to a health related issue. (This is likely to be an underestimate but it will give a reasonable estimate of the balance between different types of vulnerabilities). Of these around a third had mental health issues and two fifths had a permanent or age related physical disability.

Two thirds of those applicants categorized as vulnerable were allocated one bedroom properties, with almost all of the remainder allocated two bedroom properties.

There are a couple of conclusions we can draw from this. Firstly it demonstrates a need for accessible housing. Secondly we should expect to find that a significant proportion of tenants in existing one bedroom properties have mental health support needs.

Accessible Housing

Approximately 2% of the national population use wheelchairs. Local disability prevalence rates show a higher than average incidence of disability in most categories for Cambridge compared with other authorities – Fenland and Peterborough rates are also high. (Draft Cambridgeshire Disability Housing Strategy, February 2008). This information has led to an approach to require at least 2% of all new Affordable Housing on schemes to be fully wheelchair accessible. The remainder will at least meet the Lifetime Homes Standard. This requirement has also been translated to the AHDP. We will keep this target under review, but regard it as a minimum to aspire to. At the moment there is a fully wheelchair accessible ground floor two bedroom flat planned for Seymour Court and also one at the Latimer Close redevelopment. As noted in the 'Age' section above, approximately forty three of the 146 new Affordable Housing to be provided directly by the Council to March 2015 will also meet higher accessibility standards and will accord to the HCA standards for older people.

The Cambridgeshire Physical and Sensory Impairment JSNA identifies housing as a major factor affecting the health and well-being of disabled people.

People with Mental Health or Other Support Needs

City Homes provides around 30 specialist units for those with mental health support needs, but the majority of those with mental health needs will be housed in general housing. We have been working with Mental Health service commissioners, but to date have not identified any needs for housing specifically designed for people with mental health issues. Their preference is currently for general housing with 'floating' support available for residents; that is more intensive housing related support available to individuals on an individual 'person-centred' basis.

Homelessness legislation, national housing policy and the Council's Lettings Policy (common with all local housing authority policies) inevitably give least priority to working age single people for housing. Of the single people who are housed it is most often those who have support needs for whatever reason whether it be because of a vulnerability in relation to mental health or a vulnerability through substance or alcohol misuse.

Where tenants are relocated consideration is given to sustaining their support network be they family and friends support, or support from specialist services. Housing officers who coordinate the work with tenants are trained in mental health issues as part of their basic training.

Considerations

This analysis shows that in the design of new housing it is important to take into account accessibility issues, but that those with mental health support need will mostly live in general needs housing.

Where redevelopment of existing schemes impacts on existing tenants with physical impairment, or mental health issues it is acknowledged that they may require a higher level of support. Thus we are addressing the issues raised by:

- § by ensuring that the brief for new schemes ensure accessibility requirements;
- § by considering the mix of stock when drawing up plans,
- § by ensuring that alternative accommodation offered is suitable for tenants' needs,
- § by consulting tenants regarding their individual circumstances and calling on specialist help, when appropriate, to ensure that the impact of having to move is minimised.

(c) Gender

<p>No specific gender issues have been identified, although it is worth noting that most of those fleeing domestic violence for whom we have a statutory responsibility will be women. This accounted for 3% of lettings last year. In domestic violence cases the location where people are housed can be an important factor; for example away from the perpetrator or near to a family support network.</p>
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(d) Pregnancy and maternity

The general need for family sized housing has been covered in the earlier section looking at requirements in the Affordable Housing Supplementary Planning Document (AHSPD). This is borne out by the profile of home-link lettings for the year to September 2012. Of the 538 households that we successfully housed last year 54% were families with children. The majority of those in temporary housing waiting to be housed, at any one time, will be families with children. It is worth remembering that families with children do not have access to as wide a pool as older people.

The demographic and population forecasts show an ongoing need for more two and three bedroom houses and flats to accommodate new and growing families. The AHSPD mentioned in section 7 above reflects the drive to create mixed and balanced communities and that there should be a balance in the new provision of housing but that includes a majority of two and three bedroom houses.

The AHDP reflects this strategic 'direction of travel' proposing to replace a number of mainly flats for single working age adults with a range of one and two bedroom flats and two and three bedroom family houses.

Often a pregnancy will create a more urgent need to move whether this is a first child or for a growing family. Officers have not sought to analyse the number of existing residents affected by the AHDP who may fall into this 'protected characteristic group' as any resident living in one of the one bedroom properties in the current programme would be given priority to move under the current Lettings Policy. However, this does not prevent individuals seeking and receiving the support of housing officers to move should they wish.

(e) Transgender (including gender re-assignment)

We have not identified any equalities issues specific to this protected characteristic in relation to the affordable housing development programme, but feeling safe in the home environment may be a consideration when undergoing gender reassignment.

(f) Marriage and Civil Partnership

We have not identified any equalities issues specific to this protected characteristic in relation to the affordable housing development programme.

(g) Race or ethnicity

<div style="border: 1px solid black; height: 20px; width: 100%;"></div> <p>We have not identified any equalities issues specific to this protected characteristic in relation to need in the affordable housing development programme. For the small numbers of residents who have required this so far – three - we have offered translation and interpreting as part of the support.</p>
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(h) Religion or belief

<p>We have not identified any equalities issues specific to this protected characteristic in relation to the affordable housing development programme</p>

(i) Sexual orientation

<p>We have not identified any equalities issues specific to this protected characteristic in relation to the affordable housing development programme</p>

(j) Other factor that may lead to inequality (please state):

<p>None, but it is worth noting that those who seek to access housing will, by and large, be those on lower incomes.</p>
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7. If you have any additional comments please add them here
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<p>None</p>

8. Conclusions and Next Steps

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| <p>a. If you have not identified any negative impacts, please sign off this form.</p> <p>b. If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.</p> <p>c. If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.</p> |
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All completed Equality Impact Assessments must be emailed to David Kidston, Strategy and Partnerships Manager, who will arrange for it to be published on the City Council's website. Email david.kidston@cambridge.gov.uk.

Conclusions.

The affordable housing development programme seeks to develop new council housing that is better aligned to need. In particular it addresses the need for more family housing; and for accommodation that is wheelchair accessible and built to lifetime homes standards.

Redevelopment will, over time, take place on a range of different sites. In the programme scheduled to be completed by 2015 there are a number of redevelopment schemes proposed or underway that involve demolishing existing properties. It is recognised that many of those who live in these properties will have protected characteristics. To date detailed work with each resident has been carried out following a decision to redevelop. In the future an EQIA will be brought forward for each new scheme prior to a final decision, showing the potential impact on those with protected characteristics. An intensive support package is in place for all residents affected by the AHDP, but particularly in recognition that those who are vulnerable will need additional support. The specific wants and needs of each individual resident will be taken into account in exploring options for rehousing.

Positive Impacts

- The new housing planned will better reflect need and demand
- The new housing planned will improve the balance of housing in the local community
- The mix of new housing planned will increase the provision of much needed family housing
- The AHDP will increase the provision of fully wheelchair accessible housing
- The new housing planned will improve the quality of housing for older people
- The new housing planned will be to better space standards than the housing proposed for redevelopment
- The new housing planned will be to improved energy efficiency standards helping to keep utility bills low for the residents
- All residents required to move will be re-housed in better standard accommodation

Negative Impacts

- A number of residents who are rehoused as a consequence of the redevelopment scheme will be vulnerable, and support is provided in recognition of this.
- If residents who are required to move have very particular requirements it may be challenging to meet their requirements. The experience of the modernisation of our sheltered housing is that the vast majority of residents move to accommodation of their choice.

- For some the disturbance and uncertainty caused by the implementation of the AHDP will be unsettling.
- Some residents may choose not to reveal all of their support needs to officers and therefore appropriate support cannot be made available.

9. Sign off

Name and job title of assessment lead officer: Liz Bisset, Director of Customer and Community Services

Names and job titles of other assessment team members and people consulted: Alan Carter, Head of Strategic Housing; Simon Pugh, Head of Legal.

Date of completion: 21.12.12

Date of next review of the assessment: January 2013 and annually thereafter by the Head of Strategic Housing .

Equality Impact Assessment title:**Date of completion:**

Equality Group	Age - Older People
Details of possible disadvantage or negative impact	<ul style="list-style-type: none">• A number of older residents will need to move from their homes.• If older residents have very specific requirements of alternative housing it may be challenging to offer everyone new homes in the area of their choice.• For some older people the disturbance and uncertainty caused by the implementation of the AHDP will be unsettling• Some residents may choose not to reveal all of their support needs to officers and therefore appropriate support cannot be made available
Action to be taken to address the disadvantage or negative impact	<ul style="list-style-type: none">• All residents are provided with a named housing officer to contact after the decision has been made to consider redeveloping a scheme.• Where possible all residents will be hand delivered the letter informing them of the decision and are offered the immediate opportunity to talk through the proposal and how they will be supported to secure alternative housing.• A scheme based meeting will be set up at least a month before a final decision to redevelop, to discuss proposals with residents.• All residents will be offered as little or as much support as they feel they need to secure alternative housing and then to move.• At the request of the resident, any formal or informal carers will be contacted and be liaised with to ensure the resident receives the appropriate support. <p>Case Study – housing officer account.</p> <p>Mr X has been a tenant for 25 years. Mr X is an older person and has very restricted mobility and very rarely leaves his property. I carried out a home visit to Mr X to explain what the process was, and why the council were doing this.</p> <p>Mr X receives no formal support and relies on neighbours for help with shopping etc. Mr X was very anxious about moving and believed that we would move him into a care home, as he is unable to pack any boxes or move furniture. After explaining what the Council would assist with, Mr X was very relieved and open minded to moving.</p>

	<p>I identified a bungalow in the same area so that Mr X would still be able to use the same GP's, shops and have his support network. I arranged a viewing at the property due to Mr X mobility problems, I secured transport through the British Red Cross who collected him, supported with mobility aids during the viewing and dropped him back home afterwards. I continued to visit on a near fortnightly basis to update on the property and to offer reassurance. During these visit we selected the soft furnishings. Mr X is currently waiting to move into his new accommodation. During my last visit 3 weeks ago, Mr X was very tearful as he said that I had been a great support for him and he could not wait to move now after dreading it to start with and feels like he's now got a new lease of life. Mr X is now also receiving a monthly visit from the Red Cross be-friending service.</p>
Officer responsible for progressing the action	City Home housing officers lead in supporting tenants. The Project Managers in the Enabling and Development Team lead on supporting leaseholders.
Date action to be completed by	Not applicable

Equality Group	Disability – People with Mental Health or Other Support Needs
Details of possible disadvantage or negative impact	<ul style="list-style-type: none"> • • A number of vulnerable single people will need to move from their homes. • If any have very specific requirements of alternative housing it may be challenging to offer everyone new homes in the area of their choice • Some may find the disturbance and uncertainty caused by the implementation of the AHDP will be unsettling • Some residents may choose not to reveal all of their support needs to officers and therefore appropriate support cannot be made available
Action to be taken to address the disadvantage or negative impact	<ul style="list-style-type: none"> • All residents are provided with a named housing officer to contact immediately after the decision has been made to redevelop a scheme. • Where possible all residents are hand delivered the letter informing them of the decision and are offered the immediate opportunity to talk through the proposal and how they will be supported to secure alternative housing. • A scheme based meeting will be set up at least a month before a final decision to redevelop, to discuss

	<p>proposals with residents.</p> <ul style="list-style-type: none"> • All residents will be offered as little or as much support as they feel they need to secure alternative housing and then to move. • At the request of the resident, any formal or informal carers will be contacted and be liaised with to ensure the resident receives the appropriate support. <p>Case Study – housing officer account.</p> <p>Mr W has been a tenant for 10 years. Mr W has a very chaotic lifestyle with addictions to alcohol and Class A drugs, he also has a diagnosis of bi-polar disorder. Mr W is supported by the forensic psychiatry service.</p> <p>It took a long time to engage with Mr W and build a trusting relationship with him, I visited with his Community Pyschiatric Nurse (CPN) on a fortnightly basis and also informed the local policing team of the situation with Mr W and the importance of him engaging with me. This led to a joint visit with the local officer who Mr W respected. The officer explained what I did and that I was working for his best interests. From this meeting we had a good relationship.</p> <p>I continued to have weekly conversations with his CPN and made bids fortnightly on Mr W behalf. I identified a suitable property for Mr W in an area that he knew and was still able to access the same support groups, GP's etc. I arranged a 7.45am viewing of the property with his two supports workers and brother (this was perceived as the best time as Mr W would be sober) All the soft furnishings were chosen in a joint visit with his CPN so that is was a supportive environment. Mr W has little comprehension of money and his personal affairs therefore Mr W and his CPN agreed that the home loss payment should be made direct into Mr W bank account at Fulbourn Hospital. This agreement was made in writing.</p>
Officer responsible for progressing the action	City Home housing officers lead in supporting tenants. The Project Managers in the Enabling and Development Team lead on supporting leaseholders.
Date action to be completed by	Not applicable

Equality Group	Gender
Details of possible disadvantage or negative impact	No actions identified
Action to be taken to address the disadvantage or	

negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Pregnancy and maternity
Details of possible disadvantage or negative impact	The AHDP seeks to address the strategic need for more family housing in the city.
Action to be taken to address the disadvantage or negative impact	The profile of new build affordable housing is in line with predicted need.
Officer responsible for progressing the action	Alan Carter
Date action to be completed by	Not applicable

Equality Group	Transgender
Details of possible disadvantage or negative impact	None identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Marriage and Civil Partnership
Details of possible disadvantage or negative impact	None identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Race or ethnicity
Details of possible disadvantage or negative impact	None identified but we may need to provide additional translation and interpretation support.

Action to be taken to address the disadvantage or negative impact	Provide translation and interpretation support as needed.
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Religion or belief
Details of possible disadvantage or negative impact	None identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Sexual orientation
Details of possible disadvantage or negative impact	None identified
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Other factors that may lead to inequality	
Details of possible disadvantage or negative impact	Generally lack of access to affordable housing for those on the home-link register, which currently stands at around 8,800, affects those who are priced out of the housing market in Cambridge because they cannot afford to rent or buy in the private sector.
Action to be taken to address the disadvantage or negative impact	The AHDP is aiming to bring our own housing stock in line with housing need in the city, including for those with protected characteristics.
Officer responsible for progressing the action	Alan Carter

Date action to be completed by	Not applicable.
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