

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:

Redevelopment of Atkins Close Garage site 1 - 14 and Play Area

This is a project that is being taken forward under the Council's Affordable Housing Development Programme (AHDP) – An Equalities Impact Assessment (EQIA) has been undertaken for the AHDP as a whole and this EQIA should be read in conjunction with the AHDP EQIA.

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

1-14 Atkins Close is currently 14 council owned garages of which current records show only 7 are currently rented out. Atkins Close was identified via a citywide review of garages in 2010.

These garages were approved for consideration for redevelopment as part of the Council's 3-year rolling programme in January 2011.

The indicative mix for the scheme is as follows.

Affordable Housing 7.

6 x 1 bed/2person apartments

1 x 2 bed/4person house

Market Housing

2 x 2 bed house

2 x 3 bed house

All of the Affordable Housing will meet Lifetime Homes Standard

All units will meet Level 4 of the Code for Sustainable Housing meaning that energy bills will be much lower for residents.

The Market Housing will be built and sold by the Council's house-builder partner at their risk.

Background note on the AHDP

The Council successfully secured government grant from the Homes and Communities Agency (HCA) to provide 146 new homes by the end of March 2015. Further, the first City Homes Business Plan produced in 2012 under the new 'self-financing' regime 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.

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

Residents in this sense fall into 2 groups

- Local residents who rent a garage off the Council
- Non local residents who rent a garage of the Council

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

- New
- Revised
- Existing

As indicated above the Equalities Impact Assessment (EQIA) has been undertaken for the AHDP as a whole and this EQIA should be read in conjunction with the AHDP EQIA.

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 overall AHDP and monitors progress on all schemes. Further details are provided in the AHDP EQIA.

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. The Environment Technical officer leads on advise with regard to the Councils play and open space priorities.

In terms of partner organisations further information on liaison at a strategic level is provided in the AHDP EQIA. We would not expect to liaise with partners at a strategic level about individual schemes unless a specialist scheme was being de-commissioned or proposed. This is not the case in respect of Atkins Close Garages and Play Area.

7. Potential impact

There are a mixture of residents who rent garages from the Council

Profile of garage occupiers

Unoccupied Garages	7
Garage rented by local residents (within easy walking distance)	4
Garages rented by non local residents (don't live in the area)	3

The main characteristic group under the Equalities Act at the Garage and Play area at Atkins Close effected by the redevelopment relate to Age (children) and Disability (people who require a garage on disability grounds)

(a) Age

Three local families who are tenants within the maisonettes 75 to 97 Atkins Close have expressed the view that they do not allow their children to use the current play area due to the lack of natural surveillance from surrounding properties and poor play equipment. The proposed redevelopment will have a positive impact in respect of the re-provision of a better-situated play area with better equipment suitable for young children and natural surveillance from the new development as well as existing homes in the area. It will also provide homes for a variety of household sizes.

(b) Disability

Through the local resident engagement event and letters sent to local resident and garage tenants no one had come forward with regard to their need for garage provision being needed due to a disability.

(c) Gender

We do not feel there are any specific gender equality issues as a consequence of this scheme.

(d) Pregnancy and maternity

We do not feel there are any pregnancy and maternity equality issues as a consequence of this scheme. Although it is worth noting that all of the Council's new Affordable Housing will be built to Lifetime Homes Standards. Providing level external access; improved circulation space; wc and potentially a wet shower room at ground floor level; and straight stair flights that easily accommodate a stair lift; are all features that will make the homes more useable during pregnancy and immediately after new children arrive in the household. Building to greater space standards and with improved accessibility to the properties will help 'future proof' the new Affordable Housing should housing needs change significantly in the long term. Two flats can be used very flexibly to accommodate single people with live-in carers; two person households of all ages; and three person households including small families.

(e) Transgender

We do not feel there are any specific transgender equality issues as a consequence of this scheme.

(f) Marriage and Civil Partnership

We do not feel there are any specific transgender equality issues as a consequence of this scheme.

(g) Race or ethnicity

We do not feel there are any specific transgender equality issues as a consequence of this scheme.

(h) Religion or belief

We do not feel there are any specific transgender equality issues as a consequence of this scheme.

(i) Sexual orientation

We do not feel there are any specific transgender equality issues as a consequence of this scheme.

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

None identified

8. If you have any additional comments please add them here

None.

9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- 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.
- 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.

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.

The redevelopment of the Garage and Play Area at Atkins Close will have the following equalities impact.

Positive Impacts.

- The mix of new homes planned will better reflect future housing need
- The new housing planned will improve the balance of housing in the local community.
- A new and improved play area and equipment for local residents.
- A play with natural surveillance from the surrounding properties.

Negative Impacts

- Loss of play area whilst site under construction
- Loss of garages

10. Sign off

Name and job title of assessment lead officer: Alan Carter – Head of Strategic Housing.

Names and job titles of other assessment team members and people consulted:

Liz Bisset – Director of Customer and Community Services
Robert Hollingworth – Head of City Homes
Andrew Latchem – Area Manager City Homes North
Beverly Clissold – Housing Officer
Declan O'Hallron – Technical Officer (play and open space)
Sarah Lyons – Joint Enabling and Development Officer

Date of completion: 28th February 2013

Date of next review of the assessment: Annual

Action Plan

Equality Impact Assessment title:

Date of completion:

Equality Group	Age – Children
Details of possible disadvantage or negative impact	<ul style="list-style-type: none"> • For some surrounding residents the disturbance and uncertainty caused by the implementation of the AHDP will be unsettling but currently no one has expressed concerns. • Loss of the play area whilst site under construction • Loss of Garages to rent
Action to be taken to address the disadvantage or negative impact	<ul style="list-style-type: none"> • Surrounding residents have been provided with a named housing officer to contact should they have any queries • Other areas of play are within easy access to local residents. • There are other garage sites within the locality that have been refurbished which are available to rent.
Officer responsible for progressing the action	City Homes housing officer will lead in supporting local tenants. The Project Manager in the Enabling and Development Team will lead on the construction process with the contractor.
Date action to be completed by	Throughout the development/construction period

Equality Group	Disability
Details of possible disadvantage or negative impact	No disadvantage or negative impact 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	Gender
Details of possible disadvantage or negative impact	No disadvantage or negative impact 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	No disadvantage or negative impact 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	Transgender
Details of possible disadvantage or negative impact	No disadvantage or negative impact 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	No disadvantage or negative impact 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	No disadvantage or negative impact 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	Religion or belief
Details of possible disadvantage or negative impact	No disadvantage or negative impact 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	No disadvantage or negative impact 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	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	