

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 9-28 Anstey Way

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

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

9-28 Anstey Way currently consists of 28 units. 16 of these are one bedroom bungalows for originally designed for older people and the remaining 12 units are a mix of 5no. 3 bed flats, 2 no. bedsits, and 4no. 1 bed flats. Twenty three properties are let by City Homes and five flats have been sold under the right to buy and so are now owned by leaseholders. Discussions with housing officers and local Members highlighted that the flats were not popular in terms of the local community and/or when relets became available. The three bedroom flats are of an age and layout that mean that they do not meet current day expectations for family housing. The bungalows are also of an age, type and layout that have become increasingly unpopular across the city and have also proved hard to let, with one property being refused by 17 applicants. Therefore, this redevelopment project aims to re-provide better quality affordable housing and make the most of currently underutilised space.

These flats and bungalows were approved for consideration for redevelopment as part of the Council's 3 Year Rolling Programme in June 2009.

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 of

- 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 first indicative new scheme has used the mix from the AHSPD as its starting

point.

The first indicative mix of the new scheme is as follows.

34 Units:

10 x 3 bed/ 5 person Houses (under-croft type) each with 2 on plot parking spaces

2 x 3 bed/ 5 person houses (narrow frontage type) each with 2 on plot parking spaces

10 x 2 bed/4 person houses (narrow frontage type) each with 1 parking space

12 x 2 bed/4 person flats

12 unallocated parking spaces

All of the social housing will meet Lifetime Homes Standard

All units will meet Level 4 of the Code for Sustainable Housing (or future equivalent) meaning that energy bills should be much lower for residents than at present.

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 social 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 social housing needed in the future.
- Improve the energy efficiency of the Council's housing.

It should be noted that if the Council did not pursue the redevelopment of some existing homes under the 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.

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 three groups

- The 23 tenants and 5 leaseholders of 9-28 Anstey Way

- 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).

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 an Equalities Impact Assessment (EQIA) has been undertaken for the social housing programme as a whole and this EQIA should be read in conjunction with the wider 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 social housing programme and monitors progress on all schemes. Further details are provided in the programme wide EQIA.

City Homes officers lead on the provision of support to existing residents where a redevelopment is proposed. The Housing Advice Manager is involved to ensure appropriate process on alternative housing options for those required to move.

In terms of partner organisations further information on liaison at a strategic level is provided in the programme wide 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 9-28 Anstey Way.

At an operational level we will liaise with partner organisations in respect of the support individual residents may be receiving or will need to move.

7. Potential Impact

The residents of 9-28 Anstey Way are of a mixed age though a majority of tenants are over 55.

The age profile of tenants is as follows

Age Band	Number Tenants
20 to 29	2
30 to 39	1
40 to 49	2
50 to 59	5
60 to 69	7
70 to 79	3

The household profile of the residents is as follows

Household	Number Residents
Single person	15
Two person plus	2
Households with children	4
Not known (non-resident leaseholder)	5 (+2 void properties)

Residents known to have statutory support is shown below

Support Assessment	Number Residents
Receiving Statutory Support	
Requesting Housing Officer Support	
No Support Required	
Position not known	28

The main protected characteristic groups under the Equalities Act at 9-28 Anstey Way affected by the redevelopment relate to Age as a large majority of the tenants are over 55s.

(a) Age

The 16 bungalows were originally designed for older people, however due to their undesirable layout and small size they are harder to let to this age group as they do not meet current day expectations. The proposed redevelopment will have a positive impact in respect of provision of properties that will be more appealing to the over 55s, as they will be built to lifetime homes standards.

The table below shows the size of the current units compared to both Homes and Communities Agency (HCA) guidance (set out in HCA Housing Quality Indicators v4 (April 2008)) and the size of the proposed new units and will better meet the needs of residents for the longer term.

Existing	Area (m ²)	Proposed	Area(m ²)
Bedsit	27	1 bed flat	50
1 bed bungalow	42	2 bed flat	70
3 bed flat	77.5	2 bed house	77
		3 bed house	93

Four of the households living in the flats include children. The proposed redevelopment will have a positive impact on families, as more suitable family accommodation will be provided for them.

(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)

The Council's general approach is to require at least 2% of all new social 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 wider social housing programme. The outline design for the new flats for the scheme will mean that they will be accessible for wheelchair users.

Only one resident is known to receive disability benefit at present, though whether they have any further needs is not known.

(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 social 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; all are 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 social housing should housing needs change significantly in the long term.

(e) Transgender (including gender re-assignment)
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 marriages and civil partnership equality issues as a consequence of this scheme.

(g) Race or ethnicity

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

(h) Religion or belief

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

(i) Sexual orientation

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

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

None identified

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

None

8. 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 properties at 9-28 Anstey Way will have the following equalities impact

Positive Impacts

- The mix of new housing planned will better reflect future housing need
- The new housing planned will improve the balance of housing in the local community
- 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

Negative Impacts

- Vulnerable elderly residents will need to be re-housed and the disturbance and uncertainty caused by the implementation of the social housing programme may be unsettling.
- Everyone will be re-housed. However, if residents who are required to move have very particularly requirements it may not be possible to re-house everyone to a new home in the area of their choice.

<p>9. Sign off</p> <p>Name and job title of assessment lead officer: Mark Wilson- Housing Development Officer</p> <p>Names and job titles of other assessment team members and people consulted:</p> <p>Liz Bisset – Director of Customer and Community Services Robert Hollingsworth – Head of City Homes Sandra Farmer – Area Manager City Homes South Anna Wilson – Housing Officer Mark Wilson – Housing Development Officer Nicola Hillier – Housing Development Manager Amelia Norman- Trainee Housing Development Officer</p> <p>Date of completion: May 2015</p> <p>Date of next review of the assessment: Annual</p>
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Action Plan Insert more on support to be offered

Equality Impact Assessment title: 9-28 Anstey Way
Date of completion: May 2015

General Note – The Council’s Home Loss Policy details the support that is available from the Council for the residents of 9-28 Anstey Way. The principles and general operation of the Home Loss Policy are covered in the Equalities Impact Assessment (EQIA) that has been undertaken for the social housing programme as a whole and therefore not repeated here. The Council recognises that individual residents will need and want different degrees of support to move. Early contact and discussions with each resident is prioritised therefore in order that individual support needs can be understood and acted upon. Initial consultation that has taken place with residents suggests that most are keen to move and few need intensive support either from housing officers or other support agencies.

Equality Group	Age
Details of possible disadvantage or negative impact and action to be taken to address the	<ul style="list-style-type: none"> • Everyone will be re-housed. However, if residents who are required to move have very particularly requirements it may be challenging to rehouse everyone to a new home in the area of their choice. • All residents have been provided with the name and

disadvantage or negative impact	<p>contact details of a housing officer and a development officer.</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.
Officer responsible for progressing the action	A housing officer from City Homes South will lead on supporting the residents in being re-housed in a suitable alternative property.
Date action to be completed by	Throughout, until all residents secure suitable alternative accommodation.

Equality Group	Disability – People with Mental Health or Other Support Needs
Details of possible disadvantage or negative impact	No disadvantage or negative impact identified.
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	No disadvantage or negative impact identified.

negative impact	
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	