

## Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equality and Anti-Poverty Officer at [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) or phone 01223 457046.

Once you have drafted the EqIA please send this to [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, ([graham.saint@cambridge.gov.uk](mailto:graham.saint@cambridge.gov.uk) or 01223 457044).

<b>1. Title of strategy, policy, plan, project, contract or major change to your service</b>
Shared Ownership Policy

<b>2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)</b>
Click here to enter text.

<b>3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?</b>
The Policy has been developed to define how Cambridge City Council will manage the 96 shared ownership properties held in the HRA at the time of publication, including the council's commitment to promote staircasing and its stance on re-purchasing shares for re-sale.

**4. Responsible service**

Housing

**5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?**

**(Please tick all that apply)**

- Residents
- Visitors
- Staff

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

Shared Ownership Leaseholders

**6. What type of strategy, policy, plan, project, contract or major change to your service is this?**

- New
- Major change
- Minor change

**7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)**

- Yes
- No

If 'Yes' please provide details below:

[Click here to enter text.](#)

**8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?**

September 2021 Housing Scrutiny Committee

**9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?**

Previous shared ownership sales and purchase data.

## 10. Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

### (a) Age - Please also consider any safeguarding issues for children and adults at risk

The Policy has a positive impact on both younger and older residents – the council will look to repurchase shared ownership stock for use as general needs stock or for a specific project, where the property meets demand. This will add either further units of general needs stock or other required housing to meet a need, for example housing for young adults, temporary housing for families or older persons housing.

### (b) Disability

The Policy has a positive impact on disabled residents – the council will look to repurchase shared ownership stock for use as general needs or for a specific project, where the property meets demand. This will add either further units of general needs stock that can be adapted to meet the needs of a disabled household.

### (c) Gender reassignment

The policy has no impact on those who have undergone gender re-assignment

### (d) Marriage and civil partnership

The policy has no impact on those who are married or in a civil partnership

### (e) Pregnancy and maternity

To policy has no impact on those who are pregnant or on maternity leave

**(f) Race – Note that the protected characteristic ‘race’ refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.**

The policy has no impact on the differing racial groups.

**(g) Religion or belief**

The Policy has no impact on those of different religion or beliefs

**(h) Sex**

The Policy has no impact on different genders

**(i) Sexual orientation**

The policy has no impact on sexual orientation

**(j) Other factors that may lead to inequality – in particular, please consider the impact of any changes on low income groups or those experiencing the impacts of poverty**

The Policy outlines the measures the Service will take to ensure those struggling to pay their rent or mortgage on a shared ownership property receive support and guidance from the in-house Financial Inclusion Team, and that repossession will be the last resort after all other avenues have been exhausted.

The Policy has a positive impact on lower income groups - shared owners are bound by the terms of their lease to use the property as their main and principal home, and sub-letting is prohibited without express permission of the Council. These terms help to ensure the council’s shared ownership stock continues to be an affordable housing option for residents and not being rented on the open market for financial gain.

The Policy has a positive impact on low-income households – the council will look to purchase shared ownership stock for use as general needs or project specific stock, where the property meets demand. This will add either further units of general needs stock or other required housing to meet a need, for example temporary housing or homeless households.

**11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqlA accordingly.)**

1. Monitor the repurchasing of any shared ownership stock for use as general needs stock or to meet a need elsewhere in the Housing service and update Members as appropriate – Housing Finance & Business Development.
2. Monitor the take up of financial advice and support by the Financial Inclusion Team by shared owners following communications to shared owners via letter and Web pages – City Homes
3. Undertake an audit of shared ownership property, in line with the wider housing service programme of Tenancy Audits, to ensure the terms of the lease are being adhered to and to – City Homes/Property Services/Maintenance & Assets.
4. During the Tenancy audits, identify potential areas of concern where a shared owner could be struggling to maintain their home due to age, disability or financial difficulties and provide advice and support as required –City Homes.

**12. Do you have any additional comments?**

[Click here to enter text.](#)

**13. Sign off**

Name and job title of lead officer for this equality impact assessment: Catherine Buckle

Names and job titles of other assessment team members and people consulted: [Click here to enter text.](#)

Date of EqlA sign off: 07/09/2021

Date of next review of the equalities impact assessment: [Click here to enter text.](#)

Date to be published on Cambridge City Council website: [Click here to enter text.](#)

**All EqlAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer. Ctrl + click on the button below to send this (you will need to attach the form to the email):**

[Send form](#)