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15 January 2013

To: Councillor Mark Howell, Portfolio Holder

Jose Hales
Mark Hersom
Bunty Waters

Scrutiny and Overview Committee
Opposition Spokesman
Scrutiny and Overview Committee

Dear Sir / Madam

You are invited to attend the next meeting of **HOUSING PORTFOLIO HOLDER'S MEETING**, which will be held in **MONKFIELD ROOM, FIRST FLOOR** at South Cambridgeshire Hall on **WEDNESDAY, 23 JANUARY 2013 at 5.30 p.m.**

Yours faithfully
JEAN HUNTER
Chief Executive

Requests for a large print agenda must be received at least 48 hours before the meeting.

AGENDA		PAGES
PROCEDURAL ITEMS		
1.	Declarations of Interest	
2.	Minutes of Previous Meeting The Portfolio Holder is asked to sign the minutes of the meeting held on 17 October 2012 as a correct record.	1 - 4
DECISION ITEMS		
3.	LONGSTANTON: Disposal of Land off Haddows Close	5 - 10
4.	GT CHISHILL, transfer of track at Waller's Close	11 - 16
INFORMATION ITEMS		
5.	HRA Revenue and Capital Estimates for the Housing Portfolio	17 - 32
6.	Quarterly Equalities Update (Q3 2012/13)	33 - 38
STANDING ITEMS		
7.	Learning from Customer Feedback (Celebrating Success and Sharing Best Practice)	
8.	Tenant Participation Group	

9. Forward Plan

The Portfolio Holder will maintain, for agreement at each meeting, a Forward Plan identifying all matters relevant to the Portfolio which it is believed are likely to be the subject of consideration and / or decision by the Portfolio Holder, or recommendation to, or referral by, the Portfolio Holder to Cabinet, Council, or any other constituent part of the Council. The plan will be updated as necessary. The Portfolio Holder will be responsible for the content and accuracy of the forward plan.

10. Date of next meeting

OUR VISION

South Cambridgeshire will continue to be the best place to live and work in the country. Our district will demonstrate impressive and sustainable economic growth. Our residents will have a superb quality of life in an exceptionally beautiful, rural and green environment. The Council will be recognised as consistently innovative and a high performer with a track record of delivering value for money by focussing on the priorities, needs and aspirations of our residents, parishes and businesses.

OUR VALUES

We will demonstrate our corporate values in all our actions. These are:

- Trust
- Mutual respect
- A commitment to improving services
- Customer service

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SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL

Minutes of the Housing Portfolio Holder's Meeting held on
Wednesday, 17 October 2012 at 5.30 p.m.

Portfolio Holder: Mark Howell

Councillors in attendance:

Scrutiny and Overview Committee monitors: Bunty Waters

Opposition spokesmen: Mark Hersom

Also in attendance: Mervyn Loynes and Ben Shelton

Officers:

Jenny Clark	Lands Officer
Gill Anderton	Resident Involvement Officer
Julie Fletcher	Housing Performance Improvement Team Leader
Anita Goddard	Housing Operational Services Manager
Stephen Hills	Affordable Homes Director
Ian Senior	Democratic Services Officer
Heather Wood	Housing Advice and Options Manager

9. DECLARATIONS OF INTEREST

Councillor Mark Howell declared a personal interest as an employee of the Papworth Trust, a charity that includes a Registered Social Landlord.

Councillor Ben Shelton declared a personal interest as an employee of a letting agent in Cambridge.

10. MINUTES OF PREVIOUS MEETING

The Housing Portfolio Holder signed, as a correct record, the Minutes of the meeting held on 13 June 2012.

11. HINXTON: SALE OF GARAGE SITE, DUXFORD ROAD

The Housing Portfolio Holder considered a report seeking an open market sale of the garage site off Duxford Road, Hinxton, as outlined on the plan.

The Lands Officer reported that there had been some interest shown informally for enhancing the site for garage use. The Portfolio Holder insisted that any transfer of the land should be subject to an uplift clause protecting the Council's interest should the land subsequently be sold on at a profit.

The Housing Portfolio Holder **instructed** officers to sell the garage site off Duxford Road, Hinxton on the open market, for garage use only and subject to an uplift clause.

12. TENANCY STRATEGY

The Housing Portfolio Holder considered a report seeking approval for the adoption of the Tenancy Strategy, and the launch of the Strategic Housing Information Portal (SHIP).

The Housing Performance Improvement Team Leader informed those present that the

Council was legally obliged to establish a Tenancy Strategy. Anyone would be able to access the associated website.

The Housing Director said that, while the Strategy would stand alongside those of other Councils (including those without a Council housing stock), it had not been possible to develop a sub regional strategy at this stage due to the differing positions of neighbouring local authorities. However, it was noted that the Interim Statement published previously outlining the Council's position in relation to the new delivery model for affordable housing had been used as a template by neighbouring authorities and was an excellent example of partnership working. It was noted that the Strategy's aim was to provide guidance to social landlords and was not legally enforceable.

The Housing Portfolio Holder **approved** the Tenancy Strategy as set out in Appendix B and the development of the Strategic Housing Information Portal.

13. **TENANCY POLICY**

The Housing Portfolio Holder considered a report seeking approval of the Council's new Tenancy Policy.

The Housing Operational Services Manager reminded the Portfolio Holder that he had first considered the Tenancy Policy at his meeting in March 2012 (Minute 74 refers).

The Portfolio Holder considered the options set out in paragraph 16 of the report. At Option 1, he asked how the concept of disability would be defined. In reply, the Housing Operational Services Manager said that the principle determining factor would be whether or not someone needed specially adapted property. The Portfolio Holder decided to agree to the change recommended in the report.

Those present discussed Option 2 in the context of Housing Benefit changes relating to under-occupation. It was noted that when the initial ten-year tenancy ended, a review would be conducted to determine whether more appropriate accommodation was available. If there was none, it was likely that the tenancy would be renewed. The aim was to make best use of the available housing stock.

The Housing Portfolio Holder agreed with Councillors Ben Shelton and Bunty Waters that introductory tenancies (Option 3) should be introduced as good practice enabling tenancy management issues arising in the first year of a tenancy to be dealt with quickly and effectively.

With regard to Succession (Option 4), the Housing Portfolio Holder informed those present that Papworth Trust tenancies contained a clause allowing the landlord to re-house (where available) the able-bodied survivor of a deceased tenant of an adapted property.

The Housing Portfolio Holder **approved** the Tenancy Policy including the following elements

1. Secure tenancies for older people and disabled people

To retain secure 'lifetime' tenancies for all offers of housing to older people (aged 65+) and disabled people (long term disability requiring a specially adapted property).

2. Secure tenancies for all other people

To discontinue offering secure 'lifetime' tenants and offer flexible tenancies for a fixed period of 10 years. Twelve months before the end of the flexible tenancy we will commence the review process. Tenants will not be asked to move unless suitable

alternative accommodation that meets their needs can be found

3. Introductory tenancies

To introduce introductory tenancies to all new tenants except those transferring internally where they previously held a secure tenancy or those transferring from an external provider where they previously held a secure or assured tenancy.

4. Succession

To allow only one succession for spouses and partners, subject to finding the successor alternative accommodation if they no longer need a property that had been specially adapted.

14. LETTINGS POLICY - AMENDMENTS

The Housing Portfolio Holder considered a report on the new lettings policy.

Those present discussed the subject generally, focussing on the concept of 'local connection' and number of working hours.

The Housing Portfolio Holder **approved** the amendments to the Lettings Policy subject to clarification of paragraph 3.3.1 (a) and (f) and paragraph 5.5.1 in relation to a child.

15. SERVICE PLANS 2013-14

The Housing Portfolio Holder **noted** progress with the Affordable Homes Service Plan 2013-14.

16. TENANT PARTICIPATION GROUP

There was no presentation under this heading.

17. DATE OF NEXT MEETING

The next meeting had been scheduled for Wednesday 16 January 2013, starting at 5.30pm.

18. EXCLUSION OF PRESS AND PUBLIC

The Housing Portfolio Holder **resolved** that the Press, public and all officers except the Housing Director and Democratic Services Officer be excluded from the meeting during consideration of the following item in accordance with the provisions of Section 100(A)(4) of the Local Government Act 1972 (as amended) (exempt information as defined in Paragraphs 2 and 3 of Part 1 of Schedule 12A of the Act).

19. SOUTH CAMBRIDGESHIRE HALL CATERING SERVICE

The Housing Portfolio Holder considered a report on the future of the catering service at South Cambs Hall.

The Director of Housing summarised the circumstances giving rise to the current review, and highlighted the options for achieving cost savings for the Council. Those present discussed a number of issues arising from the report, including the implications of redundancy and the Transfer of Undertakings (Protection of Employment) Regulations 2006, and agreed that change was needed in order to achieve greater efficiency and effectiveness.

The Portfolio Holder asked that every effort be made to maximise opportunities for the local economy, and to reassure those affected by the review be they employees working in the canteen or users of the service.

The Housing Portfolio Holder **instructed** officers to market test the catering service at South Cambs Hall in order to reduce the current costs to the General Fund and to seek improvements in the quality of the service.

The Meeting ended at 7.05 p.m.

SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL

REPORT TO: Housing Portfolio Holder

23 January 2013

AUTHOR/S: Director of Housing

TRANSFER AND SALE OF LAND OFF HADDOWS CLOSE, LONGSTANTON**Purpose**

1. To seek the approval of the Housing Portfolio Holder for the transfer and sale of land off Haddows Close, Longstanton, as indicated on the plan (Appendix A).

Recommendations

2. That the Housing Portfolio Holder agrees to Option One:
Transfer the freehold of the area hatched blue on the plan to Longstanton Parish Council at nil cost for allotment use and offer the area hatched red for sale to 21 Haddows Close at the price of £4,000 for garden use.

Reasons for Recommendations

3. The land is surplus to Council requirements as it has no potential for development.
4. By transferring some of the land to the Parish Council and selling the remainder, the Council will receive a financial return for the land as well as allowing some for community use.

Background

5. The land was once a Council garage site and was omitted from the transfer of adjacent land to BPHA for redevelopment in December 2011.
6. BPHA have removed the garage units and the concrete surface from the site at their expense.
7. Vehicular access to the land has been retained by the Council via the new BPHA development.
8. Interest in acquiring the land has been received from Longstanton Parish Council who wish to use it for allotments and from the owner of 21 Haddows Close who wishes to extend her rear garden. The Parish Council would be happy to accept transfer of the blue-hatched area only as long as it is at nil cost.

Considerations

9. The land is at risk of flooding from the stream that runs alongside the western boundary and so cannot be developed for housing.
10. It is in the interests of the Council to dispose of the land as the cost of ongoing maintenance will be substantial.

11. A letter has been received from a local resident expressing her wish for an allotment, should any of the land be transferred to the Parish Council for this use. This indicates that a demand exists for allotments in this area.
12. It is estimated that three small allotment plots could be created on the area hatched blue on the plan. The whole area would offer about five small plots.
13. The land has been valued by Pocock & Shaw as follows:
 - i) £8,000 for the whole area as garden land to 21 Haddows Close or £4,000 for the red hatched area
 - ii) £9,500 for the whole area to the Parish Council for allotments or £3,700 for the blue hatched area
14. The Parish Council have made it clear that they have no funding to pay for the land.

Options

15. Option One – Transfer the freehold of the area hatched blue on the plan to Longstanton Parish Council at nil cost for allotment use and offer the area hatched red for sale to 21 Haddows Close at the price of £4,000 for garden use.
16. Option Two – Transfer the freehold of the whole area of surplus land to Longstanton Parish Council at nil cost for allotment use.
17. Option Three – Offer the whole area of surplus land for sale to 21 Haddows Close, at the price of £8,000 for garden use.

Implications

18. Financial	Option One would bring a return of £4,000 for the Council in addition to offering some land for community use. Option Two would bring nil return for the Council but would offer land for community use. Option Three would bring a return of £8,000 to the Council but no land would be offered for community use.
Legal	Legal advice will be sought to carry out any sale or transfer
Staffing	None
Risk Management	No risks associated with sale.
Equality and Diversity	None
Equality Impact Assessment completed	No Not relevant
Climate Change	None

Consultations

19. Councillor Riley has no objection to the transfer of land to the Parish Council for allotment use at nil cost.

20. Longstanton Parish Council would like to acquire the land for allotment use but if the Council is offering it at market value, this would prohibit them from purchasing. They would accept an offer of all or part of the land at nil cost, with each party paying their own legal costs.

Consultation with young people

21. None

Effect on Strategic Aims

22. AIM: To make sure that South Cambridgeshire continues to offer outstanding and sustainable quality of life for our residents
Transferring some or all of the land to the Parish Council would ensure that there is a benefit to the local community

Conclusions / Summary

23. The land off Haddows Close, Longstanton is surplus to Council requirements and cannot be developed. Longstanton Parish Council have expressed interest in acquiring it for allotment use and interest in purchasing the land for garden use has been received from 21 Haddows Close. Some of the market value of the land would be realised by selling part of it to the private owner, whilst enabling the local community to benefit by transferring the remainder to the Parish Council at nil cost.

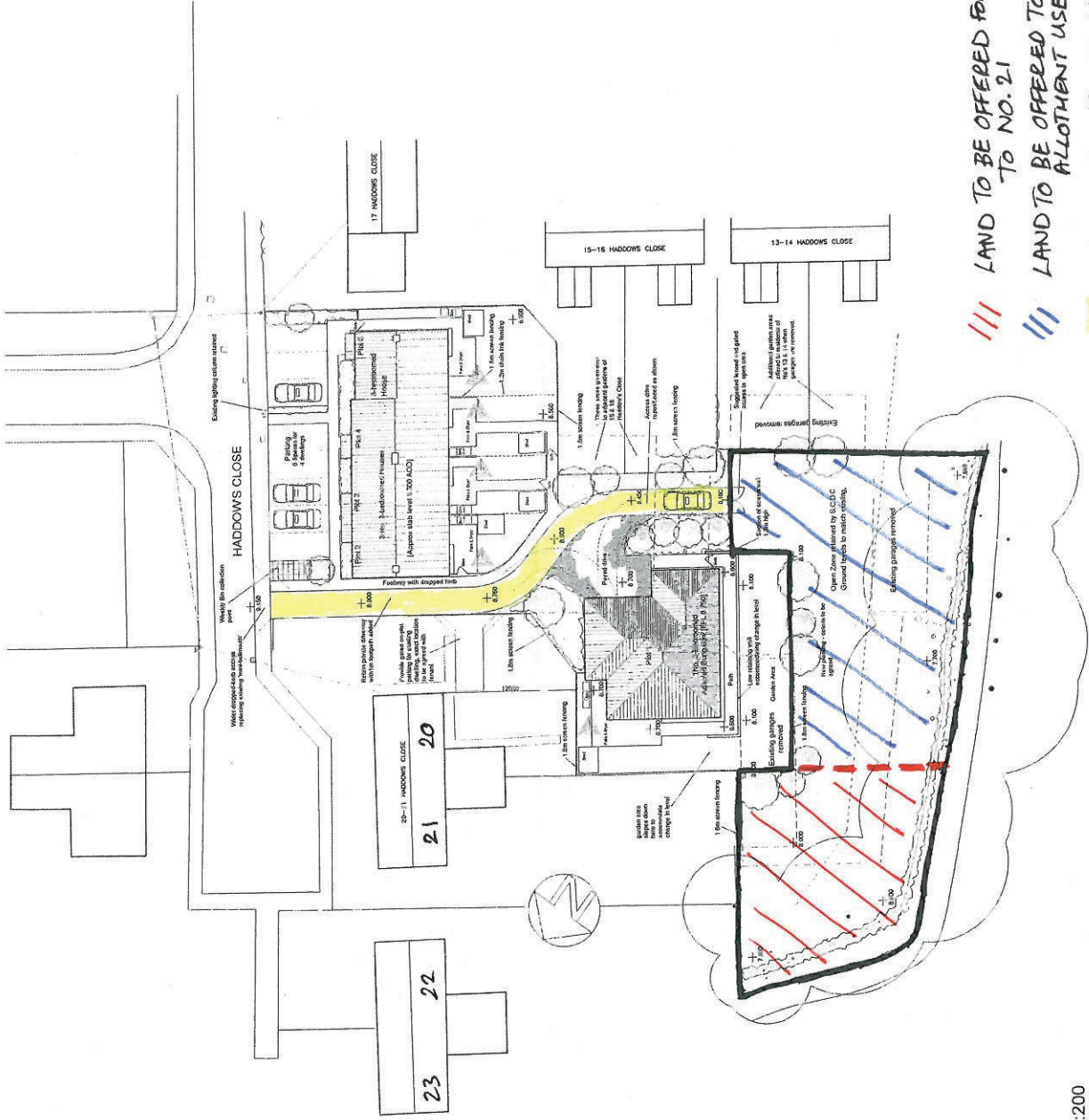
Background Papers: the following background papers were used in the preparation of this report:

None.

Contact Officer: Jenny Clark – Lands Officer
Telephone: (01954) 713336

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SCDC LAND OFF HADDOWS CLOSE, LONGSTANTON - DRAFT PROPOSAL



/// LAND TO BE OFFERED FOR SALE TO NO.21
 /// LAND TO BE OFFERED TO PC FOR ALLOTMENT USE
 ■ RIGHT OF WAY RETAINED

SITE LAYOUT PLAN 1:200

AMENDED
 10 July 2011

<p>SIMON WARD ARCHITECTURAL DESIGN 100, 102, 104, 106, 108, 110, 112, 114, 116, 118, 120, 122, 124, 126, 128, 130, 132, 134, 136, 138, 140, 142, 144, 146, 148, 150, 152, 154, 156, 158, 160, 162, 164, 166, 168, 170, 172, 174, 176, 178, 180, 182, 184, 186, 188, 190, 192, 194, 196, 198, 200, 202, 204, 206, 208, 210, 212, 214, 216, 218, 220, 222, 224, 226, 228, 230, 232, 234, 236, 238, 240, 242, 244, 246, 248, 250, 252, 254, 256, 258, 260, 262, 264, 266, 268, 270, 272, 274, 276, 278, 280, 282, 284, 286, 288, 290, 292, 294, 296, 298, 300, 302, 304, 306, 308, 310, 312, 314, 316, 318, 320, 322, 324, 326, 328, 330, 332, 334, 336, 338, 340, 342, 344, 346, 348, 350, 352, 354, 356, 358, 360, 362, 364, 366, 368, 370, 372, 374, 376, 378, 380, 382, 384, 386, 388, 390, 392, 394, 396, 398, 400, 402, 404, 406, 408, 410, 412, 414, 416, 418, 420, 422, 424, 426, 428, 430, 432, 434, 436, 438, 440, 442, 444, 446, 448, 450, 452, 454, 456, 458, 460, 462, 464, 466, 468, 470, 472, 474, 476, 478, 480, 482, 484, 486, 488, 490, 492, 494, 496, 498, 500, 502, 504, 506, 508, 510, 512, 514, 516, 518, 520, 522, 524, 526, 528, 530, 532, 534, 536, 538, 540, 542, 544, 546, 548, 550, 552, 554, 556, 558, 560, 562, 564, 566, 568, 570, 572, 574, 576, 578, 580, 582, 584, 586, 588, 590, 592, 594, 596, 598, 600, 602, 604, 606, 608, 610, 612, 614, 616, 618, 620, 622, 624, 626, 628, 630, 632, 634, 636, 638, 640, 642, 644, 646, 648, 650, 652, 654, 656, 658, 660, 662, 664, 666, 668, 670, 672, 674, 676, 678, 680, 682, 684, 686, 688, 690, 692, 694, 696, 698, 700, 702, 704, 706, 708, 710, 712, 714, 716, 718, 720, 722, 724, 726, 728, 730, 732, 734, 736, 738, 740, 742, 744, 746, 748, 750, 752, 754, 756, 758, 760, 762, 764, 766, 768, 770, 772, 774, 776, 778, 780, 782, 784, 786, 788, 790, 792, 794, 796, 798, 800, 802, 804, 806, 808, 810, 812, 814, 816, 818, 820, 822, 824, 826, 828, 830, 832, 834, 836, 838, 840, 842, 844, 846, 848, 850, 852, 854, 856, 858, 860, 862, 864, 866, 868, 870, 872, 874, 876, 878, 880, 882, 884, 886, 888, 890, 892, 894, 896, 898, 900, 902, 904, 906, 908, 910, 912, 914, 916, 918, 920, 922, 924, 926, 928, 930, 932, 934, 936, 938, 940, 942, 944, 946, 948, 950, 952, 954, 956, 958, 960, 962, 964, 966, 968, 970, 972, 974, 976, 978, 980, 982, 984, 986, 988, 990, 992, 994, 996, 998, 1000</p>	<p>Bedfordshire Pilgrims H.A. HADDOWS CLOSE LONGSTANTON REVISED PROPOSALS - 5 UNITS PROPOSED SITE PLAN</p> <p>Revised: SRW Date: May 11 Scale: 1:150 No. in: HCL - PR - 01 - Rev 8</p>
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SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL

REPORT TO: Housing Portfolio Holder

23 January 2013

AUTHOR/S: Director of Housing

TRANSFER OF TRACK AT WALLER'S CLOSE, GREAT CHISHILL**Purpose**

1. To seek agreement by the Housing Portfolio Holder for the transfer of land at Waller's Close, Great Chishill, as outlined red on plan (Appendix A).

Recommendations

2. That the Housing Portfolio Holder agrees that the freehold of the track at the end of Waller's Close, Great Chishill be transferred at nil cost to the owner of the rabbit sanctuary land at the rear, following repairs to the track surface by the Council (Option two).

Reasons for Recommendations

3. The track is currently the Council's responsibility to maintain but its only vehicular use is by employees of and visitors to the rabbit sanctuary. It is used by the occupiers of 3 – 7 Waller's Close for pedestrian access to the rear of their properties only.
4. By transferring the track to the owner of the rabbit sanctuary land, all future maintenance would become his responsibility
5. The track is surplus to Council requirements.

Background

6. Waller's Close is adopted as public highway apart from the garage forecourt and the track at the end, which are in Council ownership.
7. The rabbit sanctuary land was once the site of sewage works, transferred by the Council to Anglian Water in 1979, who then sold the land, with right of access over Waller's Close, when the works became redundant.
8. The owner of the rabbit sanctuary land has a right of vehicular access over the Council's part of the track and garage forecourt in Waller's Close. The Council's part of the track forms about half of the full length of the track leading to the rabbit sanctuary.
9. Vehicular use of the track is by employees of and visitors to the rabbit sanctuary only. Waller's Close is the only link to the rabbit sanctuary from Hall Close. Nos 3 – 7 Waller's Close use the track to access their properties by foot only.
10. The track is urgently in need of repair and an order has been placed with the Council's contractors to undertake resurfacing work at the price of £5,716.60.

11. The owner of the rabbit sanctuary land is willing to acquire the freehold of the track and thus full responsibility for its future maintenance, subject to the Council first undertaking repairs to the surface and to a transfer at nil cost.

Considerations

12. The track is not in the category of a ‘ransom strip’ as if ownership is transferred, Council owned land would remain between the track and the public highway. It is thus likely to be of little value.
13. It is in the Council’s long term interest to repair the track as a one-off cost and dispose of the land.
14. Although the rabbit sanctuary itself is run by a charitable trust who do not own the land, it would be the owner of this land who would acquire the track and take on responsibility for its maintenance.
15. A covenant could be included in the transfer to ensure that the track serves the existing use of the land as a rabbit sanctuary only. Alternatively a claw-back clause could be included to protect the Council’s interests, should the track ever become a road that serves new development on land at the rear.

Options

16. Option One – Retain track in SCDC ownership
17. Option Two – Following repair of the track, transfer the freehold to the owner of the rabbit sanctuary land at nil cost

Implications

18. Financial	With Option One, the Council would continue to be liable for maintenance in the future With Option Two, the Council would be relieved of maintenance liability in the future
Legal	Legal advice will be sought to carry out the sale.
Staffing	None
Risk Management	No risks associated with sale.
Equality and Diversity	None
Equality Impact Assessment completed	No Not relevant
Climate Change	None

Consultations

19. Councillor Hales has no objections to the transfer of the track to the owner of the rabbit sanctuary land at nil cost.
20. Great Chishill Parish Council strongly disagrees that repairs to the track should be carried out by SCDC and the track transferred to the owner of the rabbit sanctuary land, for the following reasons:

- (i) Resources could be better used elsewhere, eg more parking spaces in Waller's Close
- (ii) The rabbit sanctuary is a charitable trust who do not own the land and they do not have the resources to take on responsibility for maintenance of the track
- (iii) The rabbit sanctuary's temporary planning permission to operate expired in March 2012 and they are still waiting for the determination of a planning application to operate on a permanent basis

Consultation with young people

21. None

Effect on Strategic Aims

22. AIM: To make sure that South Cambridgeshire continues to offer outstanding and sustainable quality of life for our residents
Transferring ownership of the track would relieve the Council from the costs of maintaining it in the future, thus allowing resources to be directed elsewhere

Conclusions / Summary

23. The vehicular link to Hall Close provided by the Council's track at the end of Waller's Close serves the rabbit sanctuary only but it is the Council's responsibility to maintain. The owner of the rabbit sanctuary land, who has right of access over the track and the garage forecourt in Waller's Close, is willing to acquire the freehold of the track and thus take on full responsibility for its future maintenance, subject to the Council first undertaking repairs to the surface and to a transfer at nil cost. It is in the Council's long term interest to repair the track as a one-off cost and dispose of the land.

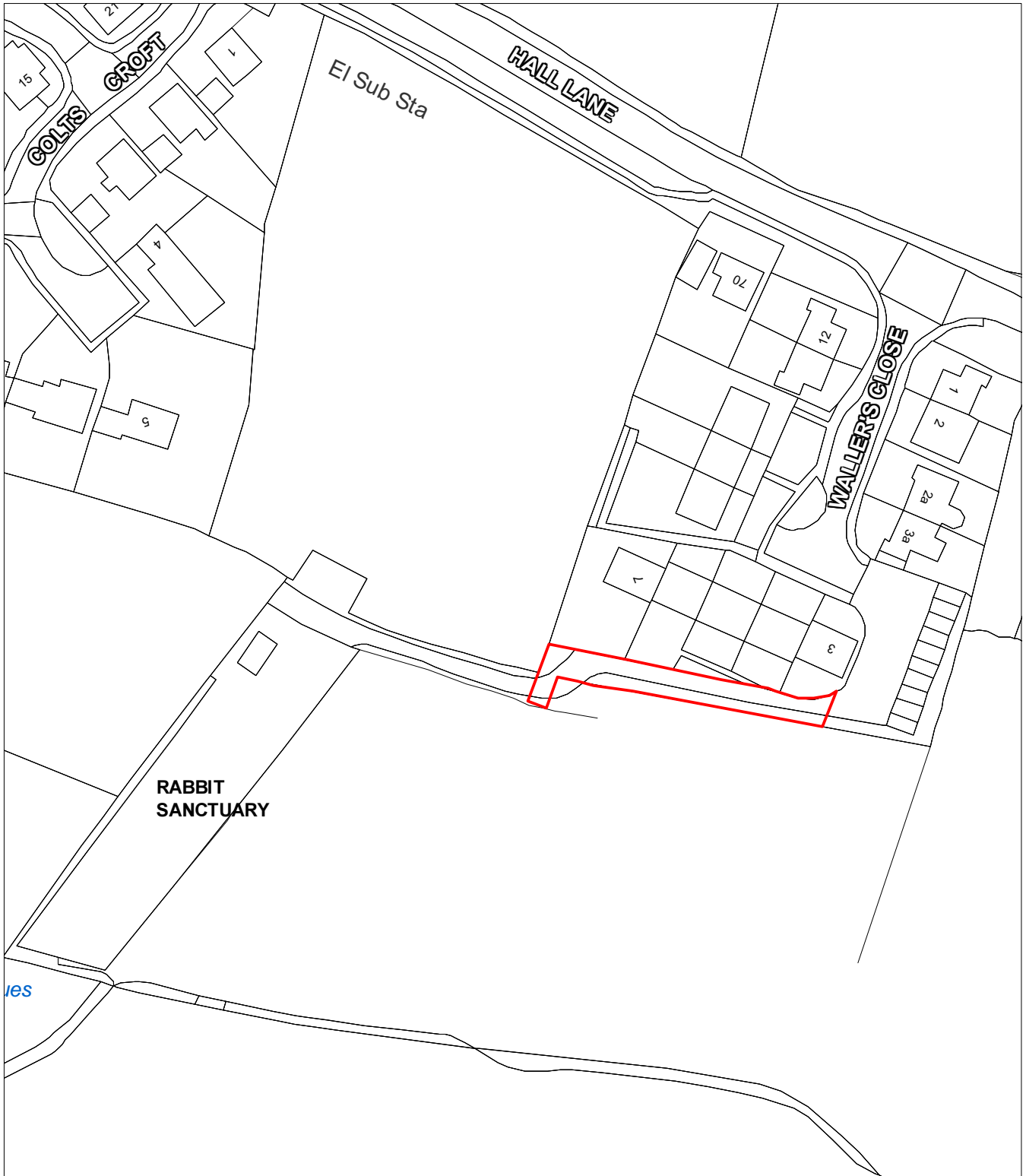
Background Papers: the following background papers were used in the preparation of this report:

None.

Contact Officer: Jenny Clark – Lands Officer
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TRACK AT WALLER'S CLOSE, GREAT CHISHILL



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SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL LICENCE NO 100022500 2012

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SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL

REPORT TO: Housing Portfolio Holder Meeting

23 January 2013

AUTHOR/S: Executive Director, Corporate Services

HRA REVENUE AND CAPITAL ESTIMATES FOR THE HOUSING PORTFOLIO**Purpose**

1. The purpose of this report is to provide information for the Housing Portfolio Holder on the draft Housing Revenue Account (HRA) Estimates for 2013/14 and the HRA Capital Programme up to 2017/18.
2. This is not a key decision and the report is for information purposes only.

Recommendations

3. That the Housing Portfolio Holder notes the information in the report.

Reasons for Recommendations

4. Not applicable.

Background

5. The estimates for the HRA form part of the overall considerations for the Council's annual budget setting exercise and will be included as part of the overall estimates to be presented to Cabinet on the 18 February 2013 and confirmed by Council on 28 February 2013.
6. The General Fund (GF) revenue and capital estimates are no longer being considered at individual portfolio meetings prior to consideration by the Cabinet. The Housing Director has, however, requested that, in view of the level of HRA capital and revenue income and expenditure, the draft estimates are brought to this meeting for information.
7. Provisions for inflation have been applied to individual estimates only in cases where price increases can be justified. No automatic inflation allowance has been applied, but the 1.9% overall assumption of non-pay inflation in the Medium Term Financial Strategy in line with the Office of Budget Responsibility's forecast has been applied where appropriate.
8. The staffing and central overhead estimates are recharged to services as appropriate. These are termed as Central Departmental and Support Services in the HRA estimates and reflect the current service structure.
9. The summary HRA estimates are set out in **Appendix A** and the HRA Capital programme is shown at **Appendix B**.
10. **Appendix C (1-4)** consists of capital proposal forms for information alongside the capital programme.

Considerations

HOUSING REVENUE ACCOUNT

11. A summary of the revenue estimates for the HRA is shown at **Appendix A**. The total estimates have been analysed between direct costs and recharges (from staffing and overhead accounts), so that the direct costs can be identified for comparison. This is considered appropriate because the direct costs, unlike the recharges, are specifically within the control of the relevant cost centre manager.
12. A fundamental change in the way in which the HRA is financed has taken place from 2012/13; with the new “self-financing” regime resulting in the HRA taking on a debt at the end of March 2012 of £205 million. No repayment of the debt principal is planned for some years and the 2013/14 estimates include an amount for interest of £7.2 million. Whilst this is a considerable sum it is far less than the amount payable to the government would have been had the subsidy system remained.
13. In order to meet the new demands arising from the introduction of the self-financing regime and changes to the housing regulatory framework, a restructuring of the Affordable Homes Service has been implemented during this financial year. As a consequence, there has been an increase in the recharges to the HRA from the Staffing and Overhead Accounts; however, there has been a reduction in the direct costs of the sheltered service following the review of the way the service is provided.
14. The estimates have been prepared on the basis that rents are increased in line with the government’s rent restructuring scheme by which the government intends that rents throughout the social housing sector should be similar for similar properties.
15. The inflationary figure to be applied to this year’s rent, in line with the government’s guidance, is 3.1% (based on the September 2012 annual Retail Price Index increase of 2.6% plus 0.5%). To this must be added the amount, if any, required to move towards the target rent, which would bring average increase to 4.9% and the average rent £96 per week.
16. This level of increase has been assumed in the calculations by the government for the purposes of the self-financing settlement and, therefore, not to follow the guidance could result in future funding problems.
17. The service charges for both sheltered housing tenants and leaseholders are set to recover the actual costs of the individual schemes and are also weighted by the number of bedrooms meaning there are around 150 possible levels of charge.
18. The estimates have been prepared on the on the assumption that all the remaining HRA charges are increased in 2013/14 by 1.9%, which is figure used throughout the estimates for general inflation.
19. As in previous years, the minimum level of working balance included in the estimates is £2 million and £1 million has also been set aside for the self-insurance fund reserve.
20. The financial benefits of the self-financing regime mean that in 2013/14 revenue funding of over £4 million can be used to support capital expenditure together with a contribution of £2.5 million to the investment/debt repayment reserve.

CAPITAL ESTIMATES

- 21. A substantial HRA capital programme is attached at **Appendix B** this shows estimated expenditure rising to over £13 million a year on repurchase, re-provision, new homes and improvements.
- 22. Repurchase of HRA Shared Ownership Homes - Although the government allowed the Council to transfer most of its shared ownership properties to the General Fund there are still some remaining which the HRA is legally obliged to repurchase when requested by the leaseholder. This is, therefore, a very unpredictable budget.
- 23. Re-provision of Existing Homes - Several HRA properties are considered beyond effective repair/refurbishment and it is proposed that they are demolished and the sites used to build replacement homes with lower repair costs and greater fuel efficiency.
- 24. New Homes Programme -This is the new programme to acquire for and/or build HRA properties and thereby increase the number of social homes in the district. The Council has entered into an agreement with the government, whereby it can retain most of the receipts from Right to Buy (RTB) sales on condition that new social homes are provided; the alternative being that the amount reserved for this purpose is redistributed to fund building programmes in other areas.
- 25. Major Works and Improvements - This is the programme of investment in the Council's homes to ensure that the properties are modernised and maintained to a good standard and that the improvements identified as priorities by Tenants, such as disabled adaptations, are undertaken.
- 26. There has been a considerably more interest in the RTB scheme following the raising of the maximum discount last April and, as a consequence, it is estimated that there will be more capital receipts from this source; a portion of which can now be kept by the Council to provide new homes. This together with the increased availability of revenue funding has resulted in a greatly increased HRA capital programme being proposed.
- 27. The estimates have been prepared on the assumption that, as in previous years, wherever possible HRA capital receipts will be used to support General Fund capital expenditure.
- 28. In order that all significant capital items may be evaluated consistently throughout the Council, those items in the capital programme in 2013/14 or later that are over £25,000 in value are subject to the completion of a proposal form, for consideration alongside the capital programme being approved. Accordingly, the relevant proposal forms for the HRA are attached at **Appendix C (1-4)** for information.

Implications

29.

Financial	The financial implications are contained in the body of the report
Legal	There are no direct legal implications resulting from this report. The estimates show the financial effect of decisions that have already been made.
Staffing	There are no additional staffing implications resulting from this report

Risk Management	There do not appear to be any additional risk management implications resulting from this report.
Equality and Diversity	There are no direct equality and diversity implications resulting from this report. Equality and diversity issues will have been considered in the decisions which these estimates reflect.
Equality Impact Assessment completed	No As above.
Climate Change	There are no direct climate change implications resulting from this report. Climate change issues will have been considered in the decisions which these estimates reflect.

Consultations

30. The relevant cost centre managers, who are responsible for setting the level of their respective budgets and controlling the expenditure within them, have been consulted in the compilation of the estimate figures. Tenant consultation has taken place on spending priorities.

Consultation with Children and Young People

31. None

Effect on Strategic Aims

32. To determine the Housing Revenue Account revenue and capital budgets to provide the resources for the Council to continue its HRA services to achieve its strategic aims.

Conclusions / Summary

33. This report sets out the draft HRA revenue estimates for 2013/14 and draft HRA capital estimates for 2013/14 to 2017/18 for information.

Background Papers: the following background papers were used in the preparation of this report:

Estimates files within the Finance, Policy and Performance team
Draft Estimate Book

Contact Officer: Gwynn Thomas – Principal Accountant (Housing)
Telephone: (01954) 713074

Actual 2011/2012 £	HOUSING PORTFOLIO HOUSING REVENUE ACCOUNT	Estimate 2012/2013 £	Estimate 2013/14 £
6,865	EXPENDITURE	5,000	5,000
2,369,292	Premises Related Expenses	2,417,920	2,946,140
	Rents Rates etc.		
384,800	Administration (Net Expenditure)	462,060	385,950
(1,816)	Support Services (Net Expenditure)	(5,020)	(980)
86,675	Sheltered Housing	63,550	82,990
116,366	Alarms	105,880	119,610
7,077	Flats - Communal Areas	1,050	1,790
152,289	Outdoor Maintenance	254,500	280,750
0	Sewage	0	211,330
50,961	Tenant Participation	0	0
	New Homes Programme		
	Hostels for the Homeless		
	Other Expenditure		
1,178	Registration of HRA Land	1,500	1,500
3,012,857	Contribution to Housing Repairs Account	3,537,800	3,307,800
12,526,981	Payment to Government	0	0
29,695	Provision for Bad or Doubtful Debts	50,000	131,000
37,860	Contribution to GF re Floating Support Service	0	0
453	Deficit/(Surplus) re Building Maint. Contractor (DLO)	0	0
	Unallocated Recharges		
0	Estimated Recharges from Restructuring Proposals	560,000	0
0	Unallocated Vacancy Saving	(50,000)	(50,000)
316,835	Corporate Management	322,970	339,350
79,260	Democratic Representation Charge	83,510	80,960
99,400	Treasury Management Charge	27,900	28,840
16,063	Equality and Diversity	19,720	17,540
0	Transfer to Reserves	3,500,000	2,500,000
	Capital Charges		
59,119	Interest on Self Finance Debt	7,179,000	7,192,800
891,873	Revenue Funding of Capital Expenditure	1,611,450	4,032,310
3,334,144	Net Depreciation	5,512,300	5,541,800
<u>23,578,227</u>	TOTAL EXPENDITURE	<u>25,661,090</u>	<u>27,156,480</u>
	INCOME		
(23,547,577)	Gross Rent Income from Dwellings	(25,300,000)	(26,490,000)
(411,980)	Other Income	(370,000)	(360,000)
<u>(23,959,557)</u>	TOTAL INCOME	<u>(25,670,000)</u>	<u>(26,850,000)</u>
(381,330)	Net Cost of Services	(8,910)	306,480
(18,209)	Interest Receivable	(23,000)	(68,000)
(399,539)	Deficit/(Surplus) for the year	(31,910)	238,480
(2,290,419)	Working Balance brought forward 1st April	(2,291,040)	(2,721,870)
(2,689,956)	Working Balance carried forward 31st March	(2,322,950)	(2,483,390)
0	Investment/Repayment Reserve at 31st March	(2,500,000)	(5,000,000)
0	Self Insurance Reserve at 31st March	(1,000,000)	(1,000,000)
	Analysis of Total Net Expenditure		
(3,865,915)	Net Direct Income (including recharges to/from GF)	(3,071,690)	(3,441,910)
596,260	Unallocated Recharges	404,100	416,690
2,870,116	Recharges from Staffing and Overhead Accounts	2,635,680	3,263,700
<u>(399,539)</u>		<u>(31,910)</u>	<u>238,480</u>

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**CAPITAL PROGRAMME
HOUSING REVENUE ACCOUNT**
(at outturn prices)

Actual 2011/2012 £		Estimate 2012/2013 £	Estimate 2013/2014 £	Estimate 2014/2015 £	Estimate 2015/2016 £	Estimate 2016/2017 £	Estimate 2017/2018 £
	Capital Expenditure						
3,000	Purchase of Land	0	0	0	0	0	0
206,195	Repurchase of HRA Shared Ownership Homes	400,000	410,000	420,000	430,000	430,000	430,000
0	Re-provision of Existing Homes	0	0	1,390,000	1,440,000	750,000	750,000
0	New Homes Programme	0	3,000,000	2,750,000	3,300,000	3,300,000	3,300,000
4,105,660	Major Works and Improvements	6,753,750	8,144,160	8,270,000	8,480,000	8,630,000	8,630,000
<u>4,314,855</u>	HRA Capital Expenditure	<u>7,153,750</u>	<u>11,554,160</u>	<u>12,830,000</u>	<u>13,650,000</u>	<u>13,110,000</u>	<u>13,110,000</u>
	Financed by:						
0	Capital Receipts (only usable for housing)	0	(1,680,000)	(1,680,000)	(1,680,000)	(1,680,000)	(1,680,000)
(3,334,144)	MRA/Depreciation Reserve	(5,512,300)	(5,541,800)	(5,658,500)	(5,784,100)	(5,917,500)	(6,054,000)
(878,995)	Revenue	(1,611,450)	(3,932,360)	(5,461,500)	(6,155,900)	(5,482,500)	(5,346,000)
(101,716)	Other Grants and Contributions Receivable	(30,000)	(400,000)	(30,000)	(30,000)	(30,000)	(30,000)
<u>(4,314,855)</u>		<u>(7,153,750)</u>	<u>(11,554,160)</u>	<u>(12,830,000)</u>	<u>(13,650,000)</u>	<u>(13,110,000)</u>	<u>(13,110,000)</u>

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Proposals for HRA Capital Projects Greater than £25,000

(For inclusion in the draft Capital Programme for the financial years 2013/14 – 2017/18)

1	Service	Affordable Homes - HRA					
2	Service Manager	Anita L Goddard					
3	Brief Details of Proposal	Repurchase of HRA Shared Equity properties					
4. Costs (All £000s)		2013/14	2014/15	2015/16	2016/17	2017/18	Total gross cost
Financial Year in which expenditure is expected to be incurred		410	420	430	430	430	2,120
5	What is the estimated life expectancy of the asset related to the proposal?	In excess of 75 years					
6	What benefit will service users or residents experience as a result of the expenditure?	.The Council is legally bound by the terms of the lease to repurchase these properties from the leaseholder					
7	How many individuals/properties will benefit from the expenditure?	5/6					
8	What evidence is there of public, tenant and/or user support for the proposal?	Legal requirement					
9	Which of the 2013/14 aims, approaches and actions will the proposal address and how?						
10	How will performance indicators be affected?	N/A					
11	Is this expenditure required to enable the Council to meet a statutory requirement? If so, please give a description of the relevant requirement.	Within the terms of the lease it is a legal requirement					
12	What will be the implications for the Council of not proceeding with the proposed investment?	Land Tribunal action					
13	How could the same outcome be achieved without the proposed expenditure?	N/A					

14	Is there likely to be any external funding contribution? If so, from where? (Please attach a copy of any written confirmation)	N/A					
15. Contribution (£000s)		2013/14	2014/15	2015/16	2016/17	2017/18	Total contribution
Financial Year in which contribution is expected to be received							
16. Revenue impact (£000s)		Reason		2013/14	2014/15	2015/16	2016/17 2017/18
Estimated consequential financial impact on net revenue expenditure of the proposal		Additional: income expenditure					
		Reduction in: income expenditure					
		Total for year					
17	Are any revenue changes likely to continue after 2017/18? If so, please complete the attached schedule.						
18	Brief description of the reasons for any revenue changes shown in 16						

Proposals for HRA Capital Projects Greater than £25,000

(For inclusion in the draft Capital Programme for the financial years 2013/14 – 2017/18)

1	Service	Affordable Homes - HRA					
2	Service Manager	Anita L Goddard					
3	Brief Details of Proposal	To reprovide homes where the existing ones are beyond effective repair/refurbishment					
4. Costs (All £000s)		2013/14	2014/15	2015/16	2016/17	2017/18	Total gross cost
Financial Year in which expenditure is expected to be incurred			1390	1440	750	750	4330
5	What is the estimated life expectancy of the asset related to the proposal?	In excess of 100 years when reprovided					
6	What benefit will service users or residents experience as a result of the expenditure?	Sustainable homes					
7	How many individuals/properties will benefit from the expenditure?	Approximately 50					
8	What evidence is there of public, tenant and/or user support for the proposal?	Tenants find these homes to be very hard to heat resulting in fuel poverty and unhealthy homes					
9	Which of the 2013/14 aims, approaches and actions will the proposal address and how?						
10	How will performance indicators be affected?	N/A					
11	Is this expenditure required to enable the Council to meet a statutory requirement? If so, please give a description of the relevant requirement.	Ensuring our homes are wind and water tight					
12	What will be the implications for the Council of not proceeding with the proposed investment?	Housing stock that is not fit for purpose and any investment would not be value for money					
13	How could the same outcome be achieved without the proposed expenditure?	N/A					

14	Is there likely to be any external funding contribution? If so, from where? (Please attach a copy of any written confirmation)	No					
15. Contribution (£000s)		2013/14	2014/15	2015/16	2016/17	2017/18	Total contribution
Financial Year in which contribution is expected to be received							
16. Revenue impact (£000s)		Reason		2013/14	2014/15	2015/16	2016/17 2017/18
Estimated consequential financial impact on net revenue expenditure of the proposal		Additional: income expenditure					
		Reduction in: income expenditure					
		Total for year					
17	Are any revenue changes likely to continue after 2017/18? If so, please complete the attached schedule.						
18	Brief description of the reasons for any revenue changes shown in 16						

Proposals for HRA Capital Projects Greater than £25,000

(For inclusion in the draft Capital Programme for the financial years 2013/14 – 2017/18)

1	Service	Affordable Homes - HRA					
2	Service Manager	Stephen Hills/Schuyler Newstead					
3	Brief Details of Proposal	Acquisition of Land and Property					
4. Costs (All £000s)		2013/14	2014/15	2015/16	2016/17	2017/18	Total gross cost
Financial Year in which expenditure is expected to be incurred		3,000	2,750	3,300	3,300	3,300	15,650
5	What is the estimated life expectancy of the asset related to the proposal?	60+ years					
6	What benefit will service users or residents experience as a result of the expenditure?	Nominations to new affordable homes.					
7	How many individuals/properties will benefit from the expenditure?	Potentially 150 new homes could be built through this project					
8	What evidence is there of public, tenant and/or user support for the proposal?	Strategic Housing Market Assessment Housing Register Bids on Home Link Rolling programme of rural housing surveys					
9	Which of the 2013/14 aims, approaches and actions will the proposal address and how?	AIM C – we are committed to making South Cambs a place in which residents can feel proud to live					
10	How will performance indicators be affected?	PIs will be able to demonstrate the number of new affordable homes completed					
11	Is this expenditure required to enable the Council to meet a statutory requirement? If so, please give a description of the relevant requirement.	No					
12	What will be the implications for the Council of not proceeding with the proposed investment?	The council will likely use the funds to pay back the HRA debt to the government sooner					
13	How could the same outcome be achieved without the proposed expenditure?	Affordable units will still be delivered by partner housing associations. The units built from this HRA programme will be additional to that provided by our existing partners.					

14	Is there likely to be any external funding contribution? If so, from where? (Please attach a copy of any written confirmation)						
15. Contribution (£000s)		2013/14	2014/15	2015/16	2016/17	2017/18	Total contribution
Financial Year in which contribution is expected to be received							
16. Revenue impact (£000s)		Reason		2013/14	2014/15	2015/16	2016/17 2017/18
Estimated consequential financial impact on net revenue expenditure of the proposal		Additional: income expenditure					
		Reduction in: income expenditure					
		Total for year					
17	Are any revenue changes likely to continue after 2017/18? If so, please complete the attached schedule.						
18	Brief description of the reasons for any revenue changes shown in 16						

Proposals for HRA Capital Projects Greater than £25,000

(For inclusion in the draft Capital Programme for the financial years 2013/14 – 2017/18)

1	Service	Affordable Homes - HRA					
2	Service Manager	Anita L Goddard					
3	Brief Details of Proposal	Housing capital investment in the Councils stock to ensure key components are replaced, that homes are warm and affordable and that aids and adaptations are installed to ensure that tenants can live in their homes longer					
4. Costs (All £000s)		2013/14	2014/15	2015/16	2016/17	2017/18	Total gross cost
Financial Year in which expenditure is expected to be incurred		8,144	8,270	8,480	8,630	8,630	42,154
5	What is the estimated life expectancy of the asset related to the proposal?	In excess of 75 years					
6	What benefit will service users or residents experience as a result of the expenditure?	Maintain homes to a decent standard to allow tenants to live in them and pro-long the lifetime of the home					
7	How many individuals/properties will benefit from the expenditure?	5811 homes including 472 leaseholders					
8	What evidence is there of public, tenant and/or user support for the proposal?	Tenants inform the 5 year capital programme and annual refresh					
9	Which of the 2013/14 aims, approaches and actions will the proposal address and how?	We will make sure that South Cambridgeshire continues to offer outstanding and sustainable quality of life for our residents Improve housing opportunities for local people Encouraging low carbon and sustainable living					
10	How will performance indicators be affected?	Relet and void times					
11	Is this expenditure required to enable the Council to meet a statutory requirement? If so, please give a description of the relevant requirement.	Homes are required to be wind and water tight and some homes enable the Council to discharge its statutory duty to homeless households					
12	What will be the implications for the Council of not proceeding with the proposed investment?	The homes as an asset will fall into disrepair					
13	How could the same outcome be achieved without the proposed expenditure?	N/A					

14	Is there likely to be any external funding contribution? If so, from where? (Please attach a copy of any written confirmation)	N/A					
15. Contribution (£000s)		2013/14	2014/15	2015/16	2016/17	2017/18	Total contribution
Financial Year in which contribution is expected to be received							
16. Revenue impact (£000s)		Reason		2013/14	2014/15	2015/16	2016/17 2017/18
Estimated consequential financial impact on net revenue expenditure of the proposal		Additional: income expenditure					
		Reduction in: income expenditure					
		Total for year					
17	Are any revenue changes likely to continue after 2017/18? If so, please complete the attached schedule.						
18	Brief description of the reasons for any revenue changes shown in 16						

SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL

REPORT TO: Housing Portfolio Holder and Portfolio Holder
with responsibility for Equality and Diversity

AUTHOR/S: Executive Director, Corporate Services

23 January 2013

QUARTERLY EQUALITIES UPDATE (Q3 2012/13)

Purpose

1. To provide the Portfolio Holder with a quarterly update on equalities from October to December 2012.
2. This is not a key decision because the quarterly update is for information only and was first published in the June 2012 Forward Plan.

Recommendations

3. The Portfolio Holder is requested to note the contents of this report.

Reasons for Recommendations

4. The contents of this report is for information only.

Background

5. As an authority we are committed to eliminating discrimination and prejudice, and developing a culture which values difference, both in employment and service delivery. The Council has made great progress in its 'equalities journey' from a low base. We have worked hard to put in place a systematic programme for the completion and review of equality impact assessments within all services, developed new policies and schemes specific to equality and diversity, developed our equality mapping techniques, improved our equalities monitoring and developed consultation structures to allow all sections of the community to scrutinise and challenge performance.

Considerations

Equality Framework for Local Government

6. The Council was subject to a Diversity Peer Challenge on 13 and 14 October 2010 and successfully attained **Achieving** status on the Equalities Framework for Local Government.
7. The Council's **Achieving** status on the Equalities Framework for Local Government was a significant accreditation recognising our progress, which lasts for three years. It will then be necessary to seek re-accreditation at this level prior to October 2013 unless the Council feels ready for a peer challenge at the next level of the Framework - **Excellence**. Interestingly, the Council is able to provide sufficient evidence to more than a third of the baselines relevant to **Excellence** status on the Equality Framework for Local Government. This follows the Council's success of attaining corporate Customer Service Excellence accreditation in June 2011.

8. At its meeting on 24 October 2012, the Executive Management Team considered an interim assessment to inform progress against the **Excellent** level and recommendation for the Council to seek formal accreditation during 2013.
9. The overall findings of the interim assessment identify that the Council is in a strong position to be recognised as an **Excellent** authority on the Equality Framework for Local Government. However, some key areas for improvement have been identified, namely:
 - Harnessing Member intelligence about changing needs of communities;
 - Consistency of engagement across some protected characteristic groups; and
 - Need for a mechanism to assess current satisfaction levels with the working environment.
10. The Executive Management Team supported the recommendation in principle, subject to a more detailed analysis of the likely resource commitment required and greater understanding of the development areas identified and how these could be addressed using existing or new pieces of work. The assessment process will provide a clear focus through which to drive further service improvements, but would need to demonstrate positive outcomes without being an unacceptable burden on the staffing capacity available.
11. The Executive Management Team also designated Stephen Hills, Director of Housing as EMT Equalities Champion to act as Project Sponsor for the future accreditation work and chair project/steering group meetings
12. There is a 16-week lead-in for challenge bookings and documentation will need to be submitted six to eight weeks before the team come onsite. An indicative timescale for completion of the full assessment led by the Equality and Diversity Officer and supported by a project team (re-established Equality and Diversity Steering Group) is from December 2012 to July 2013.
13. The onsite challenge will take place over three days and the peer team will speak to a range of internal and external stakeholders, including partners, community and voluntary organisations, Members and employees to gain supporting information for the level claimed. The team may also visit community projects.

Single Equality Scheme 2012 - 2015

14. The Portfolio Holder adopted the new Single Equality Scheme 2012 – 2015 on behalf of the Council at his meeting on 21 March 2012. The Single Equality Scheme can be viewed via the following [link](#).
15. The Equality Objectives as set out in the Single Equality Scheme have been aligned with the Corporate Plan as agreed by Full Council on 23 February 2012. The Equality Objectives are as follows:
 - Improve service design, delivery and access by improving the way we engage with communities, use customers' feedback and develop our knowledge and understanding of our communities.
 - Identify, prioritise and deliver actions, which will narrow the gap in outcomes between disadvantaged groups and the wider community.
 - Foster good relations by promoting greater awareness and understanding between our communities.
16. The Equality Objectives will be reviewed on an annual basis in conjunction with the Corporate Plan review.

Equality Impact Assessments (EQIAs)

17. The programme of EQIAs for 2012/2013 focuses primarily on the new Corporate Plan and Council Actions. The programme for 2012/2013 will be enhanced further by the corporate forward plan and other relevant forward plans.
18. There was a corporate target in place to complete 40 EQIAs during 2011/2012. Whilst the target was not met, following subsequent analysis we are satisfied that all key service decisions during 2011/2012 have been impact assessed. A quantitative target for EQIA completion was not set during 2012/2013.
19. The EQIA process has been simplified and an initial 'screen' has been developed to determine whether a more detailed EQIA is required and, where it is, to allow services to focus more quickly on the live issues around equality impacts and how these contribute to positive service outcomes. The new process and templates was launched on 14 December 2012 and initial feedback has been very positive.

Stonewall Diversity Champions Programme

20. The Council has signed up to the Stonewall Diversity Champions Programme until February 2013. Stonewall's Diversity Champions programme is Britain's good practice forum in which employers can work with Stonewall, and each other, to promote lesbian, gay and bisexual equality in the workplace.
21. The Council has entered the Stonewall Workplace Equality index three years running and we have moved up 135 places in 2012 to 185th position nationally out of 363 organisations. This is compared to 320th in 2011 and 325th in 2010.
22. Due to competing resources and time constraints, the Council did not enter a submission for the 2013 Workplace Equality Index. As the focus during 2013/14 will be on the Equality Framework for Local Government, the Executive Management has decided that the Council will discontinue its membership of the Stonewall Diversity Champions programme after February 2013.

Equality and Diversity Steering Group

23. The Equality and Diversity Steering Group was disbanded on 15th September 2011. This was following a decision by the Executive Management Team to rationalise internal groups.
24. There was a concern that loss of this group has led to the removal of a valued forum for taking forward our equalities agenda such that momentum has been lost. The Executive Management Team has agreed to re-constitute the Equality and Diversity Steering Group to assist with the preparations for accreditation at the **Excellent** level of the Equality Framework for Local Government as detailed in the earlier paragraphs.

Equality and Diversity Consultancy

25. The Council's Equality and Diversity Officer still continues to support Cambridge City Council and Uttlesford District Council on a consultancy basis. The current consultancy arrangements are in place until June 2013.

Equality and Diversity Training for Councillors

26. The Council organised an 'Embracing Diversity for Councillors' training event on 29 November 2012. A total of 11 district Councillors attended the event in addition to Councillors from neighbouring authorities and Parish Councils.

Options

27. None.

Implications

28. Financial	All current equalities work is being taken forward from existing budgets.
Legal	The Council has a public responsibility to ensure that it adheres to legislative requirements in relation to equalities, which ensure that our services are open to, and, accessible by all our residents and reflect the diversity of our rural district.
Staffing	The Equality and Diversity Officer is responsible for mainstreaming equalities into the Council with the support of the Executive Management Team and Equalities Consultative Forum.
Risk Management	The Council could be successfully challenged over not complying with general equalities legislation or legislation specific to public and local authority bodies, <i>leading to</i> financial compensation payments and penalties, possible Equality and Human Rights Commission inspection, <i>resulting in</i> reduction in reserves available to support balanced MTFs, adverse publicity and effect on reputation. Actively pursuing the Excellent level of the Equality Framework for Local Government would provide further mitigation against the strategic risk (STR02) to a point where the Executive Management Team may wish to review its continuing inclusion on the Strategic Risk Register.
Equality and Diversity	The Council is committed to eliminating discrimination and prejudice, and developing a culture which values difference, both in employment and service delivery. Our commitment to equalities is based on the idea of equal life chances. This helps local authorities to develop an equal society for the community, which it serves. A Single Equality Scheme sets out our plans for making equality happen for people living in South Cambridgeshire.
Equality Impact Assessment completed	Ongoing as part of the Equality Objectives, which support the Corporate Plan actions. The development and publication of a Single Equality Scheme will help to ensure that decisions affecting the protected traits held by groups or individuals under anti-discrimination and equality legislation are considered and adopted in an appropriate and fair manner. As expected, the Single Equality Scheme will have a positive impact on people.
Climate Change	None specific.

Effect on Strategic Aims

29. The new Single Equality Scheme and its associated Equality Objectives have been aligned with Strategic Aims as set out in the Council's Corporate Plan.

Conclusions / Summary

30. Equalities work supports the achievement of all the Council's objectives. The Portfolio Holder is requested to note the contents of this report.

Background Papers: the following background papers were used in the preparation of this report:

Single Equality Scheme 2012 - 2015

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