

## APPENDIX C



# EQUALITY IMPACT ASSESSMENT

The Greater Cambridge Housing Strategy has been developed jointly between South Cambridgeshire District Council and Cambridge City Council. An Equality Impact Assessment has been completed using the City Council's format for both areas. No negative impacts have been identified.

## **Cambridge City Council & South Cambridgeshire District Council Equality Impact Assessment (EqIA)**

This tool helps the Councils 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.

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

Homes for our Future: Greater Cambridge Housing Strategy 2019-2023

**2) Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)**

Will be available at: <https://www.cambridge.gov.uk/housing-and-related-strategies> and <https://www.scambs.gov.uk/housing/housing-strategy/housing-strategy-and-policy/>

**3) What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?**

The Greater Cambridge Housing Strategy is a high level document that sets out the strategic direction for housing activity in Cambridge City and South Cambridgeshire District. Its purpose is to set the context as to how both councils aim to meet the housing challenges facing the area, setting out key priorities for action. It replaces the Cambridge City Council and South Cambridgeshire District Councils' individual Housing Strategy Statements 2017.

**4) Responsible Service**

Cambridge City Council – Housing Services

South Cambridgeshire District Council – Affordable Homes

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

Residents of Cambridge City and South Cambridgeshire District

Visitors to Cambridge City

Staff

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

- People living and/or working in Greater Cambridge
- Residents of all tenures

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

New

Major change

Minor change

Replaces the Cambridge City Council and South Cambridgeshire District Councils' individual

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

No

Yes (Please provide details):

Other council departments:

- Joint Planning Service
- Environmental Services (City) and Environmental Services (South Cambs)
- Community Services (City)
- Sustainable Communities and Wellbeing (South Cambs)
- Housing Development Agency (City)
- Housing Development (South Cambs)
- Housing Advice & Options (South Cambs)

A whole range of external partners, including:

- Registered Providers
- Housing developers
- Businesses operating locally
- Potential housing investors
- South Cambridgeshire Parish Councils
- Cambridgeshire County Council
- Neighbouring district councils
- Residents' Associations
- Council tenant and leaseholder representatives
- Greater Cambridge Partnership
- Cambridgeshire & Peterborough Combined Authority
- Cambridgeshire & Peterborough Clinical Commissioning Group
- Private landlords and letting agencies
- Cambridgeshire Home Improvement Agency
- Cambridgeshire Community Safety Partnership,
- Homelessness Strategy Implementation Group
- Voluntary groups working with vulnerable people
- Etc.

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

Cambridge City Council: Housing Scrutiny Committee 12th March 2019

South Cambridgeshire District Council: Overview & Scrutiny Committee 21<sup>st</sup> March 2019 and Cabinet 3<sup>rd</sup> April

**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?

- Demographic data
- National housing, income and other data
- Local housing needs data
- Consultation survey – individuals and interested groups

See links below as footnotes

### 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 - Any group of people of a particular age (e.g. 32 year-olds) , or within a particular age range (e.g. 16-24 year-olds) – in particular, please consider any safeguarding issues for children and vulnerable adults**

Younger people – POSITIVE IMPACT

Cambridge City in particular has a relatively young population compared to the rest of Cambridgeshire and many other parts of the country. People aged 24 and under, including students, make up around 37% of the City's population. Around 32% of the population in the City is aged 25-44, and 25% in South Cambs, compared with 27% in Cambridgeshire as a whole.

Younger people are finding it increasingly difficult to get on the housing ladder, having to remain longer with parents or in expensive private rented accommodation. In 2006/07 18% of households aged 16-34 were owner occupiers, falling to 9% in 2016/17. Around a third of households in the private rented sector are headed by a 25-34 year old. Our Housing Strategy should support younger people by

- Increasing the delivery of homes, including affordable housing, to meet housing need
- Working proactively with developers to secure provision of affordable housing through our local plans
- Carry out research to identify need and demand for high quality, purpose-built private rented sector housing (PRS)
- Providing choice to those aspiring to own their own home by increasing the range of intermediate housing products
- Working with local employers and other partners to get a better understanding of the housing needs of the local workforce; and South Cambs promoting housing for essential local workers
- Outlining our Local Plan requirements around provision of student accommodation in Cambridge City
- Outlining the City's Local Plan requirements around larger new Houses in Multiple Occupation (HMOs), and exploring the role new-build HMOs can take in South Cambridgeshire
- Recognising opportunities around entry level exception sites to provide homes suitable for first time buyers and for young families on middle incomes

## Older people - POSITIVE IMPACT

Despite Cambridge City having a relatively young population, the number of older people, as nationally, is growing. Between 2016 and 2036, the population aged 65 and over is expected to rise by around 9,610 people, from 16,200 to 25,810 (a 59% increase). In South Cambridgeshire numbers are expected to rise from £29,560 to £48,330 (a 63% increase).

The numbers aged 75 and over are expected to increase by 77% in the City (from 7,980 to 14,150) and 98% in South Cambridgeshire (from 13,120 to 25,950).<sup>1</sup> This means there are likely to be increasing numbers of people with complex health problems and disabilities, who may have different housing and service needs to other age groups.

There is a nationally recognised shortage of housing options for older people. One UK study found that 58% of people aged over 60 would consider moving at some point in the future.<sup>2</sup>

Good quality housing is well-recognised as a key factor in promoting health and wellbeing and supporting independent living, and moving towards more integrated services to prevent ill health and reduce dependence on health and social care services is high on the national and local agenda.

There are an estimated 1.2 million chronically lonely older people in the UK.<sup>3</sup>

The prevalence of dementia nationally amongst over 65s is 3.94% in Cambridgeshire, compared with 4.33% in England as a whole.<sup>4</sup>

Our Housing Strategy aims to:

- Prioritise building for an ageing population
- Promote a range of housing options to enable people to live safely and independently for as long as possible; including new and existing models of specialist and mainstream housing, and use of Local Lettings plans where appropriate to prioritise lettings to older people wanting to 'downsize' into new developments
- Explore the potential for a retirement village (SCDC)
- Future-proof new homes through design so that they can be easily adaptable to enable people to live independently in their own homes as they age
- Promote homes that are well located to services and facilities and well integrated into the community, where people of all ages can help support each other
- Work with the County Council to identify how we can support the provision of care homes, including places available for spot purchasing beds for those funded through social care
- Support providers of any new specialist accommodation in considering how it can help meet dementia need as well as the potential to help hospital discharge through the provision of intermediate care
- Consider scope for promoting self-build for households wishing to downsize where there is development potential within their own garden land within South Cambridgeshire, subject to Local Plan policy
- Continue to work with partners to improve the integration of housing, health and social care services, including the planning and delivery of new developments, reviewing how we deliver Disabled Facilities Grants (DFGs) and home adaptations, and supporting the county-wide 'Housing Options for Older People' project to help families make informed housing choices as they grow older
- Support people to develop digital skills and get online
- Help combat loneliness and isolation by promoting homes that are well located to services and facilities and well integrated into the community, where people of all ages can help support each other
- Explore opportunities for joint inter-generational work, particularly across the Councils' sheltered housing schemes

**b) Disability - A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities**

## **Disability – POSITIVE IMPACT**

### **DATA**

Census data suggests that around 13% of residents in Cambridge and 13.9% of residents in South Cambridgeshire have a long-term activity limiting illness.

More recent national data showed 22% of people nationally reporting a disability in 2016/17 (up from 19% in 2013/14) Although the Eastern Region showed a slightly lower than average disability rate at around 20%.<sup>5</sup>

Of those who reported a disability, 24 per cent nationally reported a mental health impairment in 2016/17, up from 20 per cent in 2014/15. Mental health impairments were most prevalent amongst working age adults.<sup>6</sup>

This is also reflected locally, with partners reporting an increase in the number of service users with mental health issues over recent years. For example: increasing numbers of rough sleepers with mental health problems, many of whom also have alcohol and substance misuse issues; and an increase in numbers of older people with dementia.

Mobility was the most prevalent impairment reported nationally. (FRS)

There is a nationally recognised shortage of housing for people with disabilities. For example: around 2% of the UK population are wheelchair users, yet 84% of homes in England do not allow someone using a wheelchair to get to and through the front door without difficulty. Around 15% of households containing at least one wheelchair user feel that their current home is not suitable for their needs, and needs adaptations.<sup>7</sup>

In 2011 around 24% of individuals living in social housing in Cambridge, and 25% in South Cambridgeshire had a long-term health problem or disability.<sup>8</sup> Nationally 50% of households in the social rented sector include someone with a long term illness or disability.<sup>9</sup>

Mobility issues are most prevalent amongst those of state pension age.<sup>10</sup>

People in families with disabled members are more likely to be in poverty than those with no disabled person in the family.<sup>11</sup>

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<sup>1</sup> Cambridgeshire County Council 2105-based population forecasts

<sup>2</sup> Demos Top of the Ladder, 2013

<sup>3</sup> Campaign to End Loneliness

<sup>4</sup> PHE Dementia Profile: Sep 2017

<sup>5</sup> Family Resources Survey 2016/17

<sup>6</sup> Family Resources Survey 2016/17

<sup>7</sup> Disability in the United Kingdom 2016 – Papworth Trust

<sup>8</sup> Census 2011

<sup>9</sup> English Housing Survey 2016/17

<sup>10</sup> Family Resources Survey 2016/17

<sup>11</sup> JRF Poverty rates in families with a disabled person

Nationally, 8% of hate crime offences recorded during 2017/18 were disability related.<sup>12</sup>

Through our Housing Strategy we will:

- Promote health and wellbeing through housing
- Assess the housing requirements of disabled people
- Ensure new developments provide appropriate housing for disabled people
- Increase the provision of housing for those on low incomes, including social housing
- Build new council homes, including a proportion of homes built to wheelchair standards
- Require affordable rents to be set at or below Local Housing Allowance rates to support those on low incomes
- Promote provision of new homes which are easily adaptable
- Work with partners to improve the integration of housing, health and social care services, including in the planning and delivery of new developments
- Implement the proposed Cambridgeshire-wide repairs and adaptations policy, reviewing how we deliver Disabled Facilities Grants and home adaptations, to help deliver health and social care outcomes
- Work with health and social care partners to develop a sustainable approach to revenue funding for our shared Home Improvement Agency
- Prevent rough sleeping, including implementing Cambridge City Council's Homelessness & Rough Sleeping action plan
- Work with partners to improve the integration of housing, health and social care and support service transformation
- Outlining our commitments to tackling poverty through Cambridge City's Anti-Poverty Strategy and South Cambridgeshire's Financial Inclusion Strategy
- Work with partners to ensure that there is appropriate support and provision available to meet increasing demand from those suffering with complex health issues
- Treat anti-social behaviour seriously and tackle hate crime to promote health and wellbeing, and continue to engage with the Cambridgeshire Community Safety Partnership

### **c) Gender Reassignment**

Gender reassignment: POSITIVE IMPACT

Transgender people are particularly likely to experience discrimination and be victims of hate crime; it is estimated that 2 in 5 trans people nationally have experienced a hate crime or incident because of their gender identity in the last 12 months.<sup>13</sup>

Transgender hate crime accounted for 2% of hate crimes recorded nationally in 2017/18.<sup>14</sup>

Through our Strategy we are committed to treating anti-social behaviour seriously and tackling hate crime to promote health and wellbeing, and will continue to engage with the Cambridgeshire Community Safety Partnership.

### **d) Pregnancy and maternity**

<sup>12</sup> Hate Crime England & Wales 2017/18 statistical bulletin

<sup>13</sup> Stonewall website: <https://www.stonewall.org.uk/lgbt-britain-hate-crime-and-discrimination>

<sup>14</sup> Hate Crime England & Wales 2017/18 statistical bulletin

Pregnancy and maternity: POSITIVE IMPACT

- Our Strategy requires provision of a mix of housing sizes, types and tenures, including family sized housing, which can have a positive impact on women and families during pregnancy and immediately after birth.

**e) Marriage and civil partnership**

No impact has been identified specific to this equality group.

**f) Race - The protected characteristic 'race' refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.**

Race: POSITIVE IMPACT

The UK poverty rate is twice as high for Black & Minority Ethnic groups as for white groups. Nationally, ethnic minority groups are more likely than White British households to spend a high proportion of income on rent, regardless of whether they live in social or private rented housing.<sup>15</sup>

However, the housing they live in tends to be of lower quality, especially among households of Pakistani origin, and overcrowding is more common, particularly among households of Bangladeshi origin.<sup>16</sup>

76% of hate crimes in 2017/18 were recorded as race hate crimes.

Our Gypsy & Traveller Accommodation Assessment 2016 identified a need for pitches for those residing in caravans who no longer travelled, as well as pitches to accommodate Travelling Showpeople.<sup>17</sup>

Local research has identified a range of issues experienced by asylum seekers and refugees residing in Cambridge who had arrived through their own efforts. These included: access to appropriate housing, and difficulties in understanding the complexities of the welfare system & accessing benefits.<sup>18</sup>

Our Housing Strategy includes provision for:

- Increasing the supply of housing that is affordable to those on low to median incomes
- Prioritising social and affordable rent as part of the wider mix of affordable housing
- Improving housing conditions for those on low incomes to promote health and wellbeing
- Improving management and conditions in the private rented sector
- Working to identify a site or sites for Gypsy & Travellers and Travelling Showpeople

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<sup>15</sup> Weekes-Bernard (2017), Poverty and Ethnicity in the Labour Market: Joseph Rowntree Foundation

<sup>16</sup> Cabinet Office (2017), Race Disparity Audit: Summary Findings from the Ethnicity Facts and Figures Website

<sup>17</sup> GTAA 2016 covered needs of Gypsies (including English, Scottish, Welsh and Romany Gypsies), Irish Travellers, New (Age) Travellers, and Travelling Showpeople.

<sup>18</sup> Cambridge Ethnic Community Forum (2016): A Report On Asylum Seekers & Refugees In Cambridge 2016

in South Cambridgeshire

- Continuing to develop partnership working with appropriate organisations to ensure that sufficient support is available for those at greatest risk in our communities, including asylum seekers
- A commitment to treating anti-social behaviour seriously and tackling hate crime to promote health and wellbeing, and will continue to engage with the Cambridgeshire Community Safety Partnership
- Supporting a number of activities being taken forward as part of Cambridge City Council's Anti-Poverty Strategy and South Cambridgeshire's Financial Inclusion Strategy

#### **g) Religion or Belief**

Religion or belief – POSITIVE IMPACT

9% of hate crimes nationally in 2017/18 were recorded as religious hate crime

Through our Strategy we will:

Treat anti-social behaviour seriously and tackle hate crime to promote health and wellbeing, and continue to engage with the Cambridgeshire Community Safety Partnership

#### **h) Sex**

Women: POSITIVE IMPACT

There remains a gender pay gap with women tending to earn less than men, and women are more likely than men to live in poverty. As a result, women are more likely to be eligible for social housing: 58% of social rented homes nationally are headed by a female Household Reference Person.<sup>19</sup>

Lone parent households are also more likely to be headed by women, again many of whom are on low incomes. For example; 24% of social housing households in England are lone parent households.<sup>20</sup>

Women are also considerably more likely to suffer from mental health issues. For example, nationally, around 1 in 5 women aged 18-64 reported symptoms of a common mental health disorder in 2014, compared with around 1 in 9 men; and 10% of women reported severe symptoms, compared with 6% of men.<sup>21</sup>

Women are more likely to have experienced domestic abuse than men (7.5% compared with 4.3% across England and Wales in 2017).<sup>22</sup>

Through our strategy we aim to:

- Increase the supply of housing that is affordable to those on low to median incomes
- Prioritise social and affordable rent as part of the wider mix of affordable

<sup>19</sup> National Housing Survey Social Housing Report 2016-17

<sup>20</sup> National Housing Survey Social Housing Report 2016-17

<sup>21</sup> Survey of Health and Wellbeing, England 2014

<sup>22</sup> ONS Domestic abuse in England and Wales: year ending March 2017

housing

- Promote delivery of new homes to meet the needs of an ageing population
- Improve the design, planning and development of new communities to help prevent mental ill health in large scale new communities
- Improve housing conditions to help support positive mental health outcomes
- Work with partners to improve the support available to people who need it, those with mental health issues and those experiencing domestic abuse
- Implement the proposed county-wide adaptations and repairs policy
- Promote digital inclusion
- Support a number of activities being taken forward as part of Cambridge City Council's Anti-Poverty Strategy and South Cambridgeshire's Financial Inclusion Strategy

#### Men: POSITIVE IMPACT

Rough sleeping is more common amongst men than women; in autumn 2017 it was estimated nationally that over 80% of rough sleepers were men.<sup>23</sup>

Cambridge City Council will:

- Implement and keep under review the council's Homelessness and Rough Sleeping Action Plan
- Deliver a number of 'Housing First' schemes on its own land, aimed at supporting single homeless people with multiple and complex needs

#### **i) Sexual Orientation**

Sexual orientation - POSITIVE IMPACT

It is estimated that 1 in 5 LGBT people have experienced a hate crime or incident because of their sexual orientation and/or gender identity in the last 12 months.<sup>24</sup>

We are committed to treating anti-social behaviour seriously and tackling hate crime, and will continue to engage with of the Cambridgeshire Community Safety Partnership.

#### **j) Rurality**

Rurality – POSITIVE IMPACT

With just over 100 villages within South Cambridgeshire District, a high priority for the Council is to promote vibrancy and sustainability to enable villages to grow and flourish through appropriate development supported by the local community.

Through our Strategy we aim to:

- Implement a programme for delivering homes on exception sites in our villages to provide affordable housing for local people
- Promote essential local worker housing so that residents can live close to where they work

<sup>23</sup> MHCLG Rough Sleeping in England Autumn 2017

<sup>24</sup> Stonewall website

- Work with communities to develop individual Village Design Statements
- Promote Neighbourhood Plans and community-led development
- Make use of entry-level exception sites, where appropriate, with a focus on first time buyers

Adopt a Joint Statement of Community Involvement (SCI) for Greater Cambridge to give parish councils' neighbourhood forums, residents, businesses and other groups the opportunity to have a say in how they want to be involved in guiding development

**k) 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**

Low income groups: POSITIVE IMPACT

People on low incomes are finding it increasingly difficult to find housing in Greater Cambridge. Local Housing Allowance (LHA) rates – which are used to calculate the amount of housing benefit which can be paid to claimants in private rented housing – are considerably lower than local rents.

For example, the Local Housing Allowance in Greater Cambridge for a two bedroom property at September 2018 is £149.31 per week, compared with local two bedroom private rents of £276 in the City and £206 in South Cambs; with the tenant having to make up the shortfall.<sup>25</sup>

The situation is likely to continue to worsen as rent levels continue to rise and working age benefits remaining frozen. Further welfare reforms are compounding the issue, including: social housing tenants receiving lower benefits if they are deemed to have 'spare bedrooms' (aka the 'bedroom tax'); reducing the overall amount of certain benefits that a household can receive (the 'benefit cap'); and the rolling out of Universal Credit as a single benefit payment made direct to tenants and required to be claimed online.

Through our strategy we will:

- Increase the supply of housing that is affordable to those on low to median incomes
- Prioritise social and affordable rent as part of the wider mix of affordable housing
- Require new social housing for rent to be let at or below Local Housing Allowance rates
- Provide and enable debt and other financial advice, and support tenants in applying for Universal Credit
- Promote digital inclusion to enable people, access employment, make savings on utility bills, apply for Universal Credit, etc. Support people to reduce their fuel and water bills
- Continue to lobby government around Universal Credit issues, and to align the local Broad Rental Market Area with actual rents
- Support a number of other activities being taken forward as part of Cambridge City

<sup>25</sup> Cambridge Sub-region Housing Market Bulletin Dec 2018 (from VOA and Hometrack)

Council's Anti-Poverty Strategy and South Cambridgeshire's Financial Inclusion Strategy

**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.)**

The action plan arising from the Strategy will be kept under periodic review, and equality impacts taken into account at the point of review.

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

**13) Sign off**

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

Helen Reed, Housing Strategy Manager, Cambridge City Council

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

Julie Fletcher, Head of Housing Strategy, South Cambridgeshire District Council

Date of EqlA sign off: 25 February 2019

Date of next review of the equalities impact assessment: April 2021

All EqlAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer. Has this been sent to Helen Crowther? YES

Yes

No

Date to be published on Cambridge City Council website: 28 February 2019

Date to be published on South Cambridgeshire District Council website 13 March 2019