

# 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 please contact the Community Equity Team at [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk).

Also, once you have drafted the EqIA please send this to [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) for checking.

## 1. Title of strategy, policy, plan, project, contract or major change to your service

The making of a Compulsory Purchase Order (CPO') which may be required to facilitate the redevelopment of the Hanover Court and Princess Court housing estate.

A draft EqIA was developed in March 2023 to provide an early indication of the potential direct, indirect and wider equality issues of the proposed redevelopment. This EqIA reflects updates in land acquisition and includes an assessment of the potential impacts for the remaining council tenants, leaseholders and private tenants at Hanover Court and Princess Court.

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

<https://www.cambridge.gov.uk/compulsory-purchase-orders>

<https://hanoverandprincess.co.uk>

<https://www.cambridge.gov.uk/housing-development>

<https://www.cambridge.gov.uk/affordable-housing-programme>

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

CPO powers may be required to acquire the remaining leasehold properties and obtain vacant possession of Hanover Court and Princess Court. Vacant possession is required to allow for the commencement of the demolition of both blocks and the associated parking garage (Newtown Garage). This EqIA considers the potential equality impacts, both negative and positive, associated with the Council's use of CPO powers to facilitate redevelopment.

### The Compulsory Purchase Order (CPO)

Compulsory Purchase Orders allow public bodies to acquire land or property without consent where it is necessary in the public interest. However, they can affect groups differently, especially those with protected characteristics under the Equality Act 2010.

## **Background**

The Council owns the Freehold of the Order Land. Since 2022, the Council has bought back 35 of the leasehold properties and supported 80 secure Council tenants to relocate from the estate. The Council is yet to acquire the properties of eight leaseholders of which six are resident leaseholders and two are non-resident leaseholders.

As far as the Council is aware, the two non-resident leasehold owned properties are let on assured shorthold tenancies (ASTs).

Of the six resident leaseholders, one has indicated that they may wish to remain on the estate and purchase a new build property and the Council is working with the leaseholder on options to facilitate this. Three of the remaining resident leaseholders have provided formal instructions to surrender their leases.

Following a rehousing process, only two secure Council tenants remain in occupation at Hanover Court and there are no secure Council tenants remaining at Princess Court.

The Council has made offers to purchase the homes of all remaining leaseholders. The Council has been in contact with the remaining eight leaseholders since 2022 but has yet to reach agreement with the leaseholders to purchase their homes. The Council will continue to engage and negotiate with the remaining leaseholders and attempt to rehouse the two remaining secure Council tenants.

The Council is committed to only using its CPO powers as a last resort action but now require certainty that the remaining privately owned leasehold interests can be brought into Council ownership and vacant possession of all the remaining properties can be obtained.

## **Engagement with residents**

The Council has engaged with residents on the estate since 2021, starting with outdoor events and a webinar to gain some initial feedback on the most favourable improvement route for the estate.

Surveys were issued to all secure Council tenants and leaseholders in November 2021. 39 responses were received, indicating a slight majority in favour of redevelopment or wanting further investigation of the options.

In January 2022, the Council approved further investigation of options for Hanover Court and Princess Court and a follow-up consultation with residents. A voluntary option to relocate from the estate was approved to allow interested secure Council tenants to move to either of the Council's new development schemes (referred to as Mill Road and Cromwell Road), due to the favourable location of each in relation to Cambridge city centre. Leaseholders were offered the option to sell their leasehold interest back to the Council. Compensation and disturbance payments were offered to both tenants and leaseholders.

A range of different engagement approaches followed, including letters to residents, drop-in sessions, a dedicated website, direct engagement with individuals across 114 of the properties, two steering group meetings and further consultation events held in August and September 2022. These were planned in consultation with the Council's elected Tenant and Leaseholder Representatives as part of a regular Consultation Working Group.

Following the consultation events in August and September 2022, 14 surveys were received (comprised of six secure Council tenants, five local residents, two resident leaseholders and one non-resident leaseholder). 11 respondents indicated that they would support the proposal to either renovate or redevelop the estate and one indicated that they were unsure. Respondents were asked which option they would prefer and eight indicated redevelopment and four indicated renovation.

An options appraisal was carried out by Jones Lang Lasalle (JLL) which considered four options for the estate: -

Option 1 – Do nothing

Option 2 – Retain the building in existing form and undertake essential repairs

Option 3 – Retain the building and retrofit to achieve enhanced energy standards

Option 4 – Redevelop the estate through the Cambridge Investment Partnership to provide mixed-tenure housing

The options appraisal recommended that the redevelopment option (Option 4) should be the preferred option and was consistent with the outcomes from the extended resident engagement process.

### **Relocation from the estate**

In early 2022, the Council's Regeneration Team commenced engagement with residents at Hanover Court and Princess Court to answer questions related to relocation from the estate. A range of engagement methods were used including drop-in sessions located in the estate garden room, home visits, online meetings and a dedicated telephone number and email address.

Since this time, the Council's Regeneration Team has been in regular contact with both tenants and leaseholders to discuss individual circumstances and respond to queries related to all aspects of the relocation and buyback process.

### **The Council's offer**

Secure Council tenants: -

- A secure Council tenancy of a home in their area of choice, where available, in the Cambridge City Council area or in a cross-partner area if they have local connection
- An offer based on 'like for like' unless housing needs have changed, for example a need for adapted property or a larger property for overcrowded households
- A priority move based on 'emergency' banding within the Council's Home-link choice-based lettings system
- Financial assistance to cover the costs of moving home
- Management and payment of removals, disconnection and reconnection costs
- A right of return
- Advice and support from a dedicated Regeneration Officer

Resident leaseholders: -

- Full market value based on a RICS market valuation
- A home-loss payment equal to 10 per cent of the market value agreed
- A disturbance payment to cover the reasonable costs of moving and purchasing a new home, such as Stamp Duty Land Tax (SDLT) and professional fees
- The offer to acquire through agreement where there is greater flexibility than if a property is acquired compulsorily
- Advice and support from a dedicated Regeneration Officer

Non-resident leaseholders: -

- Full market value based on a RICS market valuation
- A basic-loss payment equal to 7.5 per cent of the market value agreed
- A disturbance payment to cover reasonable reinvestment costs and reimbursement of professional fees
- The offer to acquire through agreement where there is greater flexibility than if a property is acquired compulsorily

- Advice and support from a dedicated Regeneration Officer

Private tenants: -

- Referral to the Council's Housing Advice Team
- Support to secure a new tenancy following a needs assessment, including eligibility for a housing duty
- Referral to the Council's Town Hall Lettings team to match the private tenant to a tenancy with a private landlord (the Council works with and vets the landlords to ensure the property is H&S compliant, is of a good standard and the rent is affordable) where there are suitable vacancies
- Advice and support from a dedicated Regeneration Officer

#### **4. Responsible Team and Group**

Cambridge City Council's Development Team.

**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):

Secure Council tenants, assured shorthold tenants, resident and non-resident leaseholders. Users of the existing parking garage associated with the housing estate who will be required to seek alternative parking arrangements.

**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:

Housing Management (City Homes) – contact with the remaining secure Council tenants to provide advice and guidance in relation to tenancy matters during the moving process, security of estate area and hoarding of properties

Housing Advice – to provide advice in relation to specific housing need that may need to be assessed prior to the letting of a suitable property

Asset Management – coordination of adaptations to meet specific housing needs

Finance – property purchases, processing of compensation and disturbance payments to qualifying tenants and leaseholders

3Cs Legal Services – surrender of leases during the buyback process and land title transfer

**8. 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?**

In undertaking both engagement and negotiation with leaseholders, the Council's Regeneration Team have become aware that some hold protected characteristics. There may be other protected characteristics that have not been identified, or which residents may not wish to disclose.

The Council has reviewed the following sources of data:

- Orchard Housing Management Database
- Individual assessments completed with residents
- HomeLink choice-based lettings
- Leaseholder negotiations

The Council has also referred to the [guidance](#) published by the Ministry of Housing, Communities and Local Government.

When undertaking negotiations to acquire leasehold interests, the Council works with all affected parties on an individual basis through either their advisor (where appointed, with reasonable costs reimbursed by the Council) or directly, paying particular attention to those who are vulnerable or have specific needs.

The Council has identified that the use of Compulsory Purchase Order (CPO) powers may potentially have a detrimental effect or disproportionate impact on persons who share a relevant protected characteristic, particularly individuals with disabilities/medical conditions and the elderly. These parties may face greater challenges in relocating and there will be greater importance placed on retaining existing support networks. The Council has balanced these potential equality impacts against the benefits of the redevelopment, and the benefits realised by these parties being relocated from unsafe to safe housing.

The Council has adopted several measures to mitigate the impact of relocation, including:

- Provision of a shared equity scheme for qualifying leaseholders, in accordance with the Council's Regeneration Policy, which is in excess of the statutory compensation entitlement
- Assistance and support in locating and securing suitable alternative accommodation
- Provision of compensation for special adaptations required for elderly or disabled leaseholders
- The housing assessment undertaken for secure Council tenants is in accordance with the Council's Public Sector Equality Duty (PSED) and ensures that a tenant is offered a new home suitable for their needs. For example, adaptations to properties for elderly or disabled secure Council tenants can be made by the Council prior to the tenant moving in or they can claim costs separately for adaptations
- Private tenants requiring and requesting assistance will be assessed by the Council's Housing Advice Team, should they not be eligible for assistance under the Council's Lettings Policy

## 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**

Data is held on residents but is not disclosed here for data protection.

Negative impacts:

- Older residents will normally be more settled and may require additional support when moving
- Specific medical needs which may make relocation more challenging
- There may be concern around any disruption to an existing care package (visiting carers at set times), particularly if an older resident lives on their own
- Older leaseholders may have difficulty transferring an existing mortgage
- Leasehold properties may have been modified over time (additional bedrooms, for example) and without the necessary consent in place, leading to difficulties in securing 'like for like' accommodation
- Older private tenants may find it difficult to secure affordable accommodation in the private sector

Positive impacts:

- The Council has a strong track record in successfully moving older secure Council tenants into homes of their choosing and into properties which meet their housing needs
- Relocating residents from substandard and unsafe housing represents a positive benefit for the affected parties

Mitigation for secure Council tenants:

- An assessment is undertaken as part of the HomeLink choice-based lettings process to identify housing needs
- The Council arranges an Occupational Therapist (OT) assessment for tenants when a need is identified and will liaise with Social Care to ensure care packages are adjusted where required
- The Council ensures reasonable adaptations are carried out within the new home in line with OT assessments
- Financial and resettlement support is provided
- Council tenants can choose their new home from a range of properties advertised, including new build properties and those located close to the immediate area, to minimise any increase in travel distances
- Older tenants have the option to move to sheltered housing, with the reassurance and support this can provide for those living alone

- Offer of floating support from the Council's Tenancy Sustainment Service
- Offer of floating support from the Council's Independent Living Service for older people

Mitigation for leaseholders:

- All leaseholders can instruct their own RICS valuer for negotiation purposes, with reasonable costs reimbursed by the Council
- Negotiations are undertaken with due regard to the Council's PSED obligations
- Provision of a shared equity scheme for leaseholders in accordance with the Council's Regeneration Policy
- Assistance and support in locating and securing suitable alternative accommodation
- Provision of compensation for special adaptations required for eligible elderly or disabled leaseholders
- Offer of specialist floating support from the Council's Independent Living Service for older people

Mitigation for private tenants:

- Due to the central location of Hanover Court and Princess Court, feedback from non-resident leaseholders suggests that most private lettings are short-term and for those intending to stay in Cambridge temporarily
- Private tenants requiring and requesting assistance will be assessed by the Council's Housing Advice Team, which may include a housing duty or matching to a tenancy with a private landlord following assessment

## **(b) Disability**

Data is held on residents but is not disclosed here for data protection.

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 as defined under Section 6 of the Equality Act 2010.

Consideration is also given to the 'social model of disability' (the disability charity Scope UK provides an explanation of the [Social Model](#)) when addressing access and other disability-related issues.

Negative impacts:

- Residents who have had their property adapted would be affected by having to move to another property
- Potential changes to tried and tested travel routes for those with mobility issues
- Residents may have difficulty navigating legal and housing documents
- Higher risk of misunderstanding rights or timelines

Positive impacts:

- The relocation process ensures that housing needs are met, including assistance with the re-provision of property adaptations or any new requirements
- The relocation of residents from substandard and unsafe housing is a positive



benefit, with relocation and adaptation costs met by the Council

Mitigation for all:

- Accessible communication formats (such as documents using plain language, large print, screen-reader accessible PDFs)
- Interpretation and translation support (including BSL, translation of written materials, telephone interpretation for 1-to-1 conversations in person or over the phone)
- Different channels for engagement (face-to-face conversations, video calls, phone calls arranged via text or email, text-based options such as email and SMS)
- Support with understanding and processing information via 1-to-1 support appointments, breaking down complicated processes into simple steps and providing opportunities to ask questions using preferred communication channels
- Use of support workers, family members and carers (with consent)
- Communication materials reviewed by Consultation Working Group (with Tenant and Leaseholder Representatives) to check plain language and use of visual aids
- Staff members to review on an ongoing basis and adjust approaches should there be a long-term illness, new diagnosis or age-related changes

Mitigation for Council tenants:

- The Council arranges OT assessments for tenants where a need is identified
- Reasonable adaptations are carried out in line with the OT assessment prior to the tenant moving into their new property
- Secure Council tenants can exercise choice in where they move via the HomeLink choice-based lettings system, including properties close to where they live when available
- Costs met of a full removals package including packing assistance where needed, alongside disconnection and reconnection of household appliances
- Redecoration and flooring costs met
- Specialist support provided by the Council's Tenancy Sustainment Service if required
- Advice and guidance from a dedicated Regeneration Officer assigned to the estate

Mitigation for leaseholders:

- All leaseholders can instruct their own RICS valuer for negotiation purposes, with reasonable costs reimbursed by the Council
- Negotiations are undertaken with due regard to the Council's PSED obligations
- Assistance and support in locating and securing suitable alternative accommodation
- Provision of compensation for adaptations required for disabled leaseholders
- Advice and guidance from a dedicated Regeneration Officer assigned to the estate

Mitigation for private tenants:

- Private tenants will be assessed by the Council's Housing Advice Team, and this will include consideration regarding any disabilities
- Following assessment, should the Council have a housing duty then this will include allocation into a suitable property
- Consideration will also be given to matching the private tenant to suitable properties in the private sector, following financial assessment

### **(c) Gender reassignment**

No impacts have been identified specific to this equality group.

Mitigation for all residents:

- All tenants have been offered support to move to a property of their choice, where properties are available, to ensure that local networks and support systems can be maintained
- Proximity to Addenbrookes Hospital (and existing public transport routes) can be maintained given the location of Council housing stock in Cambridge

### **(d) Marriage and civil partnership**

No impacts have been identified specific to this equality group.

### **(e) Pregnancy and maternity**

No impacts have been identified specific to this equality group.

The Council is not aware of any households at Hanover Court or Princess Court with pregnant mothers or families with newborn children in occupation. However, should any pregnancy and maternity needs be disclosed at a later date, the Council would ensure that adjustments can be made to meeting arrangements (to avoid any disruption to maternity services) and that this protected characteristic does not result in any missed opportunities or unfavourable treatment. The contact and support provided would be regularly reviewed throughout the protected period.

### **(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.**

No impacts have been identified specific to this equality group. Although limited data is held regarding the remaining tenants and leaseholders, the Council’s Regeneration Policy and Lettings Policy does not discriminate as it is based on a fair assessment of housing need prior to relocation.

Mitigation for all:

- Translation or offer of translation in place for all residents who do not speak English as their main language
- Translation and interpretation provision is available when specific tenant engagement and leaseholder negotiation is undertaken

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| <b>(g) Religion or belief</b> |
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| impacts have been identified specific to this equality group, however we hold very limited data. No aspect of the relocation process should prevent a resident from practicing their religion or faith. |
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| Mitigation for all: |
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| <ul style="list-style-type: none"><li>- Residents, particularly secure Council tenants, are provided with the opportunity to share information regarding their faiths/beliefs as part of the HomeLink assessment process</li><li>- All shared information will be used appropriately and sensitively to minimise disruption and maintain connection to places of worship during the relocation process</li></ul> |
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| <b>(h) Sex</b> |
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| No impacts have been identified specific to this equality group. |
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| <b>(i) Sexual orientation</b> |
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| Although very limited data is available, potential impacts include moving away from established communities or support networks, particularly with regard to safety and wellbeing. Young LGBTQ+ people may be disproportionately affected by instability. |
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| Mitigation for all: |
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| <ul style="list-style-type: none"><li>- All residents have been offered support to move to a property of their choice, where properties are available, to ensure that support networks can be maintained</li><li>- Property viewings can be undertaken on more than one occasion to support informed decision-making</li><li>- Communication to be handled sensitively and in confidence</li></ul> |
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| <b>(j) Other factors that may lead to inequality – in particular, please consider the impact of any changes on:</b> |
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| <ul style="list-style-type: none"><li>• <b>Low-income groups or those experiencing the impacts of poverty</b></li><li>• <b>People of any age with care experience – this refers to individuals who spent part of their childhood in the care system due to situations beyond their control, primarily arising from abuse and neglect within their families. The term “Care experience” is a description of a definition in law, it includes anyone that had the state as its corporate parent by virtue</b></li></ul> |
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of a care order in accordance with the Children Act 1989 and amendments.

- Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: [https://media.ed.ac.uk/media/1\\_159kt25q](https://media.ed.ac.uk/media/1_159kt25q)).

Low-income groups:

- Moving home is regarded as a change of circumstances for residents in receipt of benefits (including means-tested benefits such as Housing Benefit and Universal Credit). The Council has a financial inclusion team that provides dedicated advice in respect of Universal Credit and can support residents in completing change of address applications or in undertaking a trial calculation of benefit entitlement prior to any move.
- Although there is a cost impact during the relocation process, all reasonable costs are reimbursed or paid in advance by the Council to ensure that a resident does not face any financial hardship because of moving home.

**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.)**

To date, the Council has successfully rehoused 80 tenanted households (out of a total of 82) and purchased 35 leasehold interests. These include elderly residents that have a medical condition and/or disability where the rehousing programme may have the potential to have a negative impact. The relocation process has gone well and feedback from residents has been positive.

The Council's Regeneration Team will continue to apply this approach and apply mitigations to the potential negative impacts identified in this assessment.

**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: Andrew Johnson, Regeneration Manager, Cambridge City Council

Names and job titles of other assessment team members and people consulted: Lily Simmonite, Community Equity Officer; Keryn Jalli, Strategic Resettlement and Community Equity Lead

Date of EqlA sign off: 9<sup>th</sup> February 2026

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 the Community Equity Team at [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk)**