

Cambridge City Council Equality Impact Assessment (EqIA)

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

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equity and Community Power Manager at equalities@cambridge.gov.uk or phone 01223 457046.

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

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 to 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> (to be set up)

<https://hanoverandprincess.go.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')

The Council owns the Freehold of the Order Land. Since 2022, the Council has bought back

38 of the leasehold properties and supported 80 secure Council tenants to relocate from the estate. The Council is yet to acquire the properties of 7 leaseholders of which 5 are resident leaseholders and 2 are non-resident leaseholders.

As far as the Council is aware, the 2 leasehold properties held by non-resident owners are let on assured shorthold tenancies with notice having been issued to the remaining assured shorthold tenants.

Of the 5 resident leaseholders, 1 has indicated that they would like to remain on the estate and purchase a new-build property and the Council is working with the leaseholder on options to facilitate this. 3 of the remaining resident leaseholders have provided formal instructions to surrender their leases, and 1 has requested the allocation of a council tenancy, which is currently under consideration.

Of the non-resident leaseholders, 1 has given legal instruction to surrender their lease and 1 has instructed a valuer with the view to reaching settlement.

Following a rehousing process, only 2 secure Council tenants remain in occupation at Hanover Court although one of these is in the process of moving. 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 engaging with the remaining 7 leaseholders since 2022 but has yet to reach agreement with all leaseholders to purchase their homes. The Council will continue to engage and negotiate with the remaining leaseholders and will ensure that suitable alternative accommodation is provided for the remaining secure Council tenant.

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 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 6 secure Council tenants, 5 local residents, 2 resident leaseholders and 1 non-resident leaseholder). 11 respondents indicated that they would support the proposal to either renovate or redevelop the estate and 1 indicated that they were unsure. Respondents were

asked which option they would prefer, and 8 indicated redevelopment and 4 indicated renovation.

An options appraisal was carried out by Jones Lang Lasalle (JLL) which considered 4 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. Direct access was provided to Council Officers via drop-in sessions on the estate, home visits on request and dedicated telephone and email addresses for any discussions or queries to be raised regarding housing needs and the leaseholder buyback process.

The Regeneration Team has contacted resident and non-resident leaseholders on several occasions (based on the leaseholder's preference, such as home visits, email, telephone call or online meeting) to discuss the sale of their homes or properties and their preferred options for relocation.

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 reasonable costs of moving and purchasing a new home, such as Stamp Duty Land Tax and mortgage redemption fees
- Reimbursement of professional fees
- 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 professional fees and reinvestment costs
- 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
- Working with private tenants to support them to secure a new tenancy, having explained and reviewed their options, including eligibility for a housing duty
- Where there are suitable vacancies, working with 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)
- Advice and support from a dedicated Regeneration Officer

4. Responsible service

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

Delegated authority to the Strategic Director to commence Compulsory Purchase Order proceedings on leasehold properties, should this be required to enable the redevelopment to proceed, was given at the Council's Housing Scrutiny Committee on 14th March 2023.

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?

In undertaking both engagement and negotiation with leaseholders, the Council's Regeneration Team have become aware of protected characteristics (that some or many)

leaseholders have. 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

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. People over 55, however, make up the highest proportion of leaseholders.

Negative impacts:

- Older residents will normally be more settled as they may have lived in their homes for longer and may require additional support when moving
- Older residents are more likely to have disabilities or impairments, and 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
- Leasehold properties may have been modified over time in relation to disability/ impairment, leading to difficulties in securing 'like for like' accommodation
- Older private tenants may find it difficult to secure affordable accommodation in the private sector as sole income may be limited to pension only

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 as this can improve safety to reduce risk of injury or negative health impacts that may cause or exacerbate existing health conditions that older people may be more vulnerable to

Mitigation for secure Council tenants:

- An assessment is undertaken as part of the HomeLink choice-based lettings process to identify housing need
- 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 in 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 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 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 eligible older 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 a financial assessment

(b) Disability

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

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 and other impairments, and general accessibility and access to facilities and spaces within wheeling or walking distance outside the home
- Stress of moving may exacerbate existing mental health conditions
- Residents with learning difficulties may require further communication and engagement regarding the relocation process

Positive impacts:

- The relocation process ensures that housing needs are met, including assistance with the re-provision of property adaptations
- The relocation of residents from substandard and unsafe housing is a positive benefit, with relocation and adaptation costs met by the Council. This can have a positive impact in improving mental health and prevent risk of exacerbating existing health conditions or disabilities.

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 are able to exercise choice in where they move via the HomeLink choice-based lettings system, including properties close to where they live and/or access to safe transport routes
- 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, to support all aspects of the moving process such as taking meter readings, setting up bills and changes of address, together with making any arrangements to be safe in the home, such as personal alarms in the event of an emergency / fall in the home
- 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

Although we hold very limited data, there is no disproportionate impact identified.

Mitigation for all residents:

- All tenants have been offered support to move to a property of their choosing, 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
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(d) Marriage and civil partnership

No disproportionate impact identified.

(e) Pregnancy and maternity

No disproportionate impact identified. The Council is not aware of any households at Hanover Court or Princess Court with pregnant mothers or families with newborn children in occupation.

(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 disproportionate impact identified. Although limited data is held regarding the remaining tenants and leaseholders.

Mitigation for all:

- Translation and interpretation or offer of this is 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

(g) Religion or belief

No disproportionate impact identified however we hold very limited data. No aspect of the relocation process should prevent a resident from practicing their religion or faith.

Mitigation for all:

- Residents, particularly secure Council tenants, are provided with the opportunity to share information regarding their faiths/beliefs as part of the HomeLink assessment process
- All shared information will be used appropriately and sensitively to minimise disruption and maintain connection to places of worship during the relocation process
- Proximity to places of worship will be a key consideration when identifying suitable properties for relocation

(h) Sex

No disproportionate impact identified.

(i) Sexual orientation

Although very limited data is available, there is no disproportionate impact identified.

(j) Other factors that may lead to inequality – in particular, please consider the impact of any changes on:

- **Low-income groups or those experiencing the impacts of poverty**
- **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).**

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, with one of the remaining tenants in the process of moving) and purchased 38 leasehold interests. These include older 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?

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 people with some protected characteristics, particularly individuals with disabilities/medical conditions and older people. 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 a number of 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 older and/or disabled leaseholders
- The housing assessment undertaken for secure Council tenants is in accordance with the Council's PSED and duty to make reasonable adjustments relating to disability and ensures that a tenant is offered a new home suitable for their needs. For example, adaptations to properties for older or disabled people 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

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: Helen Crowther, Equity and Community Power Manager, Cambridge City Council

Date of EqlA sign off: 25 June 2026

Date of next review of the equalities impact assessment: 28 September 2026

Date to be published on Cambridge City Council website: 26 June 2026

All EqlAs need to be sent to Helen Crowther, Equity and Community Power Manager at equalities@cambridge.gov.uk.