



East Cambridgeshire District Council

HOUSING STRATEGY

People of black and minority ethnic origin
Gypsies and Travellers
Migrant workers

Contents

		Page No
	Executive Summary	3
Chapter 1	Introduction	4
Chapter 2	National context	5
Chapter 3	Regional and sub regional context	10
Chapter 4	Local context	12
Chapter 5	Ethnic Profile of East Cambridgeshire	16
Chapter 6	Housing service data – who is using the services?	30
	References	34
	Strategic objectives and Action plan	

EXECUTIVE SUMMARY

East Cambridgeshire has a small BME population relative to the rest of Cambridgeshire. It is very diverse population and there is little clear information about their housing conditions and the way they interact with the services of the council and housing associations.

East Cambridgeshire District Council recognises that understanding the needs of the different groups which make up the local population is critical to the delivery of high quality public services and that as a major employer and service provider it has a duty and a legal responsibility to promote equality of opportunity.

This document aims to examine what is known about the housing issues facing BME groups, migrant workers and gypsies and travellers, and to set an action plan for meeting identified needs. It sets out the local and regional context for the strategy, a demographic profile of the district and then looks at access to the Council's housing services and develops an action plan to improve access to services for BME groups and migrant workers.

The BME housing strategy identifies gaps in knowledge about the needs and wishes of the diverse ethnic minority community in East Cambridgeshire. The main aim of the action plan is to fill these gaps in knowledge to gain a clear picture of how BME and other groups are accessing housing services and to find out whether any specialist services are required. Any requirements identified will be followed up in the action plan review and added to the Council's service planning process.

Chapter 1

Introduction

East Cambridgeshire District Council recognises that understanding the needs of the different groups which make up the local population is critical to the delivery of high quality public services and that as a major employer and service provider it has a duty and a legal responsibility to promote equality of opportunity.

The Council believes that everyone has the right to be treated with dignity and respect. This applies not only to our workforce but also in the way in which we deliver our services to the local community. The Council seeks to create an environment in which services and employment are provided without fear of discrimination.

This strategy is East Cambridgeshire's first BME housing strategy. It has been written in consultation with Hereward Housing, the Citizens Advice Bureau and other legal advisors, district and county Councils of the Cambridgeshire sub – region, and members of East Cambridgeshire District Council. Use has been made of research and distillations of the statistics from the national census carried out and published by Cambridgeshire County Council Research team, without whom this would not have been possible. The document aims to examine the housing issues facing BME groups, migrant workers and gypsies and travellers, and to set an action plan for meeting identified needs. It sets out the local and regional context for the strategy, a demographic profile of the district and then looks at access to the Council's housing services and develops an action plan to improve access to services for BME groups and migrant workers.

For the purposes of this document *BME residents* are classified as those who fall into the following groups in the census:-

- White and black Caribbean - mixed
- White and black African – mixed
- White and Asian – mixed
- Other – mixed
- Indian – Asian or Asian British
- Pakistani – Asian or Asian British
- Bangladeshi – Asian or Asian British
- Other – Asian or Asian British
- Black Caribbean – black or black British
- Black African – black or black British
- Other – black or black British
- Chinese – Chinese or other ethnic groups
- Other ethnic group – Chinese or other ethnic group

Gypsies and Travellers are a significant group within East Cambridgeshire and are included in the CRE's definition of racial groups. They are dealt with in a separate chapter in this strategy as they have needs which are quite distinct from those of other ethnic groups.

This strategy also incorporates a study of the needs of *migrant workers* in the district who may not fall into the above group and recommendations arising from this.

Chapter 2

National context

Duties on public bodies to eliminate racial discrimination and promote good race relations are enshrined in law. These laws have been strengthened over time.

Race Relations Act 1976

This act makes it unlawful to discriminate against people on grounds of race and defines four main types of discrimination:

- Direct
- Indirect
- Victimisation and
- Harassment

Direct discrimination is:

Where a person is, or would be, treated less favourably than others who are in the same or similar circumstances as a result of their sex, age, marital status, disability, sexuality, colour, religion, race, ethnic origin or trade union membership.

Indirect discrimination is:

Where a requirement or condition is applied to everyone, but in practice forms a greater obstacle to one group than another and which cannot be justified in the circumstances.

Victimisation is:

Where a person is treated less favourably than another because of a personal dislike or because they have brought proceedings, given evidence, or complained about the behaviour of someone who has been harassing or discriminating against them.

Harassment is:

Behaviour that is unwelcome, unreciprocated and offensive to the recipient. Such behaviour includes comments, actions, jokes or suggestions that might create a stressful working environment. It can be intimidating, embarrassing, very unpleasant and/or threatening. It can be in the form of physical contact, verbal or non-verbal (such as printed material).

The Race Relations (Amendment) Act 2000

The Race Relations (Amendment) Act 2000 came into force in April 2001 and strengthens the 1976 Act. It arose in part due to the Stephen Lawrence inquiry and has been targeted at the public sector. It places new duties on public authorities:-

- To eliminate unlawful racial discrimination
- To promote equality of opportunity between persons of different racial groups and
- To promote good relations between persons of different racial groups

Authorities are expected to consider the implications for racial equality in everything they do. The aim of the duty is to make the promotion of racial equality central to the work of public authorities. The general duty also expects public authorities to take the lead in promoting equality of opportunity and good race relations and preventing unlawful discrimination. In practice this means that public authorities must take account of racial equality in the day-to-day work of policy making, service delivery, employment practice and other functions.

The Macpherson Report

The Macpherson report, which followed the Stephen Lawrence enquiry, also defines *institutional racism* as:-

“ the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. Institutional racism is distinguished from bigotry or racial bias of individuals by the evidence of systemic pervasive and habitual policies and practices that have the effect of disadvantaging certain racial or ethnic groups. Race-based discrimination in housing, employment, education and bank lending, for example, are all forms of institutional racism. Institutional racism is often functionally integrated; that is, the disparate elements of racism and bigotry in institutional racism function in an integrated manner, as part of a gestalt.”

Race Equality Scheme (RES)

The Race Relations Act 1976 (Statutory Duties) Order 2001 set out a duty for public bodies to prepare and publish a race equality scheme. This document should cover all relevant functions in one single framework with an associated action plan; the document should summarise the approach to race equality and how it fits into corporate objectives. The RES should include elements required by law and these are:

- List the services that are relevant to the general duty
- Assess and monitor services to ensure that they do not adversely affect some communities
- Deal with the issues if evidence shows that services are not in line with the general duty
- Consult the general public and involve ethnic minorities
- Deal with complaints about the way it is meeting the duties or about racial equality
- Publish the results of assessment, consultations and monitoring
- Make sure that everyone can access information about services
- Ensure that staff understand the duty; and
- Review the scheme

East Cambridgeshire District Council's RES can be found on the Council's website as the "*Corporate Equality Policy and Action Plan*". Housing services were reviewed in 2004 as part of this plan.

CRE Draft Code Of Practice On Racial Equality in Housing

The Commission for Racial Equality has released a draft code of practice for housing to replace the old code of practice in rented housing. When it is finalised it will be a statutory code which people can use as evidence in cases brought under the Race Relations Act.

The code gives advice on housing organization can avoid unlawful racial discrimination and promote good race relations. It covers nine areas of housing:-

1. governance and the role of government bodies
2. new and improved housing, rented and non- rented
3. sales and lettings
4. neighbourhood development and community cohesions
5. mortgage lending and insurance
6. tenancies and housing management
7. racial harassment and anti social behaviors
8. contractors and procurement
9. involvement of residents and tenants

For each of the nine sections there is a list of main outcomes that housing organisations should be working towards. Gaps in this assessment have informed the action plan for this strategy.

Housing Corporation Regulatory Code

The Housing Corporation's regulatory code requires that housing associations must demonstrate their commitment to equal opportunity when carrying out all their functions. They must work towards the elimination of discrimination and demonstrate an equitable approach to the rights and responsibilities of all individuals. They must promote good relations between people of different racial groups.

The association must be fair in its dealings with people, communities and organisations with which it has relationships and take into account the diverse nature of their cultures and backgrounds.

The governing body of the Housing Corporation has adopted an equalities and diversity policy that covers all aspects of equalities and includes race, religion, gender, marital status, sexual orientation, disability or age.

In relation to black and minority ethnic (BME) people, the policy incorporates targets associations should set in the following areas:

- Lettings are proportionate to BME housing need, or census data where this information is deficient, in the area where the association has homes. An association specialising in particular client groups establishes different targets based on ethnicity data available for such groups.
- Tenant satisfaction: is at least as high as for non-BME tenants.
- Racial harassment is dealt with effectively: the association establishes targets for reporting, victim support and satisfaction and action taken against perpetrators.
- The proportion of BME new appointments and re-appointments to the governing body is the same as under 'Lettings' above.

- New appointments and promotions among the staff achieve the same levels of representation, at all levels of the organisation, as under the application of the 'Lettings' criteria.
- Representation in tenants/residents associations reflects the ethnic mix of the association's tenants in the relevant area.
- As a criterion for award of work or contracts and a condition of doing business, associations should pass on requirements in respect of staffing, customer satisfaction and dealing with racial harassment (set out above) to their consultants, contractors and suppliers.

DTLR (2001) Addressing the Housing Needs of Black and Minority Ethnic People: A DTLR (Housing Directorate) Action Plan

This Action Plan complements the 2000 Housing Green Paper statement by setting out what the(now) DCLG is doing to address the housing needs and aspirations of black and minority ethnic groups across a range of housing responsibilities and activities. The Plan is 'owned' by DCLG, but the Department states that it "*will be looking to local authorities, Registered Social Landlords (RSLs), and other housing service providers to do their part.*"

Audit Commission Key Lines of Enquiry

The Housing Inspectorate have produced a number of key lines of enquiry that inform their assessment and measurement of housing services. Whilst many of the key lines of enquiry impact upon BME housing provision and services, the most directly applicable is No.31 Diversity Lines of Enquiry. This enquiry covers the following broad areas:

- Corporate culture and Governance
- Access to customer services
- Service user involvement
- Partnerships
- Harassment and domestic violence

The ODPM Code of Practice for Social Landlords in tackling Racial Harassment

This sets out the action that all social landlords should take to prevent racial harassment, to ensure that racist incidents are reported, to support tenants and their families when harassment occurs and to take action against perpetrators

The Housing Act (2004)

The Act requires local authorities to include Gypsy and Travellers in local housing needs assessments and to demonstrate how these needs are being met.

The Local Government Equality Standard

This Standard provides a tool for local authorities to ensure that gender, race, and disability equality outcomes are mainstreamed into all local authority strategies, policies and practices.

Home Office (2005) Improving Opportunity, Strengthening Society

This is the government's race equality and community cohesion strategy. It sets out the Public Service Agreement targets to monitor and reduce race inequalities between 2005 and 2008 with specific objectives of reducing perceptions of discrimination in public services, including housing.

Human Rights Act 1998

Local authorities are legally required to consider the impact of people's human rights when setting policies and making decisions.

Chapter 3

The Regional and Sub-Regional Context

The East of England Regional Housing Strategy targets some housing investment funding on BME communities and identifies a number of aims in regard to housing for Black and Minority Ethnic (BME) communities:-

- Households from BME communities should have the same level of access to housing as the wider community in the East of England. However, research in a few areas of the Region has demonstrated that this is not always the case. Part of the problem is the variety of factors which lead to members of BME communities effectively not being able to exercise the same choice in housing. Other culturally specific factors can lead to special housing needs for which there is simply insufficient provision.
- Since the Regional Housing Strategy aims to ensure that all people in the East of England have access to good housing it proposes that, wherever appropriate, specific investment should be targeted on BME needs where these would not otherwise be addressed.
- The implementation of this policy will be challenging, given the poor quality of information generally available on this issue; it also demands that housing providers and enablers develop better channels of communication with the communities whose needs are not being heard. This is evidenced in the poor response of recent years to regional initiatives inviting bids for schemes to be funded under this theme.
- Until a better regional evidence base has been developed, it is proposed that up to 3% of investment is allocated under this theme.

The Study into the Housing Needs of Black and Minority Ethnic Communities in the East of England

In furtherance of the aims described above the Housing Corporation, the Government Office for the East of England, (GO-East) and the East of England Regional Assembly (EERA) have jointly commissioned research into the housing needs of Black & Minority Ethnic (BME) Communities. This is one of the actions contained in the Regional Housing Strategy, which identifies the limited baseline data available in the region. The initial research was carried out by the Centre for Regional Economic and Social Research at Sheffield Hallam University and the report was published in Autumn 2006. This study identified gaps in the evidence which enables public authorities to properly plan for black and ethnic minority communities. Its main findings were:-

- The evidence base in relation to the housing needs of BME communities in the East of England is patchy, despite a statutory and regulatory framework that requires robust ethnic monitoring processes
- There is a need to implement a research methodology that will fill in the gaps in the existing evidence base and capture the dynamism, disaggregation and diversity of the BME population in the region

- The research methodology requires local action and engagement from all housing providers to enable a consistent, bottom-up approach that is linked to sub-regional and regional activities
- This combined activity will produce a much stronger evidence base to support the Regional Housing Strategy

The study makes the following recommendations:

1. All housing providers in the region should ensure that they are fully meeting their statutory and regulatory requirements
2. All housing providers in the region should seek to implement related codes of practice and guidance
3. All housing providers in the region should assess their BME monitoring and research activities against the Tips and Pitfalls Checklist in this report
4. All housing providers in the region should introduce monitoring and recording systems that are consistent and compatible with those of other organisations and that include postcode and ethnicity details
5. Discussions should be held with partner agencies and organisations to ensure that postcode and ethnicity categories are recorded in datasets and to develop protocols that would enable this data to be shared with regional housing agencies. Priority should be given to health and education datasets
6. All housing providers in the East of England should implement the research methodology set out in this report

Chapter 4

The Local Context

The Council's Corporate Objectives are: -

- to actively manage sustainable growth, that will benefit the whole community for the next 10 years,
- to provide high quality services that protect, enhance and develop the quality of life through the effective and efficient user of resources for everyone in East Cambridgeshire
- to work in partnership to implement the community strategy and to foster a united, participating and informed community

In recognising this Council is mindful of its role as community leader, employer and provider of services to a community, which is changing rapidly, and in which in-migration is having a significant effect.

Corporate Equality Policy And Action Plan

East Cambridgeshire District Council is responsible for providing all members of the community with high quality, value for money services in a fair way. It recognises that unfair treatment is morally wrong, unlawful and bad business practice. The Council's comprehensive Corporate Equality Policy and Equality Action Plan formalises the Council's commitment to providing high quality service, underpinned by equality for all service users and those employed to deliver them.

The policy and action plan has been developed in accordance with the 'Equality Standard for Local Government' produced by the Employers' Organisation. This standard provides a framework which ensures that equality is a central issue to all aspects of Council activity. By incorporating the Equality Standard, the Council will:-

- Improve equality practice at both corporate and departmental level;
- Provide services fairly to all sections of the community;
- Identify the needs/requirements of the community;
- Assess the impact of Council policies and procedures on the community;
- Consult with all members of the community;
- Be aware of the community and workforce profile (including profile of service users);
- Operate fair employment policies and procedures

The policy and action plan also incorporates the statutory, general and specific duties of the Race Relations (Amendment) Act 2000.

The Council believes that everyone has the right to be treated with dignity and respect. This applies not only to our workforce but members of our community and anybody to whom we deliver our services. The Council understands the importance of creating an environment in which services and employment are provided without fear of discrimination and is firmly committed to eliminating unfair discrimination, harassment and victimisation on the grounds of:

- Race
- Gender
- Disability
- Marital and family status
- Sexual orientation
- Transsexual/Transgendered
- Religion or belief
- Age
- Nationality
- Ethnic origin
- Trade union membership

We recognise that the above list is not exhaustive and that there are other forms of discrimination that should not be tolerated. The Council is committed to help those who are disadvantaged within the resources available, to ensure that we are a fair and equal employer and to work to ensure that every resident has a good quality of life

Equality Standard

The housing aid and advice service at East Cambridgeshire District Council are piloting an initiative to put guidance and signposting to translation services in the main minority languages on the back of all standard letters from 2006. This is being monitored by the equalities group at the Council.

Community Strategy

The East Cambridgeshire Community Strategy is a key local strategy document. It seeks to co-ordinate the strategies and objectives of voluntary, community and public sector organisations operating in the district. It was produced in 2004 by the East Cambridgeshire Local Strategic Partnership, which consists of representatives from various groups.

Cambridgeshire Local Area Agreement (LAA)

This agreement is between all the local authorities in Cambridgeshire. It has a number of aims and associated targets for improved performance in a wide range of areas of policy. Within the Block 2 "*Safer and Stronger Communities*" outcome it aims to promote diverse and inclusive communities free from discrimination and disadvantage

In order to do this targets have been set in the following three areas:-

1. To increase the number of people who agree or strongly agree that their local community is a place where people from different backgrounds and communities can live together harmoniously by 1% each year. As part of this the LAA will coordinate initiatives addressing the needs of communities such as migrant workers and travelers and develop a cross-organisational joined up approach to community cohesion
2. To reduce the number of racial incidents recorded by the local authority per 100,000 population (Best Value Performance Indicator 174) to 50 by 2008. As part of this the LAA will ensure services recognise the needs of black and minority ethnic groups and roll out internal Equality Impact Assessment

Programmes across the full range of services delivered by the County Council. Equality Impact assessments have already been applied to services in East Cambridgeshire District Council

3. To maintain the percentage of racial incidents that resulted in further action at 100% through the three years of the LAA (2006-2009) (Best Value Performance Indicator 175)

Links to other Local Strategies

Planning policy – The Core Strategy Development Plan Document (DPD)

The Core Strategy DPD is the key strategic document in the Local Development Framework, which will be the main planning policy document. The DPD sets out the spatial vision and policies against which planning applications are assessed. All DPDs need to comply with the Core Strategy and help to achieve its objectives.

In 2006 the Core Strategy has reached the second stage of production, the Preferred Options Stage, and public/stakeholder consultation on the Preferred Options Paper is taking place. The identified preferred options may therefore alter before the document is formally submitted to the Secretary of State and finally adopted. Of particular relevance to this document are Policy Areas KP3 'Development in the Countryside' and H14 'Gypsies and travelling showpeople.'

The DPD also needs to take account of the plans and strategies of the District Council and other organisations (such as the Police, Health Authority and Highways Authority) where these have implications for the use of land.

The Council will be working to identify further sites for Gypsies and Travellers within the DPD.

Housing Market Assessment

The last Housing Needs Survey was carried out in 2002. The principal function of such a survey is to provide evidence to justify the Council's requirement for affordable housing in the district. In December 2005 the ODPM published *Housing Market Assessments: Draft Practice Guidance*, which requires a wider, more holistic market study than the traditional housing needs survey.

In order to meet this new requirement the Council has commissioned a Housing Market Assessment jointly with the other districts in the Cambridge sub-region. The proposal, which is described in more detail in the report to Strategic Development Committee of 7th November 2006, also allows for annual updates and at cost of £10,000 per annum, which eliminates the need to carry out the expensive initial exercise every four or five years and thus will save funds in the longer term. The Centre for Regional Economic and Social Research Study into the Housing Needs of Black and Minority Ethnic Communities in the East of England identifies weaknesses in the traditional economic approach of Housing market analysis obtaining data which recognises social and cultural diversity and shows that this approach could lead to the sidelining of important issues that in some locations will be key to the future trajectory of the local housing market. The report points out that in its 150 pages of advice and guidance, the government's Housing Market Assessment Manual makes only four references to ethnic diversity and says

nothing about how differential aspirations might be understood or interventions might be sensitised to ensure their relevance and appropriateness to all local residents.

The Cambridgeshire sub region housing market assessment is being designed at the time of writing this strategy, in consultation with officers from the districts. It is proposed to seize the opportunity to identify matters listed in the CRESR study, such as:-

- The concentration of BME households in particular neighbourhoods.
- Any change in the balance of aspirations, opportunities and constraints for BME households (for example, associated with socio-economic mobility), which may have major consequences for the future sustainability of such areas
- The shifting aspirations of some BME households and the willingness of (particularly younger) households to consider social rented housing located in ethnically mixed communities which has the potential to increase demand in neighbourhoods adjacent to traditional clusters of BME populations

Chapter 5

Ethnic Profile of East Cambridgeshire

The table below compares the ethnic composition of East Cambridgeshire with the rest of Cambridgeshire and with the whole of England on census day 2001. It shows that East Cambridgeshire had a higher proportion of white British residents than England as a whole and than Cambridgeshire as a whole, and a lower proportion of residents from the other ethnic groups. The largest ethnic groups were “other white”, 3.6%, white Irish 0.7% and Chinese 0.4%. No other ethnic group made up more than 0.3% of the population.

Table1: Ethnic Profile of East Cambridgeshire

	East Cambs		Cambridgeshire		England	
All people	73,241	100%	552,653	100%	49,138,831	100%
White: British	68,545	93.6%	502,876	91.0%	42,747,136	87.0%
White: Irish	494	0.7%	4,902	0.9%	624,115	1.3%
White: other white	2,631	3.6%	22,386	4.1%	1,308,110	2.7%
Mixed: White and Black Caribbean	91	0.1%	1,318	0.2%	231,424	0.5%
Mixed: white and black African	49	0.1%	652	0.1%	76,498	0.2%
Mixed: white and Asian	169	0.2%	1,941	0.4%	184,014	0.4%
Mixed: Other mixed	199	0.3%	1,801	0.3%	151,437	0.3%
Asian or Asian British: Indian	210	0.3%	3,619	0.7%	1,028,546	2.1%
Asian or Asian British: Pakistani	54	0.1%	1,310	0.2%	706,539	1.4%
Asian or Asian British: Bangladeshi	33	0.0%	1,270	0.2%	275,395	0.6%
Asian or Asian British: other Asian	50	0.1%	1,127	0.2%	237,810	0.5%
Black or black British: black Caribbean	86	0.1%	1,285	0.2%	561,246	1.1%
Black or Black British: black African	69	0.1%	1,366	0.2%	475,938	1.0%
Black or black British: other black	84	0.1%	578	0.1%	95,324	0.2%
Chinese	299	0.4%	3,666	0.7%	220,681	0.4%
other ethnic group	178	0.2%	2,556	0.5%	214,610	0.4%

Source: 2001 census ST101 and KS06

The distribution of ethnic groups varies from that in the national population, having fewer people of Asian and Black origin. Within Cambridgeshire, Cambridge City had the

highest proportion of non-white residents (11%) and Fenland had the lowest (1%). The census showed that one East Cambridgeshire ward (Ely East, with 5.7%) was among the top 20 Cambridgeshire wards with the highest proportion of non-white residents.

The highest proportions of non-white residents in East Cambridgeshire were found in Ely (3.7%), Cheveley, Isleham, Downham villages and the Swaffhams (2.2%), Littleport (2.1%) and Bottisham (2.0%)

In East Cambridgeshire 74.8 % of the population stated their religion as Christian, with 15.5% stating no religion and 8.7% not stating their religion. Muslims made up the next largest group with 164 members (0.2% of the total)

East Cambridgeshire is not a dispersal area for asylum seekers and refugees and only two households have been rehoused from the National Asylum Seekers Service (NASS) accommodation during 2004-2006.

Household sizes

The average size of households in Cambridgeshire was 2.4 people, which was slightly lower than the 2.5 recorded in 1991 and the same as the national figure. On average Cambridgeshire households headed by someone from a non-white ethnic group were larger, with 2.7 people per household. The largest households in the county were among Bangladeshi and Pakistani groups which have very small numbers in East Cambridgeshire.

Table 2:- Housing Tenure By Ethnic Group Of Household Head In East Cambridgeshire

	All people	White			Mixed				Asian or Asian British				Black or black British			Other		White total (5)	Non-white total (%)
		White; British	White; Irish	Other white	White and black Caribbean	White and Black African	White and Asian	Other Mixed	Indian	Pakistani	Bangladeshi	Other Asian	Black Caribbean	Black African	Other black	Chinese	Other ethnic		
All households	29784	28037	244	1060	21	10	33	38	68	22	9	18	50	23	42	61	48	100%	100%
Owned	21706	20852	166	438	12	7	20	16	56	16	6	12	25	12	37	20	73.1%	56.4%	
Owns outright	9439	9150	73	139	3	-	63	31	26	63	33	66	36	66	14	33	31.9%	17.4%	
Owned with mortgage or loan	12,142	11580	93	296	9	7	14	13	35	10	33	99	18	66	23	17	40.8%	39.1%	
Shared ownership	125	122	-	3	-	-	-	-	-	-	-	-	-	-	-	-	0.4%	0.0%	
Social rented	4278	4159	23	50	6	-	36	66	-	-	33	33	33	44	9	14.4%	10.4%		
Private rented	2683	2090	24	48	3	3	10	12	66	66	33	33	15	98	17	13	8.7%	26.6%	
Living rent free	1117	936	26	124	-	-	-	4	-	-	-	-	7	-	9	3	6	3.7%	6.5%

Source: 2001 census ST 111

Home ownership

White British households are most likely to own their property outright, but the figures for owner occupation with a mortgage were roughly the same for white and non-white people – 40.8% for white households against 39.1% for non-white.

Social housing and private renting

Non-white households are less likely to be in social housing and much more likely than white households to be living in the private rented sector. The large figure for non-white people living rent free, 6.5% against the county average of 2%, may be associated with black US citizens employed at the air force bases in Mildenhall and Lakenheath, who sometimes live in houses owned or rented by their base. Within the East of England region as a whole 6% of the population were born abroad and of these 18% were born in either Germany or the USA. This group are thought to be predominantly military personnel. Immigrants from the USA reported the highest earnings.

Quality of housing and overcrowding

The census gives information about whether a household's accommodation is self-contained, whether it has central heating and whether the household is overcrowded.

Table 3: Housing quality indicators for East Cambridgeshire

	ALL PEOPLE	White			Mixed				Asian or Asian British				Black or Black British			Other		White Total (%)	Non-White Total (%)
		British	White: Irish	Other White	White and Black Caribbean	White and Black African	White and Asian	Other Mixed	Indian	Pakistani	Bangladeshi	Other Asian	Black Caribbean	Black African	Other Black	Chinese	Other Ethnic Group		
All households	29,766	28,036	250	1,060	26	6	28	41	68	15	9	17	47	25	38	55	45	100%	100%
In a shared dwelling	23	20	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.1%	0.0%
Overcrowded	1,094	972	13	62	3	-	3	3	5	-	5	5	4	-	-	12	7	3.6%	11.2%
No central heating	1,305	1,217	11	71	-	-	-	-	3	-	-	-	-	-	3	-	-	4.4%	1.4%

Source: 2001 census ST 111

Shared dwellings

The shared dwellings indicator shows that those most likely to be living in a shared dwelling in 2001 were white British and "other white" groups. Across Cambridgeshire only 0.4% of households were living in a shared dwelling. The East Cambridgeshire figure of 4.4% is therefore relatively high and this has been identified as a subject for further investigation.

There are a number of possible explanations:-

- East Cambridgeshire has a relatively high proportion of extra-care and sheltered accommodation for the elderly (as compared with the rest of the county)
- East Cambridgeshire has a number of purpose built hostels for migrant workers in agricultural businesses
- There are an unknown number of houses in multiple occupation, also accommodating migrant workers who may fit into the “other white” groups

Overcrowding

The white groups are most likely to be living in overcrowded accommodation in East Cambridgeshire, with white British the most likely (972), followed by “other white” (62 households) and Chinese (12 households).

Non-white households are more likely to be living in overcrowded accommodation than white households (11.2% against 3.6%).

Both these indicators are lower than those for the rest of Cambridgeshire but they should be treated with caution as they are difficult to interpret. For example they do not distinguish between families who do not consider their accommodation to be overcrowded and those who do, and who would move if they were able to. The 2007 Housing Market Assessment survey will ask questions which may clarify this.

Central heating

Non-white households are more likely to have central heating in East Cambridgeshire than white households. The county-wide figure for those without central heating is just under 5%, and the East Cambridgeshire figure for white households is comparable with this. Lack of central heating may be associated with the age of a property and may reflect properties owned outright by elderly people who may have chosen not to install central heating. It is thus not always an indicator of poverty.

Socio-economic groups and education

There was no indication that non-white households were significantly more or less likely to own a car or cars than white households in East Cambridgeshire.

Census figures show that non-white ethnic groups are more likely to be full time students, more likely to be unemployed and less likely to be economically active than white ethnic groups. However these figures should be treated with caution as the numbers involved are very small and may not be statistically significant.

Table 4: Economically Active People in East Cambridgeshire

	All ethnic groups	White ethnic groups	Non-white ethnic groups
Economically active population aged 16-74	38,475	37,794	681
% economically active population aged 16-74	100%	98.2%	1.8%
Unemployed people aged 16 – 74	1174	1146	28
% of unemployed population	100%	97.6%	2.4%

In East Cambridgeshire, other ethnic groups were more likely to have level 4/5 qualifications (degree level or above) than the white British population. The highest figure was among the “other white” population, with 42.9% having level 4/5 qualifications and the lowest were white British with 18.7% and Chinese with 22.2%.

In Cambridgeshire as a whole around a quarter of the population aged 16 to 74 had a degree, higher than the 20% in England as a whole. There is little evidence of lack of qualifications or of serious discrepancies in economic status among the different ethnic groups in the population of East Cambridgeshire.

Migrant workers

The 2001 census took account of migration within the year preceding the census. It defined a “migrant” as a person with a different address one year before the census to that on census day. In the year preceding the 2001 census 4,180 people moved into East Cambridgeshire and 3,346 moved out, giving a net in-migration of 834 people.

Of these the majority were families of working age:-

Table 5: Age Groups Of Migrants In The 2001 Census

Under 16	16 -24	25 -44	45 – 64	65+	Total
281	-140	481	169	77	828

Source: Migration in Cambridgeshire and Peterborough, Cambridgeshire County Council Oct 2005

The census is not the only source of data about migration, however, and census data are only renewed every 10 years. Other data about migration are available from:-

- National health service register – which lists new registrations with GPs
- International passenger survey, which looks at people flying into and out of the UK
- Other surveys carried out from time to time by the office of national statistics (ONS)
- National insurance registration details
- The workers registration scheme (for people from the A8 Eastern European countries)

Migration from the A8 countries

In 2001 eight eastern European countries joined the European Union and their workers gained the right to work in the United Kingdom. These countries are:- Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia. Workers from these countries are required to register with the workers registration scheme, and in any case will have a national insurance number. These schemes have provided data for the numbers of people moving into the area.

There has been a dramatic change in migration patterns since census day in 2001, as workers from Portugal and Eastern Europe have entered the labour market. The East of England Development Agency (EEDA) carried out a study of migrant workers which was published in autumn 2005. It found that:-

- The East of England is one of the fastest growing regions.
- Between 50,000 and 80,000 migrant workers have arrived in the East of England between 2001 and 2005.
- The financial contribution of migrant workers to the economy of the East of England in terms of UK tax revenue is estimated to be £360 million per annum
- There is a growing reliance on migrant workers in many sectors, especially in agriculture, construction, health care provision, hotels and catering. Many businesses would not be able to operate without migrant workers, due to local labour market shortages
- The migrant worker population is ethnically very diverse, but there are concentrations of people from Portugal, Poland and other eastern European countries in the eastern region.
- Migrant workers have a range of skills and employment experience, ranging from highly skilled professionals to manual workers. Many are working in occupations well below their skill levels, even in sectors where there are shortages of skilled workers
- First jobs are often found through employment agencies and often large fees are paid. As a result many migrant workers are deeply in debt
- Many migrant workers are paid at or below the minimum wage and many work long hours
- The intentions of migrant workers vary greatly. Some intend to stay. Many intend to return to their home countries at some time or to move elsewhere.

In Cambridgeshire the greatest in-migration has been from Portugal, Poland and Lithuania. Figures for workers from eastern Europe are available because of the worker registration scheme, which does not apply to Portuguese citizens.

Numbers of "A8 nationals" coming into Cambridgeshire from April 1st 2004 to 30th September 2005 were highest in Peterborough. The numbers mean that the County has

seen a net immigration equivalent to 2.7% of its 2005 population, and Peterborough, East Cambs and Fenland have seen a net immigration equivalent to 3.2% of their 2005 population. Huntingdonshire's is the lowest in the County.

Table 6: In-migration to Cambridgeshire of people from the "A8" Eastern European states April 2004 to September 2005

	Peterborough	Cambridge City	East Cambs	Fenland	Hunts	South Cambs	Cambs
Czech Republic	250	149	162	30	26	151	768
Estonia	22	38	1	135	5	43	244
Hungary	86	141	11	2	13	144	397
Latvia	141	91	8	455	72	95	862
Lithuania	1562	214	554	1155	157	417	4059
Poland	2401	1089	1597	906	744	1230	7967
Slovakia	563	146	39	53	73	148	1022
Slovenia	1	3	0	0	0	3	7
Total	5026	1871	2372	2736	1090	2231	15326
Population in 2005	157000	110300	74600	86600	159000	135200	722700

Source:- Cambridgeshire County Council Research Group

In-migration from Poland is highest in all areas except Fenland, which has a larger concentration of Lithuanians, and there is a higher than average concentration of Lithuanians in Peterborough.

The Audit Commission has carried out several pieces of research into the conditions in which migrant workers are living in the UK. All their research reports raised the same issues, although they may present themselves locally in different ways. Housing was always an issue, sometimes due to conditions of HMO's (houses in multiple occupation) or below-standard caravan sites.

Issues raised:

- Exploitation by employers, agencies and gangmasters. This is easily the biggest concern
- Housing – especially standards and cost. Many workers live in some sort of housing tied to their work and most have no access to benefits when out of work. They can only access housing through work
- Access to 'English as a Second Language' courses
- Skills can be inappropriate and need re-training
- Finance – problems of accessing bank accounts and debt problems
- Access to information and advice which migrant workers can trust. East Europeans – on the whole – do not trust State agencies or anyone in uniform!
- Very few complaints about racism
- Poverty is a real problem. Many people are not only paid the minimum wage but have lots of deductions for housing, transport, food etc.
- There is awareness of standards, such as the minimum wage – but this is not enforced; people are lied to (e.g. told that rates are lower for the under 30s). Many contracts are on piece work

Public agencies express the following concerns:

- Standards of housing and safety, e.g. in HMOs
- Links between exploitation and crime
- The lack of hard data for planning
- 'Young men' issues – crime, alcoholism
- Cohesion fears
- Lack of access to appropriate information – what different people are entitled to, (e.g. EU accession countries)
- Difficult to get information on the actual needs and expectations of different communities
- Apart from the Portuguese there is so far not much demand evidenced nationally for social housing
- Some groups of workers will move on from place to place as the work is available – especially those with gangmasters
- Unknown impact on the local job market, especially where migrant workers are skilled or semi-skilled.

Housing Issues

Migrant workers as a group tend to be excluded from housing and planning strategies and they rarely appear in BME or diversity strategies. The country and rural areas need low-paid workers but they are often not provided for in land-use or housing plans.

The main areas of housing concern tend to relate to the private rented sector. This is because so much housing is 'tied' to work. Many single people live in HMOs (Houses in Multiple Occupation) which are often smaller than traditional HMOs (i.e. ordinary 2 storey houses). People may need housing advice but it can be difficult to give it to them as they have to deal with a landlord who is also an employer and many are afraid that if they complain they could lose their job.

The Seasonal Agreement Work Schemes (SAWS) is due to disappear and the Government is changing the immigration laws and introducing a 'points' system, which would give more points to people bringing skills to the economy, and not accommodating the lower end of the market

(Source: Gill Green, Project Manager, Audit Commission – 19th May 2006)

Cambridge sub-region experiences to date

Huntingdonshire: There can be up to 20 people living in some private rented houses, but total numbers are low – possibly 1,000 out of 160,000 population. Polish, (70%) and Portuguese predominate.

Fenland: Have identified up to 300 properties being used for shared housing which are smaller than the normal HMO. Demand for these has levelled off and some landlords are now selling off properties after complaints about noise from neighbours. One landlord owns 40 homes. Some landlords are buying up new properties.

Cambridge City: Hospital workers have traditionally been the main group seeking help at Housing Aid, but many are ineligible for any housing or benefits. There is currently much

more demand from people from EU Accession countries who acquire benefit rights after 1 year's work. Polish predominate. Knowing the entitlements is complex.

(Source : Cambridgeshire County Council, 1st June 2006)

What can Local authorities do?

- The health services, citizens advice bureaux and the county council are producing welcome packs for migrant workers in eastern European languages. Attention is being paid to an expected increase in arrivals from Bulgaria and Romania when they join the European Union in 2007
- East Cambridgeshire and Fenland district councils have jointly produced a welcome pack for migrant workers in both districts, giving information on legal rights and obligations and a wide range of services and issues concerning migrant workers, including a section on housing.
- Translation and interpreting services are available at East Cambridgeshire's offices. The most frequently requested languages for housing advice in 2005/6 were Portuguese and Polish.
- Local licensing schemes for Houses in Multiple Occupation will help to provide data on the numbers of properties and workers involved. East Cambridgeshire has introduced such a scheme. Numbers registered are currently low, but the housing advice team has identified a few such properties in 2006 and the knowledge base is growing. Contraventions of regulations discovered so far in East Cambridgeshire have been a result of ignorance of the law, not deliberate intent, and landlords have complied with regulations when they have received advice from the council.
- The Audit Commission recommends more joint working and information sharing with housing, Fire, Police and Environmental health services. This is well developed in East Cambridgeshire, as these departments have a history of cooperation and joint working on other matters, such as anti social behaviour and domestic violence schemes and this can be built on
- Improved housing aid and advice. Eligibility rules for help and benefits vary not just by country of origin but also by the length of time people have been in the country. There is a need for specialist knowledge within the housing aid team One housing advisor in East Cambridgeshire is receiving intensive training in this area to build up a body of knowledge which can be drawn on by the whole team.
- The Cambridgeshire Fire service are working with some of the larger employers to install fire safety measures in hostels and residences, and are working on providing information in other areas

Asylum seekers and refugees

A recent study, supported by the East of England Regional Assembly (EERA), looked into the housing needs of refugees in the East of England and estimated that there were 5,500 refugees living in the eastern region. Nationally the number of asylum seekers is believed to be falling. This view is supported by National Asylum Seeker Service (NASS)

data, which was supporting 2010 asylum seeker households in the eastern region in 2001 reducing to 1355 by 2004.

Relative to other parts of the region Cambridgeshire has not housed many asylum seekers or refugees. Active cluster areas for single asylum seekers in the region are Ipswich and Peterborough and Norwich is the main cluster area for families. There are significant numbers of subsistence-only cases (where accommodation is not provided) in Bedford, Southend-on-Sea and Luton.

In early 2006 NASS were considering making Cambridge a dispersal area but in March 2006 it was decided to concentrate instead on the established locations of Peterborough, Ipswich & Norwich. NASS confirmed that they placed 300 people in accommodation and have 70 subsistence cases in Peterborough but only 15 asylum seekers in the rest of the Cambridgeshire of which 13 are in Cambridge, 1 is in Ely and 1 is in Littleport. NASS have no plans to disperse any people in Cambridgeshire outside of Peterborough.

(Source: Supporting People research into the housing needs of asylum seekers and refugees in Cambridgeshire, Joe Keegan, Cambridgeshire County Council, 2006)

Gypsies and travellers

The Housing Act 2004 places a duty on local housing authorities to carry out a “Gypsy and Traveller Housing Needs Assessment” (GTAA), in line with their duty to carry out a general Housing Market Assessment every three years.

In 2005/6 nine housing authorities and Cambridgeshire County Council commissioned researchers at Anglia Ruskin University to carry out a joint study across the following administrative areas:

- The Cambridge Sub-region (Cambridgeshire districts plus Forest Heath and St Edmundsbury)
- Police and Health boundaries (Cambridgeshire and Peterborough)
- Rural Pathfinder work areas (Fenland and King’s Lynn and West Norfolk)

This approach allowed a larger survey to be carried out than would otherwise have been possible and to explore education and health issues. It is the largest survey to date with Gypsies/Travellers in the UK and is recognised by the DCLG as an example of best practice.

The research report was launched in July 2006.

The survey found that Gypsies/Travellers together constitute one of the largest minority ethnic groups in the study area. Two main groups are:

- English Gypsies - around 72% of respondents to the survey who tend to be ‘born and bred’ in the region
- Irish Travellers - around 23% of respondents to the survey. Some of these are recent in-migrants

Family size may be decreasing, although this tentative conclusion is not based on robust demographic methods. Three generations can be identified in the survey responses and the number of siblings appears to decrease in each generation. However, the profile of the Gypsy/Traveller population is younger than that of the rest of the population and is increasing, partly by increasing life expectancy.

The area is attractive to Gypsies and Travellers for work and travel. Family networks are important for economic activity and many families have lived in the area for many generations.

As with the settled population, accommodation is a major factor in health. Those living on authorised private sites reported the best health compared to those on council sites or unauthorised sites. Life expectancy for English Gypsies is unusually high in the study area, with 17% being over 65. The major health conditions experienced by at least one member of a family were: asthma or other chest problems (50% of families); back problems; ‘nerves’; cardio-vascular problems. Health visitors were considered the most helpful of all services.

The survey confirms educational issues which Traveller Education Services are already addressing. Some parents lack motivation to send children to secondary school, preferring to concentrate on equipping their children for the modern Gypsy/Traveller world. There is low educational achievement - rapidly increasing in some cases.

Gypsy/Traveller children feel alienated at school and are often bullied. There is considerable interest in vocational training for young people and adults.

The Gypsy and Traveller population of the study area (including those in housing) was estimated at 6000-6500, making them the largest ethnic minority group. Total caravan numbers in the study area have nearly doubled in 25 years (from about eight hundred to sixteen hundred), with an increase of a third in the six years 1988-2004. This reflects both natural population increase and significant in-migration. Total numbers have risen in five districts and fallen in four. Two districts (South Cambs and Fenland) now have over 400 caravans, three (Peterborough, Kings Lynn & W. Norfolk and East Cambs) are in the range 100-200, and four (St Edmundsbury, Cambridge City, Huntingdon and Forest Heath) are below 100.

The survey confirmed that there is a need for more sites within East Cambridgeshire and that Gypsies and Travellers would prefer small, self-owned long-stay sites for family groups, two or three-van family sized pitches, preferably on the edges of villages and near established Gypsy and Traveller communities.

The Anglia Ruskin study estimated the need for pitches as follows:-

Table 7: District Gypsy Traveller Accommodation need for Permanent Pitches 2005-2010

District	
Fenland	160-205
South Cambs	110-120
East Cambs	25-45
Kings Lynn & W. Norfolk	45-60
Peterborough	10-15
Forest Heath	15-20
Huntingdonshire	15-25
Cambridge (City)	15
St Edmundsbury	10-20
Total	405-535

East Cambridgeshire District Council will be carrying a more detailed local assessment of the requirements and aspirations of the local gypsy and traveller population, particularly focusing on what sort of sites are required and in which local areas.

Gypsies and travellers are a very significant ethnic minority group in East Cambridgeshire, having at least 1061 members, exceeded only by those groups described as "other white" in the 2001 census report.

Table 8: Estimated Gypsy/Traveller population in study area districts

District	Caravans	Households in caravans	Households in housing	Total households 2005	Total households 2010	Population 2005
Fenland	485	285	309	594	689	2851
South Cambs	425	250	28	278	322	1334
East Cambs	180	106	115	221	257	1061
Kings Lynn & WN	160	94	24	118	137	566
Peterborough	120	71	8	79	92	379
Forest Heath	65	38	10	48	55	226
Huntingdonshire	60	35	5	40	46	192
Cambridge City	30	18	37	55	64	178
St Edmundsbury	10	6	2	8	9	42
Total	1535	903	538	1441	1671	6829

Source: APU/CCC research, derived from ODPM counts and TES school roll data

The study fulfils the requirements to survey the accommodation needs of Gypsies and Travellers 'residing in or resorting to their district' (GTAA), as required under the Housing Act 2004 and following ODPM guidance (2006).

It is expected that the identification of suitable sites for these pitches and development will be a functions of both the housing and planning departments of the council.

Planning guidance

The Regional Spatial Strategy and the Local Development Framework will put the Cambridgeshire study into a wider regional context and it is recognized that the real need for pitches may not be as expressed in this survey, that is, that there will be a sub-regional need for a number of pitches but there is room for discussion about where in the sub region these pitches should be. The Regional Spatial Strategy will check the work which has been done, collate other research and modify the requirement for pitch numbers from a regional perspective. It will then specify pitch numbers required for each local planning authority. The Development Plan Document will be the document which identifies specific sites on which to put these pitches.

Summary of Chapter 5

The ethnic minority population of East Cambridgeshire is small compared with that of the rest of Cambridgeshire and of England as a whole. It differs from the ethnic minority population of England as a whole in several respects.

The BME population is more likely than the white British population to have a degree level of education.

BME groups are slightly more likely to be unemployed and are less likely to be living in overcrowded accommodation or accommodation with no central heating.

BME groups are more likely to be living in privately rented accommodation.

The largest groups of concern are migrant workers, most of whom have arrived since 2001 and who do not necessarily appear in BME statistics, or who may be listed as "other white". This is a rapidly growing population and more information is required about where migrant workers live, where they want to live and their living conditions.

Gypsies and Travellers are a significant ethnic minority group within East Cambridgeshire and a need has been identified for additional pitches for caravans in the district. Further local research is being undertaken to provide better quality information about peoples preferences. Pitches will be identified within the Development Plan documents when The Local Development Framework (the main planning policy document) is completed.

There are gaps in knowledge which merit further investigation. These are:-

- Understanding which groups are living in overcrowded accommodation and in houses in multiple occupation
- Understanding the social economic status of the people living in privately rented accommodation
- Analysing employment data to check the possibility of discrimination on employment
- Analysis of the housing conditions, needs and aspirations of non- BME migrant workers

Chapter 6 Housing service data – who is using the services?

In order to assess the fair access to and outcomes from our housing services the data available has to be assessed. It can be considered against the make up of the local population in order to assess whether housing services discriminate directly or indirectly on the ground of race or ethnicity. Caution must be exercised in the analysis of figures for East Cambridgeshire. The relative numbers of BME service users are very small and a very few people more or less in any category may have a disproportionate effect on the apparent figures for BME users. Populations in East Cambridgeshire are generally not large enough to allow aggregation of data to provide significant statistics.

The housing waiting list is kept by Hereward Housing on East Cambridgeshire's behalf.

In March 2005 the make-up of the waiting list was as follows:-

Table 9: Ethnic Breakdown of ECDC Housing Waiting List Held By Hereward Housing March 2005

	Proportion in general population	Number of waiting list	Proportion on waiting list in March 2005	Proportion on waiting list in March 2006
White British	93.6%	1660	97.7%	96.8%
White other	3.6%	17	1%	0.9%
Other BME groups	2.8%	23	1.3%	2.3%
Total		1700	100%	100%

The proportion of ethnic minorities on the housing waiting list is lower than that in the general population, but is increasing, from 2.3 % in March 2005 to 3.1% in March 2006. This may be because of lack of knowledge among BME communities about access to social housing or it may be that BME groups in East Cambridgeshire are in socio-economic groups who would not traditionally want to access social housing.

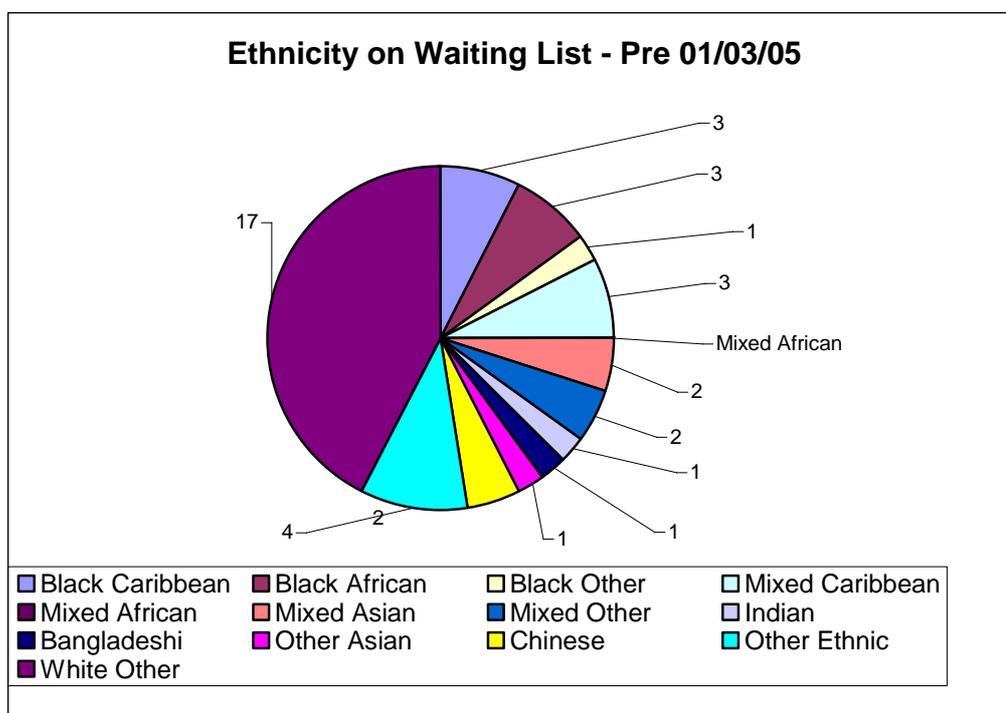
The proportion of BME people actually housed by Hereward Housing is greater than the proportion on the waiting list, 3.4% of general needs lettings in 2005 and 4.0 % of general needs lettings in 2006 (Source: Housing Corporation CORE statistics). This is lower than the UK average (14.9% of all lettings), but higher than the proportion of BME groups in the general population of East Cambridgeshire. This might suggest that those who are on the waiting list are in greater housing need and thus accumulate a greater a number of points.

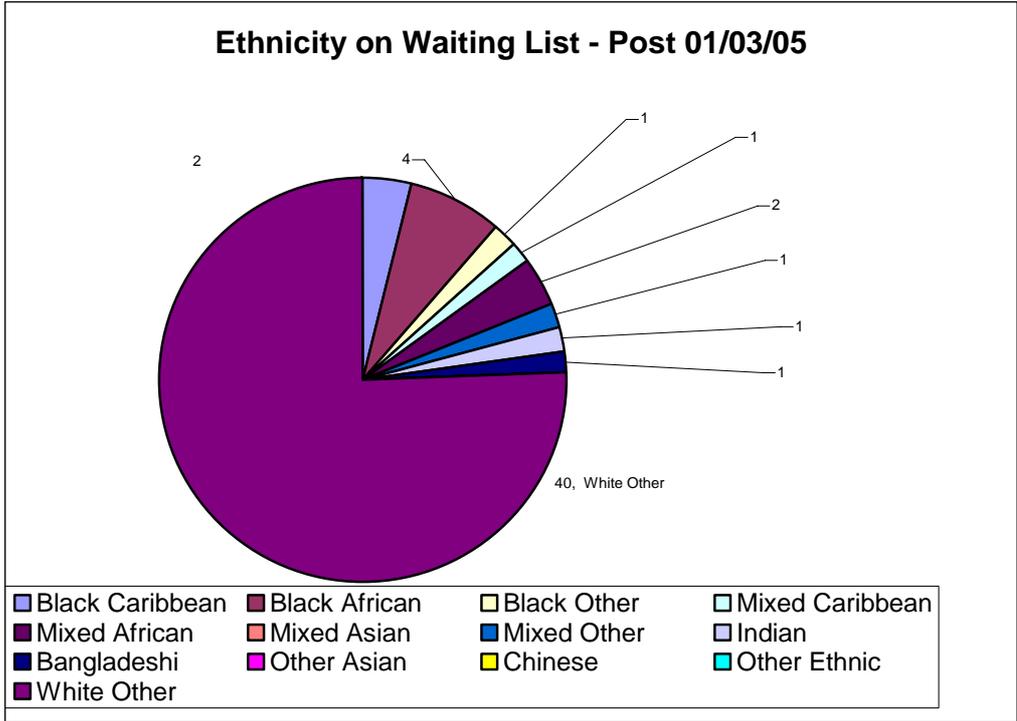
There has been a significant change in the make up of ethnic groups listed as other than "white British" on the waiting list between March 2005 and March 2006 which reflects the regional figures for in-migration of workers from eastern Europe:-

Table 10: Ethnic breakdown of waiting list statistics – comparison March 2005 and March 2006

	March 2005	March 2006
Black Caribbean	3	2
Black African	3	4
Black Other	1	1
Mixed Caribbean	3	1
Mixed African	0	2
Mixed Asian	2	0
Mixed Other	2	1
Indian	1	1
Bangladeshi	1	1
Other Asian	1	0
Chinese	2	0
Other Ethnic	4	0
White Other	17	40
White British/Irish	1660	1647

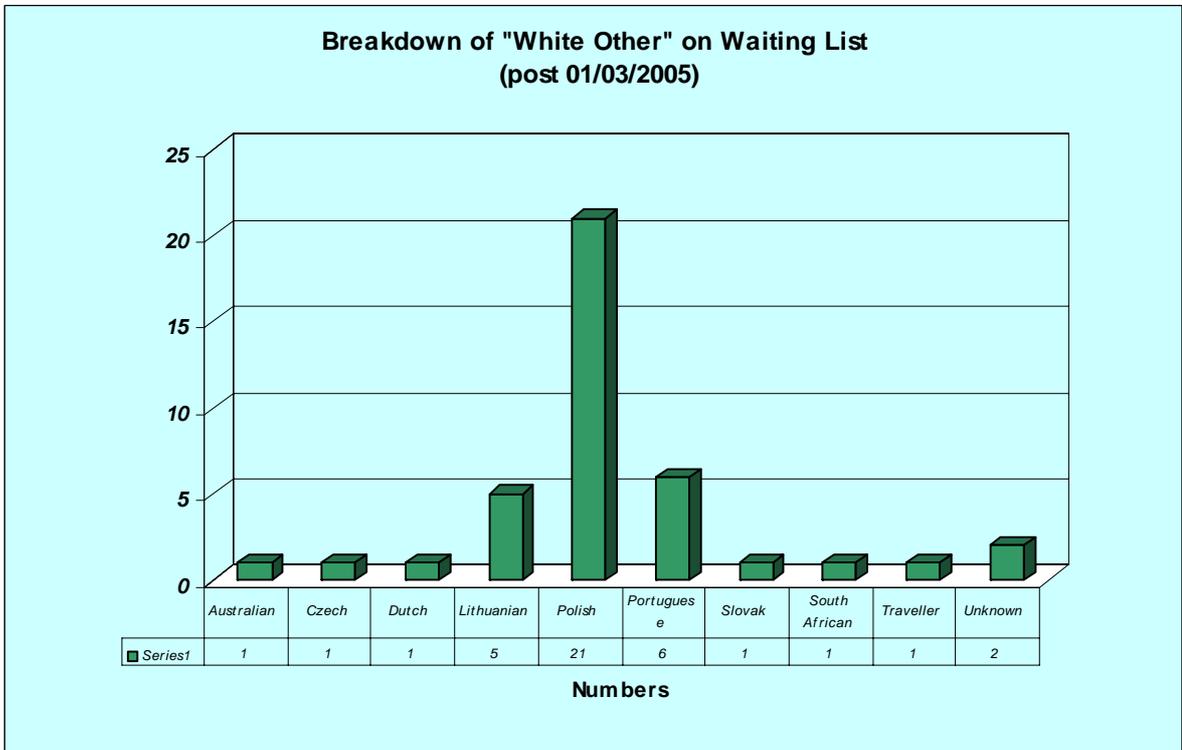
The non white British population on the waiting list has changed significantly in the space of 12 months, with “white other” now accounting for over 75% of applicants who do not list themselves as white British. Note that the overall proportion of non-white British applicants has reduced slightly, by 0.9%, and the main change is that the make up of the non-white British population has changed significantly.





source: Hereward Housing April 2006

The largest numbers of "white other" applicants on the waiting list are from Poland, (21) with Portugal (6) and Lithuania (5) second.



Source: Hereward Housing April 2006

This clearly shows the significant effect of the migration of workers from eastern Europe since the A8 countries became members of the European Economic Area.

However this is not reflected in the statistics for those accepted as homeless in the district. Figures for those who have approached the council as homeless show that the figure for “white other”, (which in the table below includes Irish), reflects the proportion of the population in the census figures for 2001 (3.6% accepted and 4.6 % of decisions made, against 4.3 % population in 2001). Given that it is believed that there may be a further 3-4% of the population who are migrant workers, not reflected in the census statistics, this is a lower figure than might be expected. The figures for “other BME groups” greatly exceed the proportion in the population (5.9% of those accepted were from “other BME” groups against 21% of in the “other BME” categories in the census :-,

Table 11: 2005/6 Homeless Applications And Number Of People Accepted As Homeless, Eligible And In Priority Need

	Total decisions made	Total accepted	Proportion of Total decisions made	Proportion of total accepted	Proportion of population in census 2001
White British	225	135	92%	89.5%	93.6%
White other	9	7	3.6%	4.6%	4.3%
Other BME groups	11	9	4.4%	5.9%	2.1%
Total	245	151	100%	100%	100%

Source: P1E 2005/6

One would expect the ethnicity of homeless applicants to mirror the ethnic profile of the general population if ethnic minorities are not concentrated among the lower socioeconomic groups. In East Cambridgeshire in 2005/6 BME groups were overrepresented among those approaching the council as homeless and the vast majority within the “other BME” group who approached the council are accepted and homeless, eligible and in priority need. This is a suggestion that there may be increased housing need among BME groups in East Cambridgeshire which merits further investigation. The actual numbers of people involved are very small, however, and this needs to be treated with caution. One or two more or fewer applicants would make a big difference to these proportions.

The proportion of people of BME origin who obtain Disabled Facilities Grants (DFGs) or repair assistance grants for their own housing is not currently known and is to be collected.

References

All of these documents were used in the preparation of this strategy:-

Brand P and Jones R, *Migration in Cambridgeshire and Peterborough*, census information 2001

Centre for Regional Economic and Social Research Sheffield Hallam University, Study into the Housing Needs of Black and Minority Ethnic Communities in the East of England October 2006

Commission for Racial Equality, Statutory Code Of Practice On Racial Equality In Housing – England, Consultation Draft 2005

Corporate Equality Policy And Action Plan - The Council's commitment to securing genuine equality:-
(<http://www.eastcambs.gov.uk/html/compages.asp?servid=53&title=Equal%20Opportunities&hier=Community>)

Green G, *Summary Of Audit Commission Research Into Migrant Workers*, Project Manager, Audit Commission, 19th May 2006

Head, Vicky, Ethnicity and religion in Cambridgeshire, Cambridgeshire County Council, October 2005

Home R and Greenfields M, *Cambridge Sub-Region Traveller Needs Assessment* Commissioned by Cambridgeshire County Council and a consortium of public authorities from Anglia Ruskin University and Bucks Chiltern University College March 2006

Housing Corporation Regulatory Code
(<http://www.housingcorp.gov.uk/upload/pdf/RegulatoryCode.pdf>)

Keegan J, Supporting People Research Into The Housing Needs Of Asylum Seekers And Refugees In Cambridgeshire, Cambridgeshire County Council, 2006

MacKay S and Winkleman A; *Migrant Workers In The East Of England*, East of England Development Agency, Autumn 2005

ODPM circular 01/2006 "*Planning For Gypsy And Traveller Caravan Sites*" March 2006

ODPM circular "*Definition Of The Term Gypsies And Travellers For The Purposes On The Housing Act 2004*" March 2006

ODPM./Home Office guidance – "*Guide to effective use of enforcement powers, part 1 unauthorized encampments*" March 2006

ODPM circular "*Local Authorities And Gypsies And Travellers Guide To Responsibilities And Powers*" March 2006

ODPM guidance "*Conducting Gypsy And Traveller Accommodation Assessments*" March 2006

Strategic objectives and action planning

The action plan has been constructed by going through a number of checklists and picking out action necessary from these and from the matters raised within the strategy documents.

Checklist 1. Audit Commission Key Lines Of Enquiry On Diversity

the KLOES with sections relevant to this strategy are no 7, Allocations and lettings, and No 8, Homelessness and Housing needs

KEY LINE OF ENQUIRY (KLOE)	AN ORGANISATION DELIVERING AN EXCELLENT SERVICE	AN ORGANISATION DELIVERING A FAIR SERVICE	EAST CAMBS' CURRENT POSITION
<p>KLOE 7 How does the organisation respond to the diversity of its community to ensure that all users, or potential users, have fair and equal access to allocations and lettings?</p>	<ul style="list-style-type: none"> • Has a clear understanding of its local community using census and other information, including the input of local partners, and knows it's own service user profile, making necessary adjustments where this is out of step in meeting the needs of those that require services. • Knows, records, analyses and monitors information about the ethnicity, vulnerability and disability of service users and uses it to ensure services are delivered appropriately and to priorities resources. • Provides information about 	<ul style="list-style-type: none"> • Has an awareness of its service user base and has made efforts to offer services to most service users. Has resources identified, but may not have allocated them yet to meet the needs of all service users. • Records some information about ethnicity, vulnerability (e.g., domestic violence or learning difficulties) or disability, and partially uses it to inform service delivery and prioritise resources, but does not systematically collect all the information necessary to ensure comprehensive services for 	<ul style="list-style-type: none"> • Has an good understanding of its local community and needs to make efforts to ensure that services and availability are effectively communicated to known BME groups and to identify any gaps in provision • Records and analyses information about ethnicity vulnerability (e.g., domestic violence or learning difficulties) or disability, and uses it to inform service delivery. • Provides information in other languages n formats on request and advertises

	<p>services and service standards in a comprehensive range of languages and formats appropriate to service users' needs e.g., large print, Braille, other languages etc.</p> <ul style="list-style-type: none"> • Works with its component communities to ensure fair representation and service take-up. <p>Does not discriminate against any person or other organisation on the grounds of race, ethnic origin, disability, nationality, gender, sexuality, age, class, appearance, religion, responsibility for dependants, unrelated criminal activities, being HIV positive or with AIDS, or any other matter which causes a person to be treated with injustice.</p>	<p>all.</p> <ul style="list-style-type: none"> • Provides some information which is readily available in appropriate formats and other languages, but this is not comprehensive. <p>Generally has a reasonable approach to diversity, but may have some aspects of the service which indirectly discriminate on the grounds of race, ethnic origin, disability, nationality, gender, sexuality, age, class, appearance, religion, responsibility for dependants, unrelated criminal activities, being HIV positive or with AIDS, or any other matter which causes a person to be treated with injustice.</p>	<p>translation services on all letters,</p> <ul style="list-style-type: none"> • Is working through the equalities group to ensure that the policy is put into practice comprehensively but may have some aspects of the service which indirectly discriminate on the grounds of race, ethnic origin, disability, nationality, gender, sexuality, age, class, appearance, religion, responsibility for dependants, unrelated criminal activities, being HIV positive or with AIDS, or any other matter which causes a person to be treated with injustice.
<p>KLOE 8 Diversity How does the organisation respond to the diversity of its community to ensure that all users, or potential users, have fair and equal access to homelessness and housing needs services?</p>	<ul style="list-style-type: none"> • Has a clear understanding of its local community using census and other information, including the input of local partners, and knows its own service user profile, making necessary adjustments where this is out of step in meeting the needs of those that require 	<ul style="list-style-type: none"> • Has an awareness of its service user base and has made efforts to offer services to most service users. Has resources identified, but may not have allocated them yet to meet the needs of all service users. • Does not systematically 	<ul style="list-style-type: none"> • Has an good understanding of its local community and needs to make efforts to ensure that services and availability are effectively communicated to known BME groups and to identify any gaps in provision

	<p>services.</p> <ul style="list-style-type: none"> • Knows, records, analyses and monitors information about the ethnicity, vulnerability and disability of service users and uses it to ensure services are delivered appropriately and to prioritise resources. • Provides information about services and service standards in a comprehensive range of languages and formats appropriate to service users' needs e.g. large print, Braille, other languages etc. • Ensures there is easy access to interpreting and translation services in local community languages. • Works with its component communities to ensure fair representation and service take up. <p>Does not discriminate against any person or other organisation on the grounds of race, ethnic origin, disability, nationality, gender, sexuality, age, class, appearance, religion, responsibility for dependants, unrelated criminal activities,</p>	<p>recorded information about ethnicity, vulnerability (e.g. domestic violence or learning difficulties) or disability, and use it to inform service delivery and prioritise resources.</p> <ul style="list-style-type: none"> • Provides some information which is readily available in appropriate formats and other languages, but this is not comprehensive. • Provides access to interpreting and translation services, but this is not well publicised and cannot always be offered easily in even local community languages. <p>Generally has a reasonable approach to diversity, but may have some aspects of the service which indirectly discriminate on the grounds of race, ethnic origin, disability, nationality, gender, sexuality, age, class, appearance, religion, responsibility for dependants, unrelated criminal activities, being HIV positive or with AIDS, or any other matter which causes a person to be treated with injustice.</p>	<ul style="list-style-type: none"> • Records and analyses information about ethnicity vulnerability (e.g., domestic violence or learning difficulties) or disability, and uses it to inform service delivery. • Provides information in other languages and formats but this is not yet comprehensive • There is easy access to information about services and service standards in a comprehensive range of languages and formats appropriate to service users' needs e.g. large print, Braille, other languages etc. • Needs to identify and make contact with its component communities and ensure that the service is taken up comprehensively • Is working through the equalities group to ensure that the policy is put into practice comprehensively but may have some aspects of the service
--	---	---	---

	being HIV positive or with AIDS, or any other matter which causes a person to be treated with injustice.		which indirectly discriminate on the grounds of race, ethnic origin, disability, nationality, gender, sexuality, age, class, appearance, religion, responsibility for dependants, unrelated criminal activities, being HIV positive or with AIDS, or any other matter which causes a person to be treated with injustice.
--	--	--	---

Checklist 2 COMMISSION FOR RACIAL EQUALITY
Statutory CODE OF PRACTICE ON RACIAL EQUALITY IN HOUSING England

A comprehensive check of all matters in the CRE code is being undertaken following the new guidance issued in Autumn 2006 and any outstanding actions will be added to this strategy action plan. This action is listed in the action plan

Checklist 3 Study into the Housing Needs of Black and Minority Ethnic Communities in the East of England

The recommendations for district authorities identified in the Centre for Regional Economic and Social Research Study into the Housing Needs of Black and Minority Ethnic Communities in the East of England are listed below, with a reference to East Cambridgeshire's response to each

Recommendation	East Cambridgeshire's response or status
All housing providers in the region should ensure that they are fully meeting their statutory and regulatory requirements	This strategy identifies actions in order to meet these requirements
All housing providers in the region should seek to implement related codes of practice and guidance	This strategy identifies actions in order to meet these requirements
All housing providers in the region should assess their BME	This is carried out in the next section (pages 39 to 40) and the

monitoring and research activities against the Tips and Pitfalls Checklist	outcome included in the strategy action plan
All housing providers in the region introduce monitoring and recording systems that are consistent and compatible with those of other organisations and that include postcode and ethnicity details	Added to strategy action plan
Discussions are held with partner agencies and organisations to ensure that postcode and ethnicity categories are recorded in datasets and to develop protocols that would enable this data to be shared with regional housing agencies	Added to strategy action plan
All housing providers in the East of England implement the research methodology set out in this report	Added to strategy action plan

Checklist 4 Tips and Pitfalls Checklist from the Centre for Regional Economic and Social Research Study into the Housing Needs of Black and Minority Ethnic Communities in the East of England

	Tips and Pitfalls	East Cambridgeshire's response
1	Is research and evaluation <i>dynamic</i> , capable of <i>disaggregation</i> and does it recognise <i>diversity</i> within the local population?	East Cambridgeshire is a partner in the sub-regional housing market assessment, which includes a rolling programme of annual updates. Diversity information will be specified as part of the data to be collected and included in the rolling programme of updates
2	Do efforts to understand local BME needs provide an opportunity for respondents to define their requirements, rather than merely striving to measure the shortfall from some political or professional defined standard or norm?	This is one of the gaps in this strategy, as links with local BME groups are few. Developing these links has been added to the action plan for the strategy
3	Does understanding local housing needs involve an ongoing programme of activity (regular monitoring, periodic surveys etc.), rather than one off snapshot surveys, allowing agency responses to findings and recommendations and the impact of subsequent policy reforms on the situations and needs of local	The HMA will include periodic surveys. Data of applicants to Hereward housing is updated on a rolling basis, as is data for those who approach the homelessness service. The strategy needs to identify a mechanism for regular monitoring of the data and this has been added to the strategy action plan

	households to be reviewed?	
4	Do survey and monitoring activities attend to the diversity of local needs? Experience suggests that doing so will demand discrete studies exploring differential needs within and between minority ethnic populations, as well as efforts to ensure that minority ethnic housing needs are integral to 'mainstream' monitoring and survey activities.	This has been added to the action plan within the section which aims to increase knowledge of and links to BME groups in the district
5	Are survey activities striving to involve local communities in the analysis of housing situations and needs?	This will be added to the action plan within the section which aims to increase knowledge of and links to BME groups in the district, however , such groups have not yet been identified
6	Do needs studies and monitoring data explore the experiences of service users and the impact of policy initiatives on different populations?	This has been added to the action plan within the section which aims to increase knowledge of and links to BME groups in the district
7	Are survey activities exploring the experiences of households and groups who do not use services, as well as those who do?	This will be added to the action plan within the section which aims to increase knowledge of and links to BME groups in the district once such groups have been identified
8	Is careful consideration being given to the employment of definitions, methods and measures that provide evidence that can be acted on and will assist with the reform and improvement of policy?	This strategy and its action plan are part of this process
9	Is ongoing consideration being given to what methods, measures and indicators prove the most effective in evaluating the full diversity of experiences and situations within the local population?	This strategy and its action plan are part of this process
10	Is analysis of local housing market dynamics sensitive to the experiences, aspirations and intentions of different groups and their role in shaping demand and determining sustainability?	East Cambridgeshire is a partner in the sub-regional housing market assessment, which includes a rolling programme of annual updates. Diversity information will be specified as part pf the data to be collected and included in the rolling programme of updates
11	Is research considering the potential consequences of efforts to address racial inequality in housing opportunities and outcomes (for example, through initiatives to widen locational choice for	East Cambridgeshire does not have a clear enough understanding of the experiences of BME groups within the district to develop models for looking at the effects of initiatives on the local housing market. This may come about

	particular groups) on the dynamics of the local housing market and the sustainability of particular neighbourhoods?	through work on the recent influx of eastern European migrants into the district
12	Is analysis exploring community relations and profiling the potential consequences of ongoing processes of housing market change and associated changes in residential settlement patterns of different groups?	East Cambridgeshire is undertaking this analysis partly through the information gathered for this strategy and partly as part of its ongoing Housing Market analysis and as part of its community development work.
13	Is analysis evaluating the consequences of interventions intended to support the objectives of community cohesion?	The interventions r not yet well developed enough to allow this level of analysis , however this will be addressed in the next action plan

ACTION PLAN

Action identified	Link to other strategy/action plan	How measured	Dept responsible	Officer responsible	Date Due
To identify and monitor houses in multiple occupation in the district, including ethnic monitoring of the occupants	Already identified as action for EH – in service plan	Annual update of this action plan	Private sector housing (environmental health)	LK/KS	December 2007
To keep records of numbers of households living in shared accommodation and carry out ethnic monitoring and monitoring of country of origin of these households	Links to environmental health service plan, also part of housing advice remit	Annual update of this action plan	Housing services	JH	December 2007
To obtain further data about overcrowding in non-white households in East Cambridgeshire	Links to environmental health service plan, also part of housing advice remit	Annual update of this action plan	Housing Services	JH	December 2007
Build on joint working relationship with other services to improve information sharing about migrant worker populations	Links to LAA, community development and economic development services and service plans	Annual update of this action plan	Corporate services	AF	December 2007 and annual updates
Monitor visitors to housing reception and applicants on the housing register	Housing services service plan	Annual update of this action plan	Housing services	JH	Ongoing
Widen specialist training in the housing advice team about the	Housing services training plan	Annual update of this action plan	Housing services	JH/SH	ongoing

rights of migrants					
Produce a welcome pack of information for migrant workers	Links to corporate strategy action plans	Annual update of this action plan	Housing services Corporate strategy	AF JF	April 2007
To consult ethnic minority groups in East Cambridgeshire to ascertain level of knowledge about access to social housing, and to check that policies in East Cambridgeshire District Council and in Hereward Housing are not having a discriminatory effect on BME service users	Housing services service plan Links to corporate strategy service plan Links to LAA Links to hereward housing	Annual Update of this action plan	Housing services Corporate strategy Hereward housing	JH AF JF KB	December 2007
To make contact with groups who may represent Portuguese and polish residents and to undertake an initial survey of their experience of housing services	Housing services service plan	Annual Update of this action plan	Housing services	JH/SH/AG	December 2007
To use well established links with Cambridge city council to identify groups which may represent BMR communities in East Cambs and to make contact with any groups identified	Housing services	Annual Update of this action plan	Housing services	JH	December 2007
To check through the commission for racial equality Statutory code of practice on racial equality in housing England and to identify outstanding action for east Cambridgeshire and add these to the fist update of this	Housing services service plan and other service plans as appropriate when action identified	Annual update of this action plan	Housing services	JH	December 2007

action plan					
To carry out a detailed survey of the housing aspirations of gypsy and traveler families within easy Cambridgeshire to identify what sort and size of sites will be required in the new DFD	Housing services Environmental health service plan Development services service plan	Annual update of this action plan	Housing Services Traveller liaison officer	JH BH	December 2007
To identify new sites for gypsies and travellers within the district and work with traveler groups to develop a plan for the development of these sites	EERa guidance for the sub region awaited Also sites to be identified ad part of the LDF process		Development services in consultation with housing services	DA JH BH KC	2008-9
To check that BME record keeping and monitoring by ECDC and hereward housing is compatible with other organizations and contains postcode details as well a ethnicity details		Annual update of this action plan	Housing Services	JH	December 2007
Work with the corporate strategy team to ensure that any surveys involve any communities identified by the work in this plan		First update of this action plan then referred to appropriate action plan	Housing services Corporate services	JH AF JF	ongoing