



WOKINGHAM BOROUGH COUNCIL

An Extraordinary Meeting of the **EXECUTIVE** will be held in David Hicks 1 - Civic Offices, Shute End, Wokingham RG40 1BN on **WEDNESDAY 16 MAY 2018 AT 7.00 PM**

A handwritten signature in black ink, appearing to read 'Manjeet Gill', is written over a light grey rectangular background.

Manjeet Gill
Interim Chief Executive
Published on 8 May 2018

This meeting will be filmed for inclusion on the Council's website.

Please note that other people may film, record, tweet or blog from this meeting. The use of these images or recordings is not under the Council's control.



WOKINGHAM BOROUGH COUNCIL

Our Vision

A great place to live, an even better place to do business

Our Priorities

Improve educational attainment and focus on every child achieving their potential

Invest in regenerating towns and villages, support social and economic prosperity, whilst encouraging business growth

Ensure strong sustainable communities that are vibrant and supported by well designed development

Tackle traffic congestion in specific areas of the Borough

Improve the customer experience when accessing Council services

The Underpinning Principles

Offer excellent value for your Council Tax

Provide affordable homes

Look after the vulnerable

Improve health, wellbeing and quality of life

Maintain and improve the waste collection, recycling and fuel efficiency

Deliver quality in all that we do

MEMBERSHIP OF THE EXECUTIVE

Charlotte Haitham Taylor	Leader of the Council
Keith Baker	Highways and Transport
Richard Dolinski	Adults Services
Norman Jorgensen	Environment, Sports, Environmental Health, Leisure and Libraries
Julian McGhee-Sumner	Finance
Stuart Munro	Business and Economic Development and Regeneration
Simon Weeks	Planning and Enforcement

ITEM NO.	WARD	SUBJECT	PAGE NO.
120.		<p>APOLOGIES To receive any apologies for absence</p>	
121.		<p>DECLARATION OF INTEREST To receive any declarations of interest</p>	
122.		<p>PUBLIC QUESTION TIME To answer any public questions</p> <p>A period of 30 minutes will be allowed for members of the public to ask questions submitted under notice.</p> <p>The Council welcomes questions from members of the public relating to the item on the agenda only.</p> <p>For full details of the procedure for submitting questions please contact the Democratic Services Section on the numbers given below or go to www.wokingham.gov.uk/publicquestions</p>	
122.1	Finchampstead South	<p>Michael Jones has asked the Executive Member for Adult Services the following question:</p> <p>Question On several previous occasions over the last three years both Council employees and councillors have publicly stated all the existing homeowners on the estate will be offered a like-for-like swap for their homes. Currently, Council employees will not confirm such. Is this not still the case?</p>	
123.		<p>MEMBER QUESTION TIME To answer any Member questions</p> <p>A period of 20 minutes will be allowed for Members to ask questions submitted under Notice relating to the item on the agenda only</p>	

Any questions not dealt with within the allotted time will be dealt with in a written reply

Matters for Consideration

124. Finchampstead
South

GORSE RIDE ESTATE REGENERATION

5 - 26

EXCLUSION OF THE PRESS AND PUBLIC

The Executive may exclude the press and public in order to discuss the Part 2 sheets of Agenda Item 124 above and to do so it must pass a resolution in the following terms:

That under Section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A of the Act (as amended) as appropriate.

A decision sheet will be available for inspection at the Council's offices (in Democratic Services and the General Office) and on the web site no later than two working days after the meeting.

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Civic Offices, Shute End, Wokingham, RG40 1BN

TITLE	Gorse Ride Regeneration
FOR CONSIDERATION BY	The Executive on 16 May 2018
WARD	Finchampstead South
DIRECTOR	Graham Ebers, Director for Corporate Services
LEAD MEMBER	Richard Dolinski, Executive Member for Adult Services

OUTCOME / BENEFITS TO THE COMMUNITY

The proposed regeneration will transform the estate through the provision of a range of new, high quality, affordable and market replacement homes and additional new homes of mixed tenure with green public open space that will meet the needs and expectations of existing and future residents.

RECOMMENDATION

That the Executive notes the outcome of the feasibility work on the Gorse Ride estate and subsequently approves:

- 1) the rehousing of tenants and acquisition of owner occupied homes and the subsequent demolition and redevelopment of the Gorse Ride estate (comprising all properties in Billing Avenue, Dart Close, Firs Close, Orbit Close and Whittle Close (excluding numbers 19 to 26), as well as, Gorse Ride South (numbers 8 – 42, even numbers only);
- 2) the indicative development brief for the regeneration project;
- 3) the proposed funding model, including the allocation of £28,015,683 Section 106 receipts (for the provision of affordable housing) towards the regeneration project and £1,300,000 from the Housing Revenue Account (HRA) for statutory compensation payments to tenants, in accordance with the Part 2 Report;
- 4) the selection of Wokingham Housing Limited (WHL) as the development partner for the regeneration project and Loddon Homes Limited as the end landlord for the new homes;
- 5) that tenants living in the affected homes will be offered a new home on the regenerated estate on a lifetime assured tenancy with broadly similar terms to their current Council tenancy;
- 6) that homeowners living in the affected homes will be offered a range of options to enable them to purchase alternative housing, including the option to buy a new home on the regenerated estate (or potentially off-site) with financial support where needed through an equity loan scheme (or similar);

- 7) that the Council transfers the site to Loddon Homes Limited on terms to be agreed by the Director of Corporate Services in consultation with the Leader of the Council and Lead Members for Adult Services and Finance;
- 8) that the Director of Corporate Services, in consultation with the Lead Members for Adult Services and Finance, can agree the terms and sign off the acquisition of homes required for the project;
- 9) that the site is appropriated for planning purposes under Section 227 of the Town and Country Planning Act 1990 and Section 122 of the Local Government Act 1972;
- 10) that the transfer of land and funding for the regeneration will be subject to WHL securing a planning consent for the scheme and the necessary Board approvals.

SUMMARY OF REPORT

The Gorse Ride estate is a residential area of Finchampstead, Wokingham. The homes were built as short-term accommodation for a 10 - 20 year period and suffer from a number of maintenance issues relating to their non-traditional construction, including poor thermal insulation, structural defects, and drainage issues. In March 2017, the Executive agreed the intent to regenerate the Gorse Ride estate (subject to funding and the outcome of feasibility work).

Government grant has been used to fund various technical studies, feasibility, masterplanning and community engagement work to look at the potential design options for the estate. The community have been actively engaged in preparing the future masterplan for the estate through a Steering Group and fortnightly regeneration surgeries. This feasibility work has resulted in an indicative masterplan that will provide 243 new build homes (a net gain of 65). The housing types include a mix of 1 and 2 bedroom bungalows, 1 and 2 bedroom apartments and 2, 3, 4 and 5 bedroom houses. The masterplan provides for the current household needs of all existing residents (Council tenants and homeowners), making it possible for them (if they wish) to move into a newly built home within the regenerated estate. The indicative phasing plan suggests that the redevelopment should come forward in 3 phases commencing in Spring/Summer 2020 (when the scheme at the former Cockayne Court site is anticipated to complete).

This report sets out the Council's plans to proceed with the redevelopment of the Gorse Ride estate through the commitment of £28 million funding from Section 106 agreements for affordable housing. The remaining balance of funds will come from company borrowing and capital receipts from private and shared ownership sales. Loddon Homes will also bid for Homes England grant funding where available. The exact tenure mix is likely to vary over the life of the project, but it is expected that there will be at least 136 social rented homes replacing the council rented homes that are there currently.

The report proposes that Loddon Homes would be the end landlord for the new homes, whilst WHL will act as the development partner to oversee the redevelopment. It is recommended that existing tenants be offered a new home on the regenerated estate on a lifetime assured tenancy with broadly similar terms to their current Council tenancy,

whilst the 39 affected homeowners will be offered a range of options to enable them to purchase alternative housing on or off the estate (as they wish).

Background

The Gorse Ride estate is a residential area of Finchampstead, Wokingham. The homes were built using the Ministry of Housing and Local Government Development Group (MOHLG) construction technique with the purpose of providing short-term accommodation for a 10 - 20 year period. Like many other council owned estates, the estate has suffered under investment over time under the previous housing finance regime. There are a number of maintenance issues relating to the non-traditional homes, including poor thermal insulation, some structural defects, and above and below ground drainage issues, which lead to high maintenance liabilities compared with other homes in council ownership. The non-traditional stock condition report carried out by Rand Associates in 2011 identified that £6,945,270 of repairs would be required on the Gorse Ride estate over the next 30 years. An updated stock condition survey was undertaken in 2017 to look at the repairs and maintenance requirements of the homes to meet the basic Decent Homes Standard and to ensure they remain wind and water tight. This identified repairs totalling £822,246 were needed in the 103 homes surveyed in the short to medium-term to keep them in a habitable condition. This would equate to circa £1 million when extrapolated across all the non-traditional homes and does not address the fundamental structural and drainage issues.

In March 2017, the Executive agreed the intent to regenerate the Gorse Ride estate (subject to funding) and approved the proposal to redevelop Cockayne Court, 97-107 (odd numbers) Arnett Avenue and 154 Barkham Ride, Finchampstead as Phase 1 of the project.

Since the Executive decision last year, the Council was successful in securing a £253,700 grant from the Government's Estate Regeneration Programme Fund. This funding has helped to fund various technical studies, feasibility, masterplanning and community engagement work to look at the potential design options for the estate. A Project Manager has also been appointed to help co-ordinate these activities.

Considerable progress has been made towards delivery of the Cockayne Court site (Phase 1). All affected tenants on this phase have now been suitably rehoused and WHL intend to submit a full planning application for approximately 46 new replacement homes in May 2018. It is proposed that these new homes are prioritised for re-housing residents within the wider estate.

Analysis of Issues

The Council acknowledges that both tenants and homeowners have been living with considerable uncertainty over the future of their homes since demolition notices were served in 2015. This report seeks to clarify the Council's intentions through the commitment of significant funding to enable the regeneration project to progress.

Based on the outcome of feasibility work, this report sets out the Council's plans to proceed with the redevelopment of the Gorse Ride estate. It is proposed that the comprehensive regeneration covers the demolition and redevelopment of all properties in Billing Avenue, Dart Close, Firs Close, Orbit Close and Whittle Close (excluding numbers 19 to 26), as well as, Gorse Ride South (numbers 8 – 42, even numbers only).

The community have been actively engaged in preparing the future masterplan for the estate through a Steering Group and fortnightly regeneration surgeries. A consultation was also undertaken across both tenants and homeowners during February/March 2018. There were split opinions over whether or not the estate should be regenerated with half of respondents being in favour and half preferring investment in upgrading the existing homes. However, given that the homes were only ever built to last around 20 years, it is likely that even with investment, redevelopment would need to be revisited again at some stage.

Development Brief

The estate currently consists of 178 low rise properties at Firs Close, Whittle Close (nos 1-18), Dart Close, Orbit Close, Billing Avenue and Gorse Ride South (even nos 8-42). The breakdown of ownership / tenure is set out below:

- Council rented homes - 135
- Council Community House - 1
- Housing association rented homes - 3
- Owner occupied homes - 39

To progress the project, architects Ayre, Chamberlain and Gaunt (ACG) were appointed in 2017 to undertake feasibility and masterplanning work for the wider estate to explore potential regeneration opportunities.

Residents and local stakeholders were invited to input throughout the feasibility, options development and Masterplan formation stages via the established monthly Project Steering Group and a series of fortnightly Regeneration Surgeries. In addition to the community feedback ongoing dialogue with Planning Officers, Highway Officers, Tree Officers, Flood and Drainage Officers and Site Infrastructure Officers has also helped shape the emerging regeneration proposals.

This feasibility work has resulted in an indicative masterplan that will provide 243 new and replacement homes on the site. The re-design has removed the unsightly and underused garages and alleyways to allow for successful densification, creating space for an additional 65 new dwellings as well as a large village green.

The housing types include a mix of 1 and 2 bedroom bungalows, 1 and 2 bedroom apartments, 2 bedroom houses, 3 bedroom houses (with and without garages), 4 bedroom houses and a small number of 5 bedroom houses. The higher density housing (3 - 3.5 storey apartments) are focused around the central part of the site overlooking the village green, while lower density houses and bungalows (1 to 2 storey) are near the periphery. The parking provision exceeds the Council's parking standards. The width of the new estate roads enables on street visitor parking and access for emergency and refuse vehicles.

The masterplan provides for the current household needs of all existing residents (Council tenants and homeowners), making it possible for them (if they wish) to move into a newly built home within the regenerated estate. The indicative phasing plan suggests that the redevelopment should come forward in 3 phases over an 88 month build period, commencing in Spring/Summer 2020 (when the scheme at the former Cockayne Court site is anticipated to complete).

The exact tenure mix is likely to vary over the life of the project, but it is expected that there will be at least 136 social rented homes replacing the council rented homes that are there currently. The indicative tenure mix is set out below:

- 136 x social rented homes (at target rents)
- 12 x intermediate/affordable rented homes (up to 80% of market rent, capped at the Local Housing Allowance level)
- 19 x shared ownership homes, at 35% equity share and rent on unsold equity capped at 1.5% per annum
- 76 x private sale homes (including replacement homes for current homeowners)

The Council will have full nomination rights to all of the affordable homes.

Proposed Funding Model

It is proposed that £28,015,683 of Section 106 commuted sums for affordable housing is allocated to the Gorse Ride regeneration project. The remaining balance of funds will come from company borrowing and capital receipts from private and shared ownership sales. Loddon Homes will also bid for Homes England grant funding where available.

As at 1 April 2018, the Council held circa £12 million of unspent affordable housing commuted sums with a further £71 million secured in signed Section 106 agreements. £16.2 million of these commuted sums has already been committed to affordable housing projects. It is estimated that on average around £10 million of receipts will be received per annum over the next 7 years. Whilst many of the sites are on-site and already paying in instalments, there is a risk that commuted sums may not be received at the expected rate. The Council will need to keep commuted sums receipts and expenditure under review over the life of the project to manage this risk.

Full details of the business model and funding are included in the Part 2 Schedule.

In addition, it is estimated that statutory home loss and disturbance payments to tenants will total approximately £1.3 million over the life of the project. These will be funded from the Housing Revenue Account (HRA), along with a dedicated Decant Officer post to assist with rehousing affected residents.

Land Transfer

The Council-owned homes on the Gorse Ride estate (comprising properties in Billing Avenue, Dart Close, Firs Close, Orbit Close and Whittle Close (excluding numbers 19 to 26), as well as, Gorse Ride South (numbers 8 – 42, even numbers only) are currently held for housing purposes under Part II of the 1985 Act (i.e. within the Housing Revenue Account). In addition, 39 homes are owned by individuals and will need to be acquired to allow the comprehensive regeneration to proceed.

When the Council first started to look at the potential regeneration in 2015, the intention had been for the redevelopment to be progressed through the Council's Housing Revenue Account (HRA) (i.e. as replacement Council housing). However, various Government announcements made in 2015 adversely impacted the Council's ability to finance this. These policies included a requirement that all councils and housing associations cut their rents by 1% per year for four years and a proposed new levy for

stock-retaining councils (based on assumption that high value empty properties would be sold).

Over two years later, the Council is still unclear whether the levy will be implemented by Government and if it is, what the impact would be on the HRA business plan. This uncertainty makes it extremely difficult for the Council to consider major investment in new/replacement homes within the HRA.

Taking this into account, the Council has had to consider alternative delivery options for the potential Gorse Ride regeneration project. The Council is fortunate in having its own housing development company, Wokingham Housing Limited (WHL) and Registered Provider (RP) company, Loddon Homes Limited. These companies provide the Council with more flexibility and choice in how new affordable housing is delivered locally.

Having taken legal advice, the proposal is that the Council transfers the site to Loddon Homes on terms to be agreed by the Director of Corporate Services in consultation with the Leader of the Council and Lead Members for Adult Services and Finance. Loddon Homes would be the end landlord for the new homes, whilst WHL will act as the development partner to oversee the redevelopment. Loddon Homes are proposed as the end landlord because:

- The Council's legal advice suggested Loddon Homes was best placed to replicate existing Council tenancy rights, whilst offering a similar level of accountability and scrutiny.
- As an RP, the company can bid for Government grants to part fund the project.
- The consultation earlier this year highlighted that if tenants were unable to keep the council as their landlord, their next preference would be Loddon Homes.

It is necessary to appropriate the site from the Housing Revenue Account for planning purposes under Section 227 of the Town and Country Planning Act 1990 and Section 122 of the Local Government Act 1972, in order to extinguish any rights which may exist over the same and enable the development proposed by WHL.

The relevant powers to dispose of HRA land are contained in Section 32 of the Housing Act 1985 and Section 25 of the Local Government Act 1988. General Consents under Section 25 of the Local Government Act 1988 (Local Authority assistance for privately let housing) were published in April 2014. General Consent AA allows a council to dispose of vacant HRA land to any organisation at less than market value for housing development, subject to certain conditions, without the need for Secretary of State consent.

Proposed Rehousing Options

In light of the feedback provided through the ongoing community engagement around loss of tenants' rights, the Council sought independent legal advice on rehousing options. The proposals below reflect the general aspirations and financial resources of residents and will allow the community to continue living on the estate post-regeneration. The Council will endeavour to re-house existing residents (tenants and homeowners) into new build properties on the estate in a phased way. Where possible, residents will only be moved once, although this will depend on the match of homes to residents on each phase. A site-specific Local Lettings Plan and Decant Policy are likely

to be developed setting out the approach to the allocation of homes and rehousing of residents for the new estate.

The legal advice concluded that existing tenants on the Gorse Ride estate should be offered tenancy agreements for the new homes on similar terms to their current council tenancies in order for it to be deemed as suitable alternative accommodation. This would include lifetime assured tenancies, social rent levels, succession rights and a preserved right to buy.

The proposal is that tenants would generally be offered a new home that meets housing needs (assessed in accordance with the Council's Allocations Policy). This would be based on all adults and children residing in the home at the time of the redevelopment. The Council is aware that some tenants may currently be under-occupying properties and under the Council's Housing Allocation policy would be required to downsize. However, the Council will consider offering some flexibility dependent on personal circumstances, such as, the option of one additional bedroom or a small financial incentive to tenants who fully downsize to a smaller home that matches their household need.

As part of the February/March 2018 consultation, tenants were given information on how their existing rights / tenancy arrangements may be affected with different landlord options and asked for their views on the proposals. The results of the consultation showed that about one-third wished to remain Council tenants, one-third preferred Loddon Homes as the end landlord and one third did not have a preference. Nearly 70% of respondents were supportive of a new tenancy that broadly matched their current terms and conditions (i.e. lifetime assured tenancies, social rent levels and a preserved right to buy). 87% of respondents supported the proposal for the Council to offer some flexibility (i.e. allowing one extra bedroom, financial incentive etc.) to tenants that are required to downsize.

Similarly, many homeowners have told the Council they wish to continue to live on the estate. The indicative masterplan offers replacement homes of an equivalent number of bedrooms for all those resident homeowners who wish to stay. Alternatively, where homeowners wish to move elsewhere, the Council or housing provider (a council-owned company or housing association) will buy homes at full market value.

The Council is aware that the market value of the existing homes may not be enough to allow homeowners to find a similar sized property locally to suit their housing needs and personal circumstances. The newly built homes will also have a higher market value than the existing homes on the estate. Therefore, the Council is proposing three possible options for homeowners to consider that offer flexibility for residents and make effective use of public funds. These are:

- 1) Equity share – The homeowner would be able to swap the value of their existing home into a newly built home with the same number of bedrooms or fewer on the estate. They would have an equivalent value share in the new home and be able to live in it without making any additional lump sum payment. The remaining share in the property would be retained by the Council or housing provider. The resident would not have to pay any rent or interest on the part they do not own. Upon resale of the new property in the future, the resident would keep their share of the proceeds and the council/housing provider would keep its share.

- 2) Outright purchase – the homeowner would be able to swap the value of their existing home together with their home loss payment into a newly built home and then make an additional lump sum payment, so that they own the new home outright (100%).
- 3) Sell to the Council or Housing Provider - If the homeowner does not wish to live in a home on the newly built estate, they can sell their home to the council/housing provider for its market value (plus the statutory home loss payment) and make their own new housing arrangements.

Additionally, the Council sought views from homeowners on these options. 39% felt that one of the suggested options would suit them (with the equity share option being the most popular). 30% of respondents did not express a preference for any of the three options and wanted more information, while 23% indicated that none of the possible options would suit their personal circumstances. Some homeowners wanted the flexibility to use part or all of their statutory home loss payment to personalise their homes (instead of putting 100% towards equity as proposed in the consultation). There were also suggestions for the Council to widen re-housing options for homeowners by extending the equity share scheme to allow purchase of suitable homes off-site.

Following the consultation, it is recommended that homeowners have a choice as to whether or not they invest all or part of their home loss payment in equity under Option 1 (equity share) and that further consideration be given to opening up Option 1 so that affected homeowners can buy homes outside the estate on an equity share basis. If the Executive approve the regeneration project, individual meetings will be arranged with affected homeowners to explore the different options with them. This report proposes that decisions over the acquisition of the 39 owner-occupied homes on the estate be delegated to the Director of Corporate Services, in consultation with the Lead Members for Finance and Adult Services, so that these negotiations can be progressed in a timely manner.

An Equality Impact Assessment has been undertaken for the regeneration project and is included as Appendix 1 of this report.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council faces severe financial challenges over the coming years as a result of the austerity measures implemented by the Government and subsequent reductions to public sector funding. It is estimated that Wokingham Borough Council will be required to make budget reductions in excess of £20m over the next three years and all Executive decisions should be made in this context.

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Part 2 Report		
Next Financial Year (Year 2)	Part 2 Report		
Following Financial Year (Year 3)	Part 2 Report		

Other financial information relevant to the Recommendation/Decision

Funding is likely to come from a number of different Section 106 agreements for affordable housing. The matching of new affordable housing projects to specific Section 106 agreements will occur before start-on-site to ensure that we optimise the use of available receipts.

There will be a reduction in revenue to the Housing Revenue Account (HRA) from removing 135 homes from the Council's housing stock. However, the capital liability for these will also reduce. Financial modelling undertaken last year showed that this would not impact the long-term viability of the HRA Business Plan.

Cross-Council Implications

Affordable housing is a priority for the Council. Access to good quality, affordable housing is key to residents' health and wellbeing, education, employment, etc.

Reasons for considering the report in Part 2

Commercially sensitive information, relating to the funding and contract sums, is included on the Agenda as a separate Part 2 Report.

List of Background Papers

Minutes of all Steering Group meetings and the indicative masterplan can be downloaded from:

<http://www.wokingham.gov.uk/housing-and-tenants/tenant-services/gorse-ride-estate-regeneration/>

Contact Zareena Ahmed-Shere	Service Place Commissioning
Telephone No 0118 974 6587	Email Zareena.Ahmed-Shere@wokingham.gov.uk

Equality Impact Assessment (EqIA) for Gorse Ride Regeneration

Date: 13/04/2018	Scheduled refresh date: 30/04/2019	Version: 1
Service: Strategy and Commissioning Place Team (Corporate Services)	Completed by: Zareena Ahmed-Shere / Louise Strongitharm	Signed-off by: Sarah Hollamby
What key decision activity are you completing this EqIA for?		
Policy/Strategy <input type="checkbox"/>	Decision <input checked="" type="checkbox"/>	Service <input type="checkbox"/>

STAGE 1: INITIAL SCREENING

1.1: Did you answer yes to any question in the EqIA Criteria Checklist?
 (Source: EqIA Criteria Checklist, Appendix B, EqIA Guidance)

Yes

No

*If yes, please complete the template.
 If no, please provide an explanation below of why an EqIA is not required for the policy, function or service work you are implementing.*

[Click or tap here to enter text.](#)

1.2: What are the aims and objectives of the policy/strategy, decision or service?

This Executive report seeks approval to proceed with comprehensive regeneration plans for the Gorse Ride Estate, which involves demolition of existing homes and re-development of the site with replacement homes and supporting infrastructure.

Originally constructed in the early 1970's (as short term accommodation for a 10-20 year period), the Gorse Ride estate is a residential area of Finchampstead, Wokingham. The estate comprises 178 low rise prefabricated homes of modular construction which suffer from a number of maintenance issues relating to their non-traditional construction, including poor thermal insulation, structural defects, and above and below ground drainage issues. Of the 178 properties, 136 homes are Council owned, 3 are owned by an external Housing Association and 39 are owner-occupied homes. Like many Council owned estates it has suffered underinvestment overtime due to housing finance regime pressures. Compared with other Council housing stock, the homes on this estate are expensive to maintain to habitable / decent home standards.

The Gorse Ride regeneration proposal includes the rehousing and demolition of the 178 existing homes and re-provision of 243 new high quality, affordable and market replacement homes of mixed tenure with green public open space that will meet the needs and expectations of existing and future residents.

The mix of new homes provided in the Masterplan will suit the varying needs of existing and new residents, even if their current circumstances change. It will be possible for all existing residents (Council tenants and homeowners) to move into a newly built home within the regenerated estate. The indicative phasing plan suggests that the redevelopment should come forward in 3 phases over an 88 month build period, commencing in Spring/Summer 2020 (when the first phase of the scheme at the former Cockayne Court / Arnett Ave site is anticipated to complete). The phased development will minimise disruption to the estate during the demolition and building phases and allow existing communities to stay together. The exact tenure mix is likely to vary over the life of the project, but it is expected that there will be at least 136 social rented homes replacing the council rented homes that are there currently. The Council will have full nomination rights to all of the affordable homes.

If the Executive decision goes ahead, all residents within the estate will need to move to allow renewal to take place. The aim is to facilitate the rehousing of all affected Council tenants and homeowners according to their needs and preferences. All residents will have an option to move to a new home on the rebuilt estate or off site. The homes on the re-built estate will be allocated fairly to all groups (including the protected characteristics) in accordance with a bespoke Decant Policy / Local Lettings Plan that will be devised for the estate taking into account legal advice obtained and the recent feedback from the resident (Tenants and Homeowners) consultation during February / March 2018. While it is recognised that the decision will affect all residents within this estate, the impact of a forced move / disruption during development will have a greater impact on certain residents such as the elderly, those with medical needs, those with mobility / disability issues and households with school age children. All affected residents, particularly these groups will receive advice and assistance to find alternative accommodation, and arrangements will be made to pay statutory compensation.

STAGE 2: SCOPE AND DEFINE

2.1: Who are the main beneficiaries of the policy, decision or service?

List the groups the work is targeted or aimed at.

The decision will impact on the community that live within the Gorse Ride Estate and those that live immediately outside the project boundary. The proposal will replace the existing poor quality housing with new, high quality replacement homes and a large village green with pedestrian links. Both existing and new residents will benefit from the enhanced local environment. In particular the following groups will directly benefit:

- Existing Council tenants who will be offered a new home (that meets their household needs) on the regenerated estate on a lifetime assured tenancy with broadly similar terms to their current Council tenancy and receive statutory compensation.
- Existing Homeowners living in the affected homes will be offered a range of options to enable them to purchase alternative housing on the regenerated estate or off the estate (as they wish), with financial support (including statutory compensation) where needed through an equity loan scheme (or similar).
- People on the Council's waiting list for affordable housing (the re-developed estate will create 65 additional new affordable homes for rent and shared ownership)
- Residents living immediately outside the project boundary will benefit from an improved physical environment.

The project will also directly / indirectly impact the following stakeholders:

- Private tenants
- Families and carers of residents
- Those on the housing register for affordable homes
- Gorse Ride and Nine Mile Ride Schools (school rolls)
- GP / Dentist surgeries close to the estate

2.2: Who has been involved in the creation of the policy, decision or service? Who will it impact?

E.g. focus groups, interviews, staff, service users. Also identify any groups, in addition to the main beneficiaries, the work may impact

The consultation has been inclusive and resident focussed. The Gorse Ride Residents Steering Group was re-established in October 2017. It is made up of residents and stakeholders including Executive Member for Adult Services, local Borough Ward Councillors, 3 Finchampstead Parish Councillors, residents (tenants and homeowners), Gorse Ride Schools, Finchampstead Baptist Church and California Ratepayers Hall. The local community through this group and through the fortnightly Regeneration Surgeries at Community House (where the Council's Community Development Worker is based and the Project Manager is available) have been actively engaged in looking at potential design options and preparing the masterplan for the estate. Through input of the community the Masterplan has been shaped by the addition of bungalows, houses with garages and additional parking provision (that exceeds current policy standards). The consultation events have been held regularly both during the day and evenings at key stages of the project.

It has been recognised that some residents may not be able to attend consultation events. Community newsletters have been sent regularly to all households within the estate giving an update on the regeneration and contact details of the Project Manager. Residents have been able to speak to the Project Manager directly about their queries / concerns.

The Council has written to all potentially affected residents informing them about the proposed decision, how they may be potentially impacted and suggested some possible options. Residents were invited to provide feedback on the proposals by taking part in a Tenant's Survey / Homeowners Survey. The survey results revealed that residents were split on the future of the estate, with half favouring demolition and comprehensive re-development and half preferring retention and refurbishment of existing stock.

If the decision is made to implement the regeneration plans then all existing residents in the estate will be impacted as they will have to move to enable renewal to take place. This EQA has identified the positive and negative impact on different members of the resident community. To support them with re-housing options a public meeting on 23rd May 2018 will be held and following this Officers will hold one to one confidential discussions with all affected residents to make sure their housing and medical needs are fully understood so that appropriate re-housing options that would suit their personal circumstances can be identified. In particular vulnerable groups within the protected characteristics where there is a greater impact (older people, disabled people, female headed single parent households, or households containing a pregnant woman) will be given extra support and assistance. The Council will take action to mitigate the impact for vulnerable households particularly where there is no supporting family members / friends so that arrangements for the move can happen. These groups will be assisted throughout the re-housing process by the Project Manager, Community Development Worker and a dedicated Decant Officer. The positive impact of the regeneration will be that the rebuilt estate will provide high quality, energy efficient new homes in a better designed environment that will enhance a sense of community safety and well-being. The homes will be better designed and more appropriately laid out / or adapted for needs of older people and people with disabilities. The short term negative impact which would need to be minimised is the period of disruption which households will need to move and make new arrangements to access local services. In some cases residents may need to move twice if they move away from the estate and then return once their new home is completed.

STAGE 3: INFORMATION GATHERING/EVIDENCE

3.1: What Secondary Data did you use in the creation of this EqIA?

Secondary data is data collected by someone other than the user. Common sources of secondary data for social science include censuses, organizational records and data collected through qualitative methodologies or qualitative research)

The data which has been used in the production of this EqIA includes:

Desk based research of other Council's examples on how they have implemented estate regeneration schemes.
 Advice from Cornerstone's Barristers on tenancy rights / implications
 Property title registers to identify privately owned properties

Council tenants household data / profiles to identify household need.

3.2: What Primary data did you use in the creation of this EqlA?

Primary data is data collected by the investigator conducting the research, for example data collected through consultation, questionnaires or focus groups

Feedback from Project Steering Group Meetings and Regeneration Surgeries held on site.
Findings of Tenants and Homeowners survey conducted in March 2018

STAGE 4: ASSESSING THE IMPACT

Please complete the impact assessment table below by identifying any function or service that is likely to touch on any of the 3 main duties of the Equality Act 2010, then select the protected characteristic that maybe effected by the decision.

STAGE 5: ADDRESSING THE ISSUES

Once you have identified the impacts, please consider ways to tackle each of the negative impacts identified in order to mitigate them by completing the mitigation section of the table.

4 & 5: IMPACT ASSESSMENT AND ACTION PLAN

Consider the 3 main duties set out in the Equality Act 2010

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Act
2. Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Protected Characteristics	IMPACT ASSESSMENT			MITIGATION			
	(+ve / 0 / -ve)	Nature/Explanation	Main Duty (1-3)	Action required	Who is responsible?	By when?	Expected outcome
Race	+ve	No differential impact to race has been identified during this assessment. All tenants and homeowners of different racial backgrounds are likely to be equally affected by the regeneration plans and will have equal access to all re-housing options / statutory compensation offered to all affected residents.	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process)))</p>
Disability	+ve and -ve	<p>All new replacement homes will be built to planning / building regulations requirements, which will include a target for properties suitable for wheelchair users / those with disabilities.</p> <p>There are 13 bungalow and a number of ground floor flats</p>	N/A	<p>One to one discussions with all tenants to identify their medical needs so that the necessary adaptations can be made to their new allocated homes before they move in.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p>	<p>Equal access to new homes by all protected characteristics including people with disabilities. The indicative masterplan provides a range of dwelling types including bungalows. Ground floor flats may be suitable for wheelchair users or those mobility issues. Many of the new homes will be futureproofed to lifetime homes standards.</p>

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		<p>(that will meet the principles of Lifetime Homes) within the new rebuilt estate which can be prioritised for those with disabilities / medical needs</p> <p>Re-housing will be more disruptive to people with disabilities, especially if their current home has already been adapted to their needs.</p> <p>The existing estate contains a significant number of bungalows that are occupied by tenants who may have mobility issues or a disability. The same number of bungalows are not proposed to be re-provided and whilst there will be flats that are equally suitable, there is a risk that some residents with mobility / access issues may not feel they can be suitably rehoused on the re-built estate and have to move away.</p> <p>Disabled residents and their households may be receiving support from family, friends and neighbours. There is a risk that this support may be broken if re-housing occurs.</p>		<p>Try to limit necessary the number of moves for those with physical disabilities (where possible).</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p> <p>Extra support and advice and assistance throughout the re-housing process for those with a disability.</p>		<p>Produce Local Lettings Plan by 31st October 2018</p>	
Gender	+ve	<p>The re-designed estate will provide high quality new homes and an upgraded local environment including improved pedestrian access which will benefit both male and female groups.</p> <p>Single parent households may find the process of moving home more stressful and difficult compared to two parent households and therefore may need additional support and guidance. Single parent households are more likely to have women as head of the household and therefore there is a possibility that these regeneration plan may have a greater impact on women.</p>	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p> <p>Provide additional support and assistance to single parent households if required.</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p> <p>Produce Local Lettings Plan by 31st October 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process)</p>

Age	+ve and -ve	<p>The re-designed estate will provide high quality new homes and an upgraded local environment including improved pedestrian access which will benefit all age groups</p> <p>A number of families living in overcrowded conditions have been identified. The new homes will be planned based on need and therefore, the regeneration is likely to benefit families with children who are currently living in unsuitable accommodation.</p> <p>Rehousing is likely to be more disruptive and stressful to elderly residents. These residents may be more dependent on neighbours and local facilities, friends and family who may provide care and support. As rehousing will be based on need, there is likely to be more older residents required to downsize.</p>	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p> <p>Provide elderly residents additional advice and support to assist with rehousing.</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p> <p>Produce Local Lettings Plan by 31st October 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process)</p>
Sexual orientation	+ve	No specific differential impact relating to sexual orientation has been identified during this assessment.	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p> <p>Produce Local Lettings Plan by 31st October 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process)</p>
Religion/ belief	+ve	No specific differential impact relating to religion / belief has been identified during this assessment. All tenants and homeowners of different religious backgrounds / beliefs are likely to be equally affected.	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process</p>

				<p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p>		Produce Local Lettings Plan by 31st October 2018	
Gender Reassignment	+ve	No specific impact relating to gender reassignment has been identified during this assessment. All groups of residents will be treated fairly and equally throughout the regeneration process.	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p> <p>Produce Local Lettings Plan by 31st October 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process</p>
Pregnancy and maternity	+ve and -ve	<p>The proposals will not adversely impact this protected category as the new homes will be higher quality and an improved local environment will benefit all residents.</p> <p>However re-housing may be more disruptive / difficult for pregnant women who may require additional support.</p>	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p> <p>Provide additional support and assistance to pregnant women as requested.</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p> <p>Produce Local Lettings Plan by 31st October 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process</p>

To note, when carrying out the impact assessment the discriminatory factor is the local connection test, which can be seen as excluding any group which do not meet the criteria. But it does not target any protected characteristic. If, however a household outside of the Wokingham borough wants to build a house in the borough then they can purchase land themselves to do this and will not be restricted by this criteria.

STAGE 6: REVIEW & SCRUTINY

6.1: Has your EqlA been considered at your service's Management Team for discussion?

Yes No

If yes, date of meeting: 23/02/2018

6.2: After discussion with Management Teams, list comments, criticisms or alternative approaches suggested regarding the impacts and actions of the policy/strategy, decision or service.

What changes, if any, have been taken following discussion with your service Management Team?

No further changes

STAGE 7: PUBLICATION AND COMMUNICATION OF RESULTS

7.1: How will the assessment, consultation and outcomes be published and communicated?

The EqIA will be published on the Council's website (alongside the Executive Report) and made available in hard copy upon request.

STAGE 8: EMBEDDING ACTIONS INTO DELIVERY PLANS

8.1: Has your delivery plan been updated to incorporate the activities identified in the EqIA to mitigate any negative impacts that you have discovered?

These could be service, equality, project or other delivery plans.

Note: If you did not have sufficient data to complete a thorough impact assessment, then an action should be incorporated to collect this information in the future.

Actions identified above will be incorporated into the decant and rehousing process, along with the project plan.

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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