

A stylized, light brown map of the North West Cambridge area is positioned on the left side of the page, partially overlapping the light blue background. The map shows the irregular coastline and internal land divisions of the region.

NORTH WEST **cambridge**

Key Worker Housing Statement
September 2011

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1. Introduction

Purpose of the Key Worker Housing Statement

- 1.1. This Key Worker Housing Statement has been prepared on behalf of the University of Cambridge, to accompany the suite of information provided as part of the planning application for the Proposed Development.
- 1.2. The report outlines planning policy relating to the provision of key worker housing and establishes the relationship to the University's needs. It also sets out the policy context that defines its delivery in terms of overall supply, mix, density and layout. Finally, the report details the University's Allocations Principles and Locational Strategy for the Proposed Development.

Structure of the Key Worker Housing Statement

- 1.3. The remainder of the report is structured as follows:
- 1.4. Section 2 details the planning policy context under which key worker housing provision in the Proposed Development is to be delivered.
- 1.5. Section 3 details the University's requirements for key worker housing and its prioritisation approach.
- 1.6. Section 4 sets out the provision of key worker housing across the Application Site
- 1.7. Section 5 provides conclusions of this report.

Development Context

- 1.8. The Proposed Development provides the University with a unique opportunity to establish a new University-led urban quarter which meets its key worker housing needs. In this way, the University has established a number of key priorities for the Proposed Development:
 - Produce a scheme with a unique, outstanding University character, which blends with other uses across the Application Site;
 - Use best principles and features of the University in the design and use of the University and student accommodation;
 - Provide a mixed-use extension of the City with an urban rather than suburban grain;
 - Apply high quality design principles that do not distinguish between University and market accommodation;
 - Provide for and encourage a strong sense of community, reinforced through local facilities and creation of place;
 - Provide extensive, high quality landscaping with high quality urban green spaces; and
 - A low carbon, sustainable development that gives priority to cycling, walking and public transport and facilitates easy access to the City.
- 1.9. Evidence of Housing Needs for University and College staff is set out in the University's Housing Needs Study (2008), and was put forward to the Inspectors at the North West Cambridge Area Action Plan Examination. This needs case was supported by the Inspectors.

- 1.10. The Proposed Development is different to most other developments in Cambridge because it will be instrumental in securing the University's long-term success and position on a global stage. The University is ranked as one of the top five global establishments, based on its research capabilities, the other four being in the United States. The Proposed Development will provide the living and research accommodation needed to enable the University to continue to grow its research capabilities and maintain its global position so it can attract the best students and staff. It will encourage substantial investment in Cambridge and will help to recruit and retain the best staff and students from around the world. This is vital for both the Cambridge city region and the wider UK economy.
- 1.11. The need is also critical for the future recruitment prospects of the University and Colleges. It also has importance in reducing pressure on the overall Cambridge housing market. For example, from October 2008-September 2009, the University Accommodation Service received 6,780 requests (staff and students) for accommodation, with only 360 University units available (Source: University Accommodation Service). Staff not accommodated within University properties are typically housed in private rented accommodation (brokered either independently or via the University Accommodations Service).
- 1.12. Where staff members are recruited from outside the wider Cambridge area, a failure to meet their housing needs will create significant additional pressure in the local housing market, leading to continuing pressure on house prices and rents, and the further subdivision of family accommodation to provide multi-occupancy houses. It is expected that provision for key workers at the Proposed Development will relieve some of this pressure.
- 1.13. Ensuring that these housing requirements are met in most towns and cities is usually the responsibility of the local authorities through their planning policies (including stimulating private provision) or through their housing activities. Direct action by the University will therefore assist the Councils in addressing housing need in Cambridge and the surrounding areas.

2. Planning Policy Context

- 2.1. The policy context for the Proposed Development comprises a wide range of national, regional and local policy documents and guidance. These are summarised briefly below under the following headings:

- National Planning Policy
- Statutory Development Plan Policy
- Material Planning Considerations
- Further Guidance

National Planning Policy

Homes for the Future: more affordable, more sustainable (July 2007)

- 2.2. This document sets out the previous Government's strategic approach to housing although the sentiments reflect the current Government's strategy, and offers a range of detailed proposals specifically relevant to the policy context of key worker provision across the Application Site
- 2.3. Section IV is concerned with the delivery of more affordable homes to both buy and rent. As well as building more homes across the board, the UK also requires more homes that are affordable for first time buyers and families on Council waiting lists. Over the next few years there is a commitment to support a significant increase in affordable housing – both social housing as well as shared ownership to aid people in gaining their first steps onto the housing ladder. The document also outlines a number of challenges and strategies that are directly relevant to the delivery of key worker housing. There is recognition that key workers can find it particularly difficult to buy homes in many parts of the country. The Government sets out its willingness to back young families' aspirations and specifically target the needs of key workers.

PPS1: Delivering Sustainable Development (2005)

- 2.4. PPS1 sets out the overarching planning policies regarding the delivery of sustainable development. It states that the Government is committed to promoting a strong, stable and productive economy that aims to bring jobs and prosperity for all. Planning authorities should ensure the provision of sufficient, good quality, new homes, including an appropriate mix and adequate levels of affordable housing.
- 2.5. Policy 27 also notes the need to bring forward sufficient land of a suitable quality in appropriate locations that will meet the expected needs for housing.
- 2.6. PPS1 promotes development that builds socially inclusive communities. It states that planning should address accessibility to jobs, health, housing, education, shops, leisure and community facilities.

PPS 3: Housing (2011)

- 2.7. PPS3 sets out the Government's objectives for the delivery of housing. PPS3 outlines the following housing policy objectives:
- To achieve a wide choice of high quality homes, both affordable and market housing, to address the requirements of the community;
 - To widen opportunities for home ownership and ensure high quality housing for those who cannot afford market housing, in particular those who are vulnerable or in need.

- To increase affordability across the housing market, including by increasing the supply of housing
- To create sustainable, inclusive mixed communities.

2.8. PPS3 also addresses the delivery and provision of affordable housing. More relevant to the Proposed Development, it specifically outlines the ways in which Local Development Authorities should provide for key workers. It notes the Government's commitment to providing high quality housing for people who are unable to access or afford market housing and identifies key workers as a specific target market.

2.9. The Government also focuses a requirement on Local Authorities to ensure that provision of affordable housing meets the needs of both current and future occupiers, taking into account information contained with Strategic Housing Market Assessments. It is made clear that a sufficient supply of intermediate affordable housing can help address the needs of key workers and those seeking to gain a first step on the housing ladder. Such provision also helps to reduce the call on social-rented housing, frees up existing social-rented homes and provides a wider choice for households whilst ensuring sites have a mix of tenures.

PPS4: Planning for Sustainable Economic Growth (2009)

- 2.10. A number of policies are included that look to direct appropriate development that ensures sustainable economic growth. Local Authorities should seek to make the most efficient and effective use of land, reflective of the locally available workforce.
- 2.11. Sites should be identified that are capable of accommodating larger format developments where a need for such development has been identified.

Statutory Development Plan Policy

The East of England Plan (2008)

- 2.12. Following the recent legal challenge by CALA Homes against the decision by the Rt Hon Eric Pickles MP to revoke Regional Strategies in July 2010, it is clear that the East of England Plan needs to be considered, especially as it clearly supports the development of the Proposed Development, by virtue of Policies CSR1-CRS3 of this plan. Whilst it is recognised that the recently published Localism Bill is looking to abolish Regional Strategies it is equally clear that this Bill will not be enacted until November 2011 or later and the revocation of any individual regional will be subject to the SEA process. Accordingly it will formally remain part of the statutory Development Plan until that date and must be taken into account at this stage.
- 2.13. The adopted East of England Plan 2008 has a vision for the Cambridge Sub-Region to 2021 and beyond, to continue to develop as a centre of excellence and world leader in higher education and research.
- 2.14. Policy CSR1 states that the vision for the Cambridge Sub-Region to 2021 and beyond is to continue to develop as a centre of excellence and world leader in higher education and research, fostering the dynamism, prosperity and further expansion of the knowledge-based economy spreading outwards from Cambridge. Local Development Documents should provide for development focused on making the most of the development potential of land in the following order of preference:
- in the built-up area of Cambridge, subject to considerations of environmental capacity;

- on the periphery of the built-up area of Cambridge on land released from the green belt following the Cambridgeshire and Peterborough Structure Plan 2003 and through the Cambridge Local Plan and development plan documents prepared by the local planning authorities.

South Cambridgeshire District Core Strategy (2007)

- 2.15. The South Cambridgeshire District Core Strategy includes a number of related policies to the provision of key worker housing, which are outlined below:
- 2.16. Policy ST/2 concerned with Housing Provision notes that the District Council will make provision for 20,000 new homes in South Cambridgeshire during the period 1999 to 2016 in locations in the following order of preference:
1. On the edge of Cambridge
 2. At the new town of Northstowe
 3. In the rural area in Rural Centres and other villages;

The provision of affordable housing, including for key workers, will be sought as part of overall housing provision.

- 2.17. Policy ST/8 covers Employment provision and notes that Local development Documents will ensure sufficient employment land is available to enable further development of the high technology clusters and meet local needs
- 2.18. As a major part of the Cambridgeshire Sub-Region, the pressures for housing development in South Cambridgeshire remain strong and must be carefully managed to ensure that the qualities and characteristics that attract people to the area in the first place are not damaged. The Strategy is one of concentrating development on Cambridge through a number of urban extensions to the city. These major developments are addressed in a series of Area Action Plans and the North West Cambridge Area Action Plan is detailed subsequently.
- 2.19. The University, in providing up to 3,000 new dwellings, fifty percent of which are key worker homes, located on the north western edge of Cambridge, ensures that it meets policy ST/2 by providing a proportion of dwellings that go towards meeting the target of 20,000 new dwellings.
- 2.20. The adopted Cambridge City Council Local Plan and South Cambridgeshire District Council Core Strategy promote the development of the Application Site in order that the University can meet a specific element of its staff recruitment and retention needs through establishing a new University-oriented urban quarter of Cambridge and to help secure the University's long-term success.

South Cambridgeshire Development Control Policies (adopted July 2007)

- 2.21. Policy DP/4 on Infrastructure and New Developments outlines that contributions may be necessary for affordable housing, including that for the provision of key workers. A further housing objective detailed under HG/a looks to ensure the provision of a range of housing types and sizes including affordable housing, to meet the identified needs of all sectors of the community, including key workers.
- 2.22. Policy HG/3 gives regard to affordable housing and observes that the availability of housing that is affordable and accessible to those in need in South Cambridgeshire is a major and growing issue. 40% or more of the new housing in the sub-region will be affordable which will include key worker housing, in accordance with Policy P9/1 of the Structure plan.

Cambridge Local Plan (adopted July 2006), Saved Policies (July 2009)

- 2.23. The Cambridge Local Plan was adopted by the Council in July 2006. As a result of changes to the planning system which were introduced by the Planning and Compulsory Purchase Act 2004 local plans expired, but in July 2009 the Secretary of State issued a formal direction to 'save' the majority of policies contained within the Cambridge Local Plan. The Cambridge Local Plan is in the process of being replaced by the Local Development Framework (LDF) for the city. Prior to this being formally replaced, the saved policies from the Local Plan continue to be used as the basis on which all development control decisions are made. The main planning policies that relate to the provision of key worker housing are now discussed.
- 2.24. Policy 5/5: Meeting Housing Needs states that affordable housing includes housing for key workers allocated on the basis of need. Key worker housing should be located within a 30 minute drive time of their place of employment. Key worker housing will be available to initial and successive occupiers unless there are no eligible nominees in which case units will be offered to others in housing need. The proportion of key worker housing on each site will be determined by the City Council based on evidence of need, location and land ownership. The supporting text defines intermediate rented housing as housing for which rents do not exceed 30% of the net median household income for the specific key worker group.
- 2.25. The Proposed Development falls under Local Plan **Policy 9/7** Land between Madingley Road and Huntingdon Road, which is reserved for predominantly University of Cambridge related uses. The policy recognises that the Proposed Development will need to provide a clear need for the land to be released, required for development for staff and student accommodation and University academic faculty development. The detail of this policy has now been superseded by the North West Cambridge Area Action Plan, which recognises the University's demonstrated need.

North West Cambridge Area Action Plan (2009)

- 2.26. Cambridge City Council and South Cambridgeshire District Council have adopted an Area Action Plan for North West Cambridge.
- 2.27. The Area Action Plan is the key policy document in relation to this scheme. All policies in the AAP are directly related to the Application Site. Policy NW1 sets out the overall vision for the area, and emphasises that the development will create a new sustainable University-led extension to the City.

Policy NW1: Vision

North West Cambridge will create a new University quarter, which will contribute to meeting the needs of the wider city community, and which will embody best practice in environmental sustainability. Development will be of the highest quality and support the further development of the University, Cambridge and the Sub-Region as a centre of excellence and a world leader within the fields of higher education and research, and will address the University's long-term development needs to 2021 and beyond...

- 2.28. Policy NW5 identifies the number of overall dwellings, with reference to the priority to provide for University needs. Policy NW6 sets out the requirement for a proportion of the overall housing to be affordable housing, to meet the housing needs of Cambridge University and College employees. Policy NW7 establishes the requirement for Balanced and Sustainable Communities to be created. The glossary also provides a definition of relevant University and College key workers, which articulates that they are those that the University defines as

priority for housing need and that they will meet its recruitment and retention needs to ensure the functioning and success of the University and its Colleges:

Policy NW5: Housing Supply

1. Approximately 3,000 dwellings will be provided (about 1,050 by 2016), with a priority on providing for University needs. An average net housing density of at least 50 dwellings per hectare will be achieved across the development as a whole. A range of densities will be provided following a design-led approach, including higher densities in and around the local centre and close to public transport stops, and with development of an appropriate scale and form where it adjoins existing housing;
2. Approximately 2,000 units of student accommodation will also be provided.

Policy NW6: Affordable Housing

Housing developments will only be permitted if they provide 50% affordable housing to meet the needs of Cambridge University and College key workers (as distinct from units of student accommodation), but account will be taken of any particular costs associated with the development (e.g. infrastructure provision) and other viability considerations, whether there are other planning objectives that need to be given priority, and the need to ensure balanced and sustainable communities. The occupation of such housing will be limited to Cambridge University and College key workers in housing need. It must be available over the long term. Contributions for off-site provision will not be appropriate.

Policy NW7: Balanced and Sustainable Communities

1. Affordable housing will be intermingled with the market housing in small groups or clusters, whilst the student housing can be provided in a number of groups distributed across each phase of the development;
2. A suitable mix of house types, sizes and tenure (including affordable housing) will be provided, attractive to and meeting the needs of, all ages and sectors of society including those with disabilities. This should include a proportion of new homes designed to Lifetime Home Mobility Standards. The mix in each particular development will be determined by evidence at the time of planning permission, including housing need, development costs and viability, and the achievement of mixed and balanced communities.

Supporting AAP Text for Policy NW7: Balanced and Sustainable Communities

The layout of the development should integrate affordable housing with the open market housing in ways that minimise social exclusion. The creation of tenure monocultures should be avoided. The development of the affordable housing in multiple small groups and clusters of between 6 and 25 dwellings will satisfy the policy requirement to achieve mixed and balanced communities.

Glossary: Cambridge University and College Key Workers

Staff employed by Cambridge University and its Colleges which the University accept as a priority for housing having regard to their level of housing need and their contribution to the functioning and success of the University and its Colleges. This could also include staff employed by other organisations whose presence in Cambridge is directly related to the presence of the University such as the Medical Research Council and other research facilities

- 2.29. The three AAP policies and glossary definition clearly identify that it is the University's role, not the local authorities', to identify its priority staff for housing in the key worker accommodation at the Proposed Development by considering its recruitment and retention needs alongside staff housing needs alongside their inability to afford open market housing.

Material Planning Considerations

- 2.30. In addition to the statutory development plans there are a series of further planning documents which have been material considerations in preparing the housing proposals.

Supplementary Planning Documents

- 2.31. Cambridge City Council has a number of supplementary planning documents (SPDs) that have been taken into consideration as part of the key worker housing provision. These SPDs are as follows:

- Affordable Housing SPD (January 2008)
- Planning Obligations Strategy SPD (March 2010)

- 2.32. South Cambridgeshire District Council has a SPD regarding Affordable Housing which was produced in March 2010.

Further Guidance

Balanced and Mixed Communities: A Good Practice Guide (2006)

- 2.33. The Good Practice Guide on Balanced and Mixed Communities was issued in 2006 with the intention of conveying the importance of delivering mixed communities that meet pre-determined need. Paragraph 3.23 recognises the need for local authorities to set out the broad balance between different tenures and house types that should be catered for. Strong parallels are drawn to policy noted in PPS3. Paragraph 3.35 notes the importance of drawing upon information on the nature of housing need and the types of market and affordable properties required as indicated by the Housing Market assessment (HMA).

Cambridge Housing Sub Region : Strategic Housing Market Assessment (May 2008)

- 2.34. The SHMA is a report commissioned by the Cambridge Sub-Region Housing Board to inform future housing strategies and individual housing developments within the area and highlights a number of trends and market expectations relating to key worker housing.
- 2.35. It states that there is now considerable – and growing – evidence to suggest that the intermediate market, including key worker housing, has the potential to grow significantly. House prices have been increasing at rates well above inflation, fuelled by investment companies, buy-to-let, equity release, inheritance and a strong economy. In the Cambridge sub-region this has resulted in not only very high average prices in most districts, but also a very high 'lower quartile' price, which is generally accepted as the likely 'entry-level' price for newly forming households and first time buyers.

Cambridge Sub-Region Key Worker Housing Research (2003)

- 2.36. This study by Roger Tym & Partners identifies problems in recruiting younger workers (aged under 30 years) and in retaining older workers, particularly those aged 30-34 years in the Cambridge sub-region. The study provides quantitative data concerning the need of key workers for affordable housing in the Cambridge sub-Region. Its key findings are as follows:
- That the cost of housing in Cambridge is such that even a dual income key worker household could not afford to buy in Cambridge.
 - That provision should be in the form of a mix between sub market rents and low cost home ownership with the latter predominating; and,

- That the bulk of the key worker programme should be concentrated within Cambridge and South Cambridgeshire.

3. Key Worker Housing Allocations Principles and Key Worker Characteristics

- 3.1. The Proposed Development provides for 3,000 residential dwellings across the Application Site, of which 50% (1,500 dwellings) are intended for University and College key workers. The University's Housing Needs Study (2008) identifies the broad characteristics of the University & College employees, and subsequent survey work has been undertaken to inform the University's Staff Allocations Principles and the Proposed Development, and to determine the prioritisation of its key workers, as the University will not be able to meet its full need for key worker housing within the Proposed Development..
- 3.2. The University is already suffering problems in recruiting and retaining staff due to the local housing market and its inability to offer global recruits similar standards of accommodation to its international competitors. The early provision of key worker housing on the Proposed Development will significantly improve the ability to attract and retain the best quality staff. Without the ability to meet these needs in a properly planned urban quarter well related to its existing sites the University will be at a competitive disadvantage.
- 3.3. As demonstrated in the evidence submitted by the University to the examination of the North West Cambridge Area Action Plan, the future significant growth area for the University is in the research faculties, and the staff members who the University is expressly targeting are postdoctoral researchers, to drive the research growth projected by the University.
- 3.4. Evidence of Housing Needs for University and College staff is set out in the University's Housing Needs Study (2008). The University's Housing Needs Study includes a survey of University and College Staff, covering household characteristics, housing circumstances and incomes across all staff groups (Academic, Contract Research, Administrative/Clerical, Technical and Manual). It then sets out the housing needs for University staff, based upon current and projected levels of recruitment. The Study identifies housing needs across all University staff groups:
- Academic staff (teaching and research);
 - Contract Research staff (engaged in research, on a fixed term basis);
 - Academic-related staff (administrative, computing, technical, library and other specialist roles); and
 - Assistant staff (supporting functions, e.g. clerical, secretarial, technical and manual occupations).
- 3.5. The Housing Needs Study 2008 confirmed that, at the present time, the University needs to recruit just over 2000 staff every year in order to replace turnover, a rate of 25%. The most significant needs, in relation to numbers of new staff, are for contract research staff and support staff, with recent annual turnover of 40% and 21.5% respectively (Housing Needs Study 2008, Section 4.2). With approximately 1,500 University staff dwellings on the Proposed Development, the University is anticipating approximately 500-600 nominations per annum, far less than the 2,100 staff places recruited each year. Consequently the Proposed Development can only go part of the way to meeting overall need and the University will need to carefully prioritise those key workers it can accommodate in terms of its overarching needs. Furthermore, this prioritisation of the key workers through the University's allocation mechanism influences the nature of the housing provided on the Application Site.
- 3.6. Annual recruitment rates will increase in the future as the number of staff continues to grow, from a low growth projection resulting in 2,400 staff recruited annually by 2,021, to a high growth projection resulting in 3,280 staff recruited annually by 2,021. Because growth at the University is likely to focus on its research functions, within the figures above, growth in

contract research staff numbers will be most significant, is vital to the future prospects of the University and consequently contract research staff are likely to be a high proportion of the priority key workers. (Housing Needs Study, Table 11).

- 3.7. The need is critical for the future recruitment prospects of the University and Colleges. It also has importance in reducing pressure on the overall Cambridge housing market. For example, from October 2008-September 2009, the University Accommodation Service received 2,942 requests from staff and 984 requests from visiting scholars for accommodation, with only 360 University units available (Source: University Accommodation Service). Staff not accommodated within University properties are typically housed in private rented accommodation (brokered either independently or via the University Accommodations Service).
- 3.8. Where staff members are recruited from outside the wider Cambridge area, a failure to meet their housing needs will create significant additional pressure in the local housing market, leading to continuing pressure on house prices and rents, and the further subdivision of family accommodation to provide multi-occupancy houses. It is expected that provision for key workers within the Proposed Development will relieve some of this pressure.

Key Worker Characteristics

- 3.9. Table 1 below shows the number of staff employed by the University, by broad staff category, the average annual turnover rate, and the annual recruitment required to maintain current staff numbers:

Table 1

Total University staff, turnover and annual recruitment				
	Academic Staff	Contract research staff	Support Staff*	Total
Total Staff Numbers	1667	2535	4520	8722
Turnover (%)	8.0%	40.0%	21.5%	24.3%
Annual recruitment	134	1014	974	2122

*Support staff comprises of assistant staff and academic-related staff

Source: Databook 2007 and Personnel records

- Academic staff are in posts such as Lecturer, Senior Lecturer, Reader or Professor. Support staff include all administrative, technical and manual posts. Both academic and support staff are usually employed on permanent contracts. Academic staff are a small proportion of the 2,100 staff recruited per annum.
 - Contract research staff are nearly all employed on fixed term contracts, usually either three year or one year, depending upon the source of funding. As a result, turnover is particularly high, although expected, among contract research staff, who are in post for an average of 2.5 years.
 - Turnover is also high among support staff (comprising assistant staff and academic-related staff), with assistant staff in particular staying in post for an average of only four years.
- 3.10. The 2009 Survey of University staff recruited since 2004 showed that a significant proportion of University staff particularly in the research and academic groups are recruited from abroad or from elsewhere in the UK:

Table 2

Grossed numbers and percentages of staff types recruited from Cambridge and elsewhere				
	Cambridge and local area	Elsewhere in UK or abroad	Total number	% of post type moving to Cambridge
Academic	44	119	163	73.1%
Research	316	535	851	62.9%
Support	745	363	1108	32.8%
Total	1105	1017	2122	47.9%

Note: Cambridge and local area includes staff with Peterborough, Stevenage or Ipswich postcodes.

Source: Survey of University Staff (2009), grossed to total annual recruitment of 2,122

3.11. Table 2 shows:

- that approximately half the staff recruited by the University moved to Cambridge from elsewhere in the UK or abroad following their appointment
- that nearly three quarters of all academic appointments, and nearly two thirds of all research appointments, were made to individuals living outside the wider Cambridge area.
- and that one third of all support staff appointments were also made to individuals who lived outside Cambridge or the local area.

3.12. In-migration to Cambridge, both from elsewhere in the UK and from overseas, clearly adds to existing pressures within the Cambridge housing market, and these employees are generally those in greatest need of housing support as they do not know the local market.

3.13. Any growth of the University in the period up to 2021 would add to the numbers of staff recruited from outside the Cambridge labour and housing markets.

3.14. Therefore a significant proportion of the University's annual recruitment is moving into the Cambridge housing market, and adding to existing housing stress. The 2009 Staff survey identified the household tenure of recently recruited University Staff, and as set out in Table 3, the main areas of pressure for existing staff are on the open market ownership and rental markets, with only 1% renting from the Council or a Housing Association.

Table 3: Housing Tenure of recently recruited University Staff

Tenure	Number	Percent
Missing (not completed)	2	0.29%
Living rent free with family or friends	19	2.75%
Rent from live-in landlord, including family and friends	50	7.25%
Rent from private landlord	267	38.70%
Rent from the Council or a Housing Association	8	1.16%
Rent from the University or a College	63	9.13%
Buying as part of a shared ownership or shared equity scheme	12	1.74%
Buying whole property with a mortgage	210	30.43%
Own outright	49	7.10%
Other	10	1.45%
Total	690	100.00%

Source: Survey of University Staff (2009)

Key Worker Staff profiles

- 3.15. Significant information on University staff housing need was provided by the University as part of the AAP process. Subsequently the University has undertaken further analysis including an extensive survey of its existing employee household characteristics which elicited around 700 responses. This survey was undertaken in mid 2009 and covered the preceding four year period.
- 3.16. The key messages from this analysis are as follows:
- University staff can be broadly categorised in terms of academic, research and support staff, and the majority are research and support staff (including academic related staff and support staff);
 - Half of all staff recruited by the University moved to Cambridge following their appointment;
 - Given the University's future growth areas, the key staff members to support future growth are postdoctoral researchers, typically from overseas and on one or three year contracts;
 - Nearly $\frac{3}{4}$ of all academic appointments and $\frac{2}{3}$ of all research appointments were made to individuals from outside the wider Cambridge area;
 - Across all broad categories the proportion of all households with children is very similar with just over a quarter (28%) of all households having children;
 - Overall family sizes for employee households are small compared to UK average. Of the household units with children, 48% have one child and 44% have two children; and
 - Over a third of all children are aged between 0-3 as are approximately half of the children whose families moved to Cambridge on appointment.

Allocations Principles for Key Worker Housing

- 3.17. As detailed above, the University's need for key worker housing to meet its staff needs will exceed the number of key worker housing units in the Proposed Development. It is therefore necessary that the University develop principles for the assessment of key worker housing applicants, to determine which staff are eligible, and then prioritised, for the housing at the Proposed Development. The University has established a 4 step process for prioritising applicants:
1. Determine Housing Applicant Eligibility
 2. Assess whether the Housing Applicant is being recruited for a 'hard to fill' post; if so Priority 1
 3. If not in 'hard to fill post', apply geographic criteria to identify Housing Applicant priority based on location; categorise as Priority 2-6.
 4. For all Housing Applicants, review individual circumstances to apply + or – within Priority group.
- 3.18. This section articulates the four step process. The University will monitor its needs on a regular basis and review the Allocations Priorities set out in this section in lieu of any significant changes to its staff housing needs. If this monitoring indicates that the prioritisation process needs to be amended it will inform the Local authorities along with providing them with information on how the changes to the process are consistent with Policy.

Step 1: Determine Housing Applicant Eligibility

- 3.19. The first step of the proposed Allocations Principles requires an overall review of the applicant's status to ensure the individual is eligible for housing at the Proposed Development, on the basis of the following criteria:

Eligibility Criteria for entry onto the waiting list

- The applicant must have a contract of employment with the University of Cambridge, a College of the University of Cambridge and/or an affiliated organisation
- The contract of employment must have at least 12 months remaining
- The member of staff must be contracted to work at least 18 hours/week
- The applicant's net household income (pro-rated to FTE if part time) will be reviewed against current market rents and assessed in terms of the applicant's ability to afford suitable accommodation to reflect their household characteristics on the open market. Any applicant that can afford open market rent, on the basis of 30% of net household income, will be excluded.

3.20. Step 2: Hard to Fill Post Assessment

Priority Group 1. Working with the HR Division and the individual University Departments 'hard to fill' posts will be identified. Generally these will be posts that are important to the University and that can be filled by a small specialised workforce pool or have been vacant for a considerable time although active measures have been taken to fill them. Appropriately qualified staff within these groups will be prioritised for housing to address the University's recruitment needs, particularly in the context of its need to remain competitive with other international universities. Existing staff who need to be retained (as advised by HR Division) could also be considered under this criterion.

- 3.21. If classified as Priority Group 1 at Step 2, the Step 3 assessment will not apply and these applicants will automatically continue to be prioritised in Step 4.

Step 3: Geographic Classification

- 3.22. Applicants will be reviewed in a two step process. The first step involves ranking applicants according to a six point scale. A high ranking may not necessarily guarantee that an applicant will actually be accommodated – that will depend upon availability of the appropriate dwelling type and demand at the time of application and when the applicant needs housing. If an applicant is unsuccessful but wishes to remain on the waiting list, his/her application will be re-scored at the time he/she needs accommodation or he/she makes a subsequent request.
- 3.23. The intention within this category is to provide short to medium-term accommodation (2-3 years) from the University housing stock within the Proposed Development to provide quality accommodation at affordable prices for new staff, and to help new members of staff to settle quickly into Cambridge. The intention is not to provide long-term accommodation. Priority is given to those who are new to Cambridge, because many will have to accept properties without viewing them first. Those who have lived in Cambridge for any period of time have had the opportunity to familiarise themselves with the Cambridge housing market and therefore naturally have a greater chance of finding alternative accommodation through other sources.

- Priority Group 2. **Housing Applicants who are totally new to Cambridge:** Anyone who is new to the City will be unfamiliar with its geography / housing market and may be accepting a property without being able to view it in advance. It is therefore helpful to be able to offer him/her a University property which conforms to certain standards, and to have the University as the landlord rather than having to deal with a range of private properties and private landlords' tenancy arrangements. The Accommodation Service does not recommend that any tenant accepts a private property without viewing it in advance.
- Priority Group 3. **Anyone coming from overseas:** Any member of University or College staff coming from abroad will have difficulty in obtaining accommodation in advance of their arrival to start work, as he/she will be unable to view any properties easily. This group differs from Priority Group 2 as they have prior knowledge of the Cambridge area through previous life, education or work experience.
- Priority Group 4. **Anyone coming from outside of the Cambridge area:** Any member of University or College staff coming from outside of the wider Cambridge area. For the purpose of the allocations policy, the wider Cambridge area is defined as the area within a 20 mile radius of Great St Mary's Church, as shown in Annex A.
- Priority Group 5. **University staff:** University staff employed with a contract for a minimum period of 12 months.
- Priority Group 6. **Anyone working for an affiliated organisation – e.g. MRC, EBI, Babraham Research Institute:** Members of staff working at affiliated organisations may be offered a University property, provided that there are no higher priority applications at the time of a vacancy and they otherwise meet the Eligibility Criteria above.

Step 4: Review of Individual Circumstances

- 3.24. The fourth step of applicant review will take into account individual circumstances. This will enable review of applicants at the same ranking, to take into account individual housing needs, such as immediacy of housing need and family circumstances. This assessment is in addition to the Step 1 assessment of eligibility to afford market housing of the appropriate size to meet family circumstances. The Allocations Principles in Step 4 are focussed on the key worker (ie the staff member), and the indicative unit mix of the Proposed Development is designed to meet the typical needs of the target key worker- where the priority key workers have families, these will be accommodated, but the initial prioritisation is not based on family status. Following this review, if an applicant is determined to be a high priority due to individual circumstances such as immediacy of need or family circumstances, they will be given a "+" within their Priority Group (ie 1+, 2+, 3+ etc). Applicants who are considered a low priority will be given a "-" within their Priority Group (ie 1-, 2-, 3- etc).

Allocation of Housing

- 3.25. Once the Priority Group of a Housing Applicant is determined, the household bedroom requirements will be determined, through application of the categorisation in Table 4.

Table 4: Household Bedroom Requirements

	Dwelling Size			
	1 Bed	2 Bed	3 Bed	4 Bed
Single Person	<input type="checkbox"/>			
Childless Couple	<input type="checkbox"/>			
Individuals in multi-occupied houses				<input type="checkbox"/>
Families with school aged children		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other households (e.g. couples/single with non-school age dependents)		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- 3.26. Housing Applicants will be allocated to properties using the following principles:
- Single occupiers: 1 bedroom properties
 - Couples: 1 bedroom properties
 - Families with children:
 - 1 bedroom for couple/single parent, with additional bedroom(s) for children as follows:
 - No more than 2 children in any bedroom.
 - Children under the age of 11, regardless of sex, to share bedrooms.
 - Children of same sex, if less than 7 year age difference, to share bedrooms.
- 3.27. Subject to availability, Housing Applicants will have the option of choosing a larger property (at a different rental level). This flexibility will enable people to have separate study rooms if desired, and will also provide flexibility for emerging families.
- 3.28. The Housing Applicant's case will be reviewed against other applicants on the waiting list at the time of application, taking into account the dwelling types available at the time. Allocation will begin with Priority Group 1. Once any applicants in Priority Group 1 have been housed, applicants in Priority Group 2 will be considered, etc. The "+"/"-" system established in Step 4 will set out any particular applicants within a Priority Group who should be housed in advance of others in the same group, with candidates who are deemed "+" considered in advance of others in the same Priority Group.
- 3.29. If the personal situation of a key worker changes during his/her tenancy, he/she is permitted to re-apply for different accommodation at the end of the tenancy agreement or after an agreed tenancy termination period.

Tenancy Arrangements

- 3.30. Tenancy agreements will run for one year, with the possibility of a second and third year extension. Fourth year extensions will be granted following a special request, taking into account the length of employment contract. Current University lettings are typically for one year, with potential for second (and in exceptional circumstances, third) year extensions.
- 3.31. Assured shorthold tenancy agreements on the open market would typically have a minimum rental period of six months. However, given the nature of the key workers, 12 months minimum contract for the vast majority of key workers is considered appropriate as research posts are rarely employed for periods under a year, and would provide additional certainty for University employees who would otherwise be subject to six month leases on the open market. The 12 month minimum will also help to establish a sense of community and reduce transition periods of key workers at the Proposed Development. It may be appropriate for a

small number of units to be let under shorter lease periods (up to 100 units), but only if occupiers meet the agreed definition of key workers and eligibility criteria.

- 3.32. At the end of each term, the University will review the occupier's status, including ongoing eligibility, rental payments, condition of the property and normal 'good tenant' considerations. The University does not intend to discontinue tenancies without reason, create unnecessary churn in properties or unnecessarily inconvenience its staff and typically it is envisaged that occupation by key worker households will run for 2 or 3 years.
- 3.33. Should occupiers of housing at NWC end their contract of employment with the University or one of its Colleges, they will no longer be eligible for key worker housing on the Proposed Development (in accordance with AAP policy). Individuals who are not University or College employees will not have a right to key worker accommodation in the Proposed Development. The key worker accommodation is intended to facilitate short to medium term contracts for University and College employees. As the housing provided within the Proposed Development will only meet a proportion of the University's total housing needs, it is vital that the resource remains available for University and College employees into the future.
- 3.34. Following an appropriate notice period for staff leaving University or College employment (typically two months), that may be flexible depending on individual circumstances and will be written into the contract, the tenancy agreement will end. The University may be prepared to agree short extensions in exceptional circumstances.

Indicative Key Worker Housing Mix for the Application Site

- 3.35. The University has developed the following indicative dwelling mix which directly responds to the needs set out in paragraphs 3.1-3.22 above. This mix has been informed by the University's Housing Needs Survey and subsequent surveys undertaken in relation to University/College staff family structures and current dwelling occupancy, and the University's Allocations Principles.

Table 5: Indicative Key Worker Housing Mix

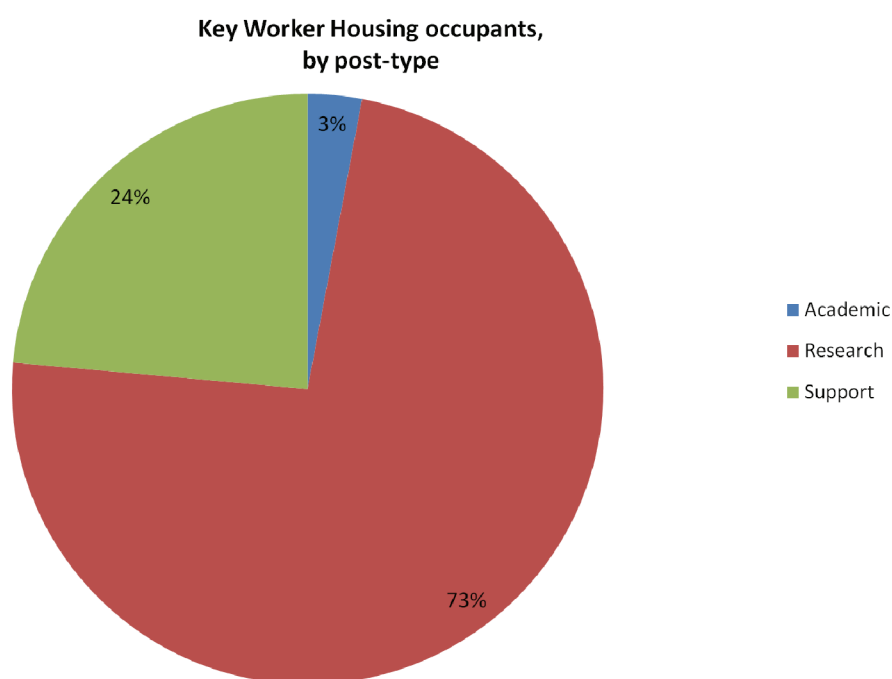
Unit Types	Occupier Type	Number of units	% Mix
1 Bed	Single/Childless couples	645	43%
2 Bed	Couples no children	585	39%
	Adult(s) with children		
3 Bed	Adult(s) with children	190	13%
	Other Households		
4 Bed	Adult(s) with children	30	2%
	Other Households		
4 Bed	Multi-occupied houses with 4 individuals	50	3%
Total		1,500	100%

- 3.36. Identified in the University staff analysis undertaken by the University (see paragraphs 3.1-3.22 above), this dwelling mix seeks to provide a range of accommodation units, designed to meet the household accommodation needs of the prioritised key workers.
- 3.37. For the larger units the proposal is that the majority will be allocated to families with children of school age or under. A smaller proportion of these units will be allocated to other households (such as households with non school aged children or other dependants) or individuals living in multi-occupied units.

Key Worker Occupier Profile

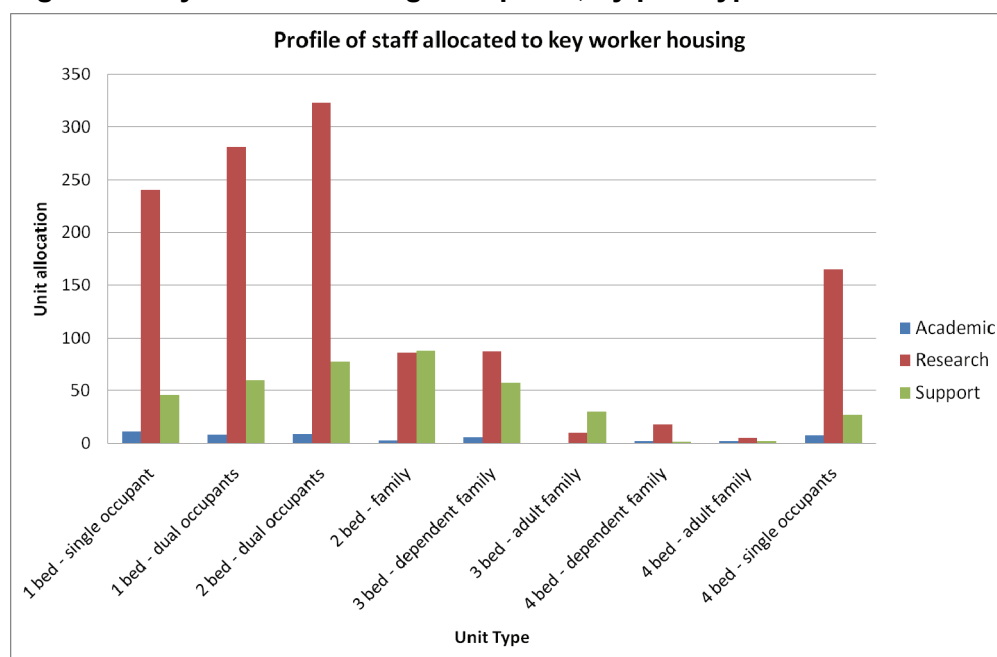
- 3.38. To gain a better understanding of the likely profile of occupiers, the Allocations Principles were applied to the likely applicant pool, and the outcome is articulated below. This analysis reflects an illustrative outcome of applying the Application Principles as set out above to the potential housing applicants.
- 3.39. The raw data underpinning the “Survey of University Staff” (2009) has been analysed to identify the proportion of respondents displaying individual characteristics. Alongside this, median salary data provided by the University’s Human Resources department is used to identify the quantity of staff with under 3 years service (by post-type) and to sift out those whose net household income allows them to access appropriately sized open market housing.
- 3.40. The outcomes of the analysis are as follows:

Figure 1: Key worker housing occupants, by post type



- 3.41. Figure 1 shows that the majority of staff likely to obtain key worker housing are Research staff, followed by Support staff, and it is anticipated that nearly a quarter of occupants will be Support staff.

Figure 2: Key worker housing occupants, by post type and unit size



3.42. Figure 2 indicates that:

- 1- and 2-bed units are predominantly occupied by Research staff
- 2- and 3-bed family units are predominantly occupied by Support staff

Figure 3: Eligible staff provided with key worker housing, by unit type

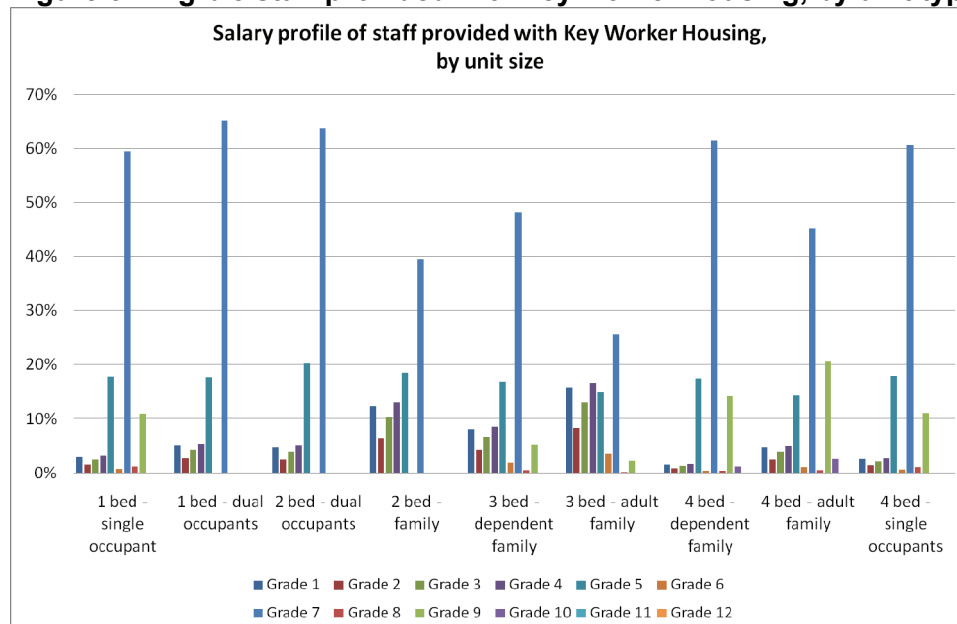


Figure 3 illustrates the relationship between staff grades and unit types. As anticipated based on the predominance of researchers in the housing, all house types, with the exception of 2 bedroom family and 3 bedroom adult family units will have over 40% of staff at Grade 7, with a fairly low proportion of staff in grades over 7.

Affordability of Housing in Cambridge & Rental Principles

- 3.43. The affordability of adequate housing in the Cambridge area is a matter of serious concern to staff. Table 6 sets out the median annual salary for staff, based on 2010 figures provided by the University. The University's Rental Policy will take into account staff ability to afford properties on the open market, with consideration of net household income.

Table 6:

Grade	Median Annual Salary	Median Monthly Salary	30% of Net Monthly Income (net:gross = 75%)*
Grade 1	£14,550	£1,213	£273
Grade 2	£17,111	£1,426	£321
Grade 3	£19,743	£1,645	£370
Grade 4	£23,566	£1,964	£442
Grade 5	£26,523	£2,210	£497
Grade 6	£29,853	£2,488	£560
Grade 7	£32,620	£2,718	£612
Grade 8	£42,563	£3,547	£798
Grade 9	£46,510	£3,876	£872
Grade 10	£52,347	£4,362	£981
Grade 11	£55,535	£4,628	£1,041
Grade 12	£74,634	£6,220	£1,400

*Note: Reflects only individual income and no household allowances.
Source: University of Cambridge HR Department, 2010

- 3.44. Current market rental levels in Cambridge are estimated in Table 7, and demonstrate that in all single income households, market rental properties are not within reach for target key worker groups:

Table 7: Market Rental Levels (Unfurnished)

	Monthly rental
1 bedroom flat	£875
2 bedroom flat	£1,025
3 bedroom terrace	£1,225
4 bedroom terrace	£1,425

Source: Bidwells, 2010

- 3.45. By reviewing the approximate net monthly incomes set out in Table 6, against market rental levels in Table 7, it is apparent that single occupiers up to Grade 9 would be paying more than 30% of their net income in a typical market one bedroom property. The measure of household incomes is more difficult to gauge but the median salaries in Table 6 suggest that even dual income households will struggle to afford market properties, particularly for those households requiring larger dwellings.
- 3.46. The market rents in Table 7 were provided by Bidwells in December 2010, and are representative of market rents anticipated for locations near the Application Site. These rents differ from rents in the Strategic Housing Market Assessment for the following reasons:
- The SHMA rental levels are based on data reported in January 2008 (collected in 2007) and therefore three years old. Between January 2008 and December 2010 rental growth

was experienced in the Cambridge private rental market. Demand for good quality well-located rental accommodation remains strong as a result of supply issues and the difficulties first-time buyers are experiencing in securing mortgage finance.

- The SHMA information is based on data from all private lettings, including brand new properties and 'secondhand' properties. The rental estimates in Table 7 above reflect rental estimates for new properties, which generally command a premium over secondhand properties.
- The rental levels in Table 7 are specific to the general area in which the Application Site is located, whereas SHMA levels reflect rents across the entire Cambridge District.

- 3.47. The survey of staff housing needs undertaken for the Housing Needs Study indicated that in addition to the almost universal concern about the price of housing, there was significant dissatisfaction with the quality of housing available on the market in Cambridge. This view was expressed both by staff with experience of housing elsewhere in Europe or North America, and by staff moving from other parts of the UK to take up posts in Cambridge.

Rental Principles

- 3.48. The following rental principles will be applied by the University in administering the Key Worker Housing for its staff and college employees. They are designed to respond to the likely occupier profile as well as the need to provide affordable housing for the Key Workers.
- Rents will be based on the occupier's net household income, with the majority at 30%, for properties at the appropriate size given household circumstances. Properties will be allocated in accordance with the principles set out in Paragraphs 3.25 and 3.26 above.
 - If individuals choose to rent a larger property than they would otherwise be allocated, a higher rent will be negotiated on an individual basis reflecting the proportionate increase in habitable rooms.
 - Rents for bedrooms in four-bedroom shared properties will be less than 30% of net household income.
 - An annual monitoring mechanism will be established for the University to report to the LPAs on the implementation of the rental policy (see paragraph 3.50 below).
- 3.49. Agreed rental levels will be subject to review on renewal of tenancy agreements. All Key Workers will be required to notify the University of any change in personal circumstances. The University has an interest in ensuring its properties are affordable to the Key Workers it has identified, otherwise it will not be meeting its overarching needs and objectives.

Monitoring

- 3.50. The University will provide an annual monitoring report to the planning authorities to report on progress of the implementation of the Key Worker housing on the Proposed Development. The monitoring report will include:
- Report on rental levels applied;
 - Report on University salary profile across grades;
 - Review of occupier household incomes versus rents applied at the Application Site; and
 - Review of the allocations principles to ensure that if the University's targeted staff groups change, the modifications are reflected in the allocations principles.

Following the issue of the Annual Monitoring Report, University representatives will hold annual update discussions as needed with the Local Authorities.

4. Achieving a Mixed and Balanced Community

- 4.1. The University and the Local Authorities share the aspiration to deliver a balanced community in the Proposed Development. The Proposed Development seeks to deliver this in the following ways:

Ensuring a mix of uses

- 4.2. In addition to inclusion of a mix of housing types within the development, the Proposed Development differs from most other urban extensions being promoted in that it contains a very large element of research and development, Class B1 uses, student accommodation and a new local centre. Residential development (of both market and key worker tenures) will be distributed across the Application Site and will be integrated with the other uses at key focal points across the development, including around most open spaces, in the local centre, and along the Ridgeway. This mix of uses will add character to the development, distinguishing it as a unique community, and ensure that all residents of the Proposed Development are provided for in terms of social and community facilities as well as employment opportunities.
- 4.3. In areas where integration of residential tenures is neither necessary nor achievable due to the indicative housing mix, key worker housing will be integrated with other uses, such as the local centre, academic/ commercial research uses, and/or student accommodation. Through this mix a truly mixed, vibrant sustainable community will be created that avoids the policy challenge of social exclusion and creating a series of mono-use areas. All dwellings are within a 10-15 minute walk of the local centre, and within 5 minute walks of more local 'neighbourhood hubs', containing nurseries and/or open spaces.

Providing for a range of occupiers

- 4.4. The distribution of land uses in the development, as set out in Parameter Plan 04, is based upon the need to create a variety of neighbourhoods which also take fully into account the surrounding area. In this context, lower density housing is located adjacent to existing low density housing with higher density activities focussed along a newly created Ridgeway and around areas of new major public open spaces. These two principles have been tested through the public and stakeholder consultation.

Creating Neighbourhoods

- 4.5. Neighbourhood identity across the Proposed Development will be implemented through the provision of community facilities and a local centre that will form integrating functions for the main neighbourhoods across the Application Site. All residents will have access to the same school, doctors' surgery, nursery, open space and retail facilities in the local centre, and each neighbourhood is structured other community facilities to enable all residents, of both tenures (market and key worker), to interact. To the east of Storey's Field, in the 19 Acre Field area, all residents will have the same local access to a nursery and key open spaces. Residents of the central portion of the development benefit from local access to all of the local centre facilities, and residents towards the north west of the development will have access to a nursery as well as open spaces. All residents of the Application Site will be supported by the local centre, primary school and a range of major open spaces (both formal and informal), as well as a secondary school provided elsewhere in the North West Quadrant. These facilities are the key nodes in which people of all backgrounds and circumstances will interact.
- 4.6. The AAP vision (Policy NW2) sets out the aspiration for the Proposed Development to have a unique University character, much like the character of many parts of the existing city of

Cambridge. The City is part of what has made the University the success it is today: a mixture of University and non-University uses, with areas that are University use-led where residents live, work, eat and relax in close proximity. This traditional mix of University uses and personnel in distinct parts of the central area, such as Kings Parade or Trumpington Street, has created a series of unique and vibrant areas which are characteristic of the city. The collegiate nature of the University within Cambridge has been carried through in the Proposed Development by creating areas where support staff, researcher and academic key workers, students, and non-resident university employees work together across the Application Site.

- 4.7. Furthermore the critical mass of University uses in the Proposed Development, combined with the existing University uses within the area, including Girton, New Hall and Churchill Colleges, and West Cambridge, will enhance the form of this part of the City. This will be reinforced by the existing University presence within the private residential homes within the area and lead to the creation of a new integrated quarter of the City, containing a complete spectrum of University uses and personnel including support staff, students, researchers and academics, helping the University members achieve a sense of belonging and identity as part of the wider community, particularly for those staff members on contract for shorter periods of time. Through high quality design and layout, the Proposed Development will help to bind the various uses together and integrate them into this new quarter of the City.
- 4.8. **Achieving energy efficiencies**
- 4.9. The Proposed Development's approach to energy provision is set out in the accompanying Sustainability Statement, and is in line with AAP Policy NW24. This sets out groundbreaking standards for achievement of Code for Sustainable Homes level 5 (and Zero Carbon from 2016). These standards are a challenge for any development, but achievable at the Proposed Development because of the high proportion of housing owned by the University and the close relationship of that housing with other University uses. It is anticipated that all of these buildings will be owned and managed by the University over the long term, permitting a balance of energy demand between key worker and student housing and all new academic/R&D buildings or other commercial uses owned and operated by the University on the Application Site.
- 4.10. The provision of key worker dwellings and student accommodation at both medium and higher densities enables the implementation of a cost effective district heating system. The University-owned key worker apartments lend themselves particularly, to district heating since they require just one connection to serve many dwellings. By contrast, the lower density market housing requires substantially more buried pipework to serve each dwelling, and is consequentially much less suited to the district heating. Intermingling of densities within the same plot may render the economics of district heating untenable, and the distinct indicative unit mixes for market and key worker housing prevent intermingling in plots of the same density.
- 4.11. The economics of district heating at the Proposed Development are also significantly improved by the fact the University may privately provide the electricity it produces to its own buildings rather than having to sell it on to the open (spot) market. EU law effectively outlaws private electricity supplies (private wire) to private houses since customers have the right to switch suppliers. This means that the market housing must be provided with connection to the public electricity supply. For this reason it is envisaged that the electricity infrastructure around University-owned buildings will remain in University ownership while the electricity infrastructure over market plots will be adopted by the District Network Operator (EDF).

Eliminating Visual Differentiation

- 4.12. The University maintains that there should be no visual differentiation between the market housing and key worker housing on the Application Site. The two tenures should be indistinguishable architecturally, and key worker housing in the Proposed Development will not generate uniform monotonous mono-tenure development. The University is not a developer reliant upon standard housing types, but will be looking to construct high quality accommodation in a variety of building styles and materials for its employees. The intention is that the key worker accommodation will be of at least as high a standard both architecturally and from a construction standpoint.

Differences between Key Worker Housing and Affordable Housing

- 4.13. It is clear that both central Government and Local Development Plan Policies seek to achieve:
- Proper integration of affordable housing;
 - Minimising social exclusion; and
 - Avoidance of tenure monocultures.
- 4.14. However, there is no clear definition of any of these objectives. Nor is there any recognition that there are significant differences between affordable housing which is typically produced on major urban extensions to meet general housing need, and the key worker housing that will be provided in the Proposed Development. In the case of traditional affordable housing provision there is pressure to ensure that priority is given to those in greatest housing need, which requires significant proportions of social rented housing with a high degree of subsidy. In many cases these families are not in employment or are in circumstances which will never permit them to work, with the result that there are potential sources of multiple deprivation associated with this category of household. For these reasons Central Government seeks to avoid concentrating such families into large groups of dwellings and instead prefers to distribute them through the new development, so as to encourage greater levels of integration.
- 4.15. In contrast, the key worker housing in the Proposed Development will be controlled by the University of Cambridge, to assist a wide range of University and College staff unable to purchase or rent housing in the open market because of the very high values attached to residential accommodation in Cambridge. As noted above, the future characteristics of the non-family key workers dwellings, with a significant emphasis on post doctoral researchers, means that they have lifestyles and requirements more akin to a collegiate model than to a mixed housing neighbourhood. These key workers will be supported by University provision of accommodation at the Proposed Development on a short to medium term basis, particularly so for its staff moving into the Region. The purpose of the Application Site land allocation is to ensure that the University can continue to attract and retain all the staff it needs not only to further research and teaching, but also to run the estate at all levels. The University's proposed Allocations Principles set the prioritisation for its employees on the waiting list for housing at the Proposed Development, and provide opportunities for a wide range of staff, including support, research and academic staff, to live at the Proposed Development. It is also important to note that, whilst the candidates will meet eligibility criteria in relation to their income levels, all tenants will be in work, and all will require an element of subsidised housing in order to live close to their work in good quality accommodation. The employment levels and family structures of the University and College staff, however, are markedly different from characteristics of those generally in affordable

housing, with 100% of households economically active and less than 25% with dependent children living at home.

- 4.16. The Joseph Rowntree Foundation has studied the experiences of mixed communities to understand what makes them work. While the JRF recognises the overarching objectives for mixed tenure communities, in accordance with the national policy objectives set out above, it does note that the level and degree of clustering is not integral to achieving the overarching objectives:

“There were a range of experiences of properties in different tenures being ‘pepper-potted’ or clustered. There was no evidence that this in itself affected the sense of community, provided the different tenures were all well-designed and well-integrated.” (Joseph Rowntree Foundation, *Mixed communities: Success and sustainability*, 2006)

- 4.17. Critically the key worker housing at the Proposed Development will be well-designed and well-integrated through shared use of facilities and services across the Application Site and integration with a range of non-residential uses. Likewise, the Applicant intends to meet the overarching national and local planning imperatives through the provision of 50% key worker housing in the development.

Locational Strategy for Key Worker Housing at the Proposed Development

- 4.18. The Applicant’s strategy for location of key worker housing directly responds to the likely occupiers and their needs, in particular recognising the different needs and characteristics of the key workers in higher density, smaller flats versus those family units in lower density, larger houses. These overall principles articulated below will provide the basis for the creation of a vibrant new university led mixed use quarter at the Proposed Development. It is proposed that these principles are conditioned as part of the Permission to establish the future basis for how Policy NW7 should be interpreted.
- 4.19. The development will be phased in such a way that each phase allows for equal or greater provision of key worker housing than market housing, when assessed cumulatively.

Residential Neighbourhoods Principles

- 4.20. Principle 1: In areas of family housing (key worker and market houses), key worker housing will be focused on public streets, interfacing with market housing.
- In all cases where key worker family housing is provided, it will share street frontage with market dwellings. Exceptions may exist where key worker housing fronts a public street without residential opposite or is opposite public open land.
 - Key worker family housing will have front doors onto streets.
 - Both key worker and market tenures will have equal access to local public facilities and public open land.
- 4.21. The key worker housing to market housing interface along any street will generally include no more than 25 key worker houses in any terrace of family housing.
- 4.22. Figures 4 and 5 below provide an illustrative example of how Principle 1 could be interpreted, showing how key worker housing could be located alongside market housing in areas of family housing.

Figure 4: Illustrative principles of location of key worker and market family housing

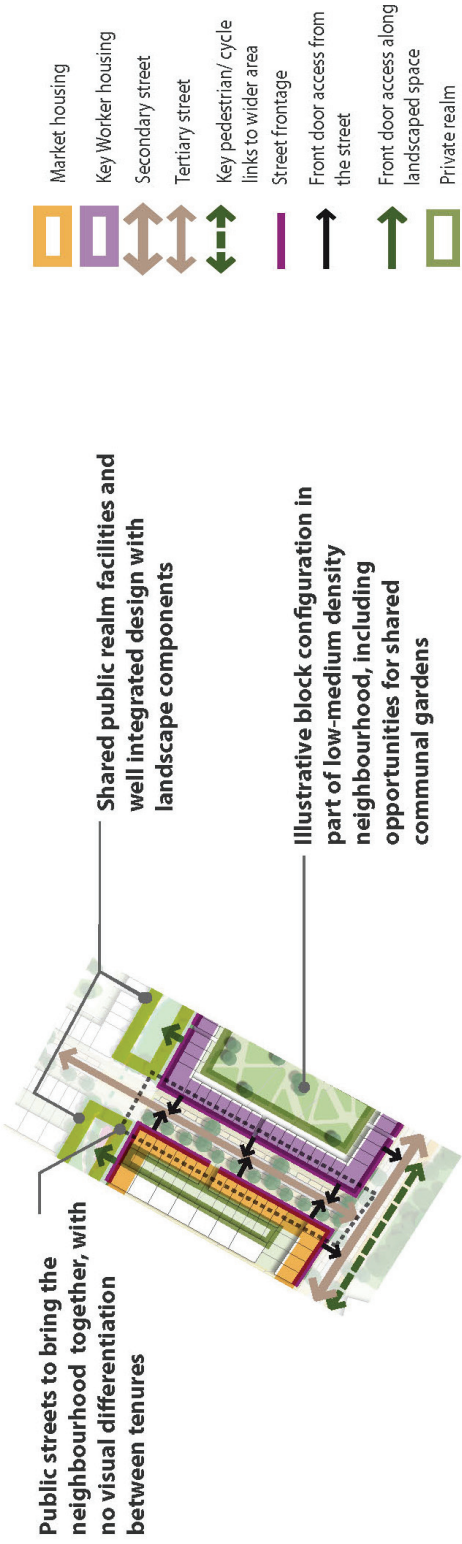
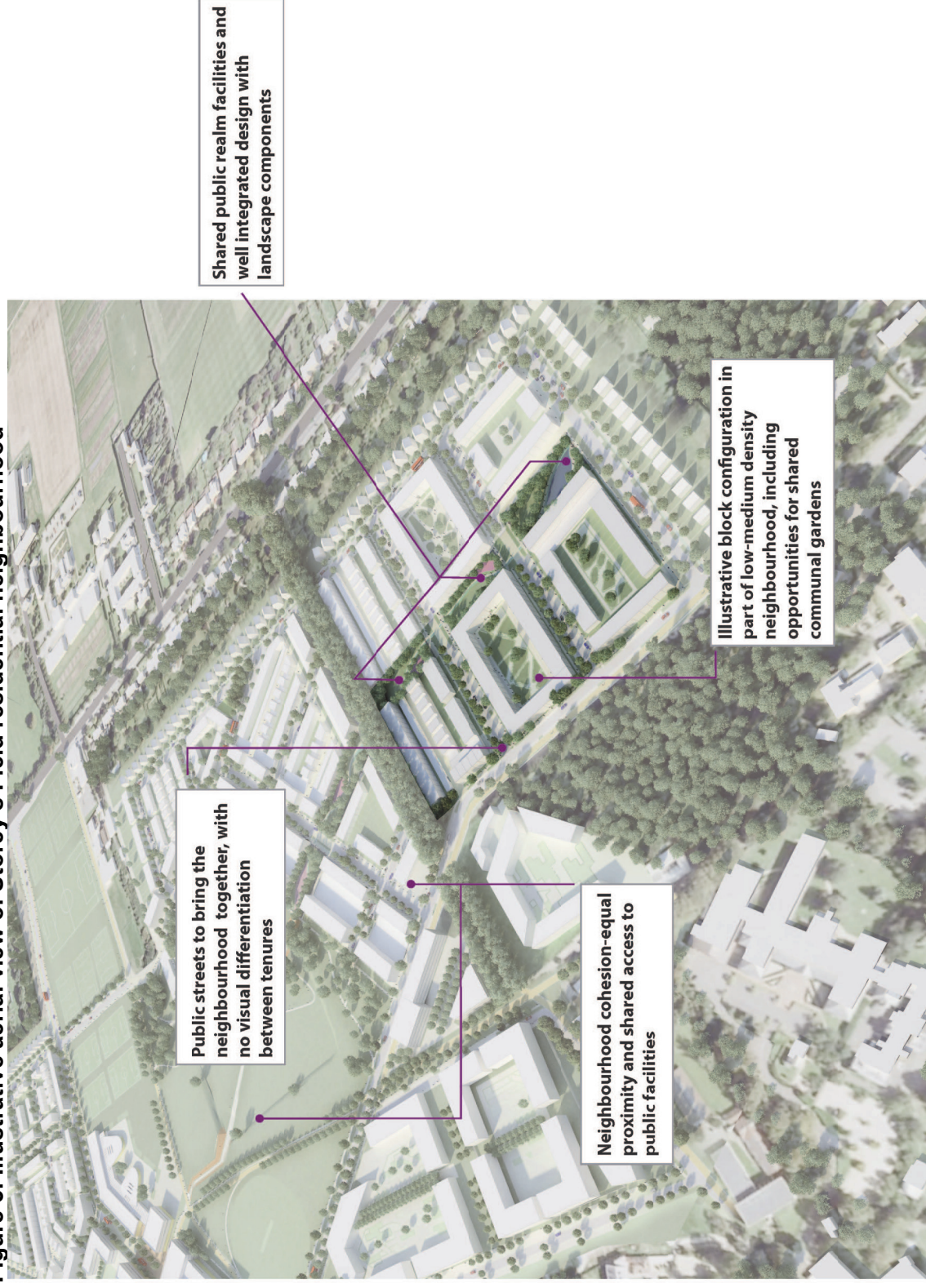


Figure 5: Illustrative aerial view of Storey's Field residential neighbourhood



Principle 2: In areas of higher density residential development (including, but not limited to areas defined as E [along the Ridgeway] and G [along the Ridgeway], J & K on Parameter Plan 05), groupings of key worker housing will not be limited in number so long as they are also focused near areas of other uses where mixing with the wider community is possible (i.e. local centre/community uses, teaching and research facilities, student accommodation, open land/routes). This approach specifically reflects the characteristics of the likely key worker occupiers, with a high proportion of contract post-doctoral research staff, and responds to the University's intent to support their needs by establishing an environment where they achieve a sense of belonging and identity as part of the University, and wider, community.

The Local Centre Principle

- 4.23. Principle 3: In the local centre (including, but not limited to areas defined as J & K on Parameter Plan 05), groupings of key worker housing will not be limited in number so long as they are also focused near areas of other uses where mixing with the wider community is possible (i.e. local centre/community uses, teaching and research facilities, student accommodation, open land/routes). This approach specifically reflects the characteristics of the likely key worker occupiers, with a high proportion of contract post-doctoral research staff, and responds to the University's intent to support their needs by establishing an environment where they achieve a sense of belonging and identity as part of the University, and wider, community.

5. Conclusions

- 5.1. The University's Allocations Principles are a direct response to current and anticipated future staff housing needs, having regard to its priorities for recruitment. It informs the indicative dwelling mix for the Proposed Development and enables an appropriate quantity and range of community facilities to be planned for to meet the community's needs. The core principles are based on the following:
- Annually, at present, the University needs to recruit just over 2000 staff every year in order to replace turnover, a rate of 25%. The most significant needs, in relation to numbers of new staff, are for contract research staff and support staff, with recent annual turnover of 40% and 21.5% respectively.
 - Annual recruitment rates will increase in the future as the number of staff continues to grow, and by 2021 could lie within the range of 2400- 3280 individuals.
 - With approximately 1,500 University staff dwellings in the Proposed Development, the University is anticipating approximately 500-600 nominations per annum, far less than the 2,100 staff places recruited each year. As a consequence, the University's prioritisation mechanism will influence the nature of the housing required in the Proposed Development.
 - Because growth at the University is likely to focus on its research functions, growth in contract research staff numbers will be the most significant, along with support staff.
 - A significant proportion of these contract research and support staff move into Cambridge from elsewhere in the UK or overseas.
 - The majority, around three quarters of all staff recruited, are childless, and there is only a marginal difference between those already living in Cambridge and those moving to Cambridge on appointment (slightly higher percentage of childless households).
 - The average household incomes for each of these categories means that they cannot afford to enter into the private housing market and are in need of key worker housing.
 - The survey of staff housing needs undertaken for the Housing Needs Study indicated that in addition to the almost universal concern about the price of housing, there was significant dissatisfaction with the quality of housing available on the market in Cambridge.
 - Consequently, the focus of the University's principles is on providing housing for people who are from the contract research and support staff (including low-paid assistant staff) and a significant proportion of these households are on short term contracts.
 - The University staff households moving to Cambridge from elsewhere are generally the group who require housing and have greatest difficulty in accessing housing. This group has been used to inform the housing type profile detailed in Table 5.
 - The University's staff allocations policy responds to this needs profile by prioritising staff from outside of the Cambridge area, and contract research and support staff categories along with low paid academics. The University's draft allocations policy sets further criteria for prioritisation of individuals for occupancy of dwellings in the Proposed Development.
- 5.2. The Allocations Principles and Locational Strategy set out in this Statement directly respond to the issues above to ensure the Proposed Development appropriately balances University need and housing need and includes parameters that will deliver a mixed and balanced community.

Annex A

