

Staff Housing Needs Survey

Questions for Review/Comment

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Approval

Name	Job Title	Signature	Approval Date

Distribution

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INTRODUCTION

Thank you for taking part in our Staff Housing Needs Survey across Cambridgeshire & Peterborough.

Finding a place where you and your family feel safe and happy can be hard at the moment. We're very aware that, in many cases, there's simply nowhere suitable to live, at a price that's affordable. We want to do our utmost to help you find and keep hold of a place you can call home. We also want to do the same to help bring in new staff to fill vacancies in our ICS.

This survey aims to gather insight into your current housing arrangements, how this impacts your daily life and what your future housing aspirations are for living and working in the Cambridgeshire & Peterborough area. The information you provide will support us with understanding the housing needs of our staff and help us to address the affordability challenges and support them with the cost-of-living crisis.

The information we collect about you, your current housing situation and future aspirations is confidential and anonymous. Dependant on some of your answers, you may not be required to answer all questions. Your views and insights matter, even if you're not currently looking to move, and regardless of whether you own your own home or are renting. The more detail you can provide and the more responses we get, the greater the insight and the more we can help unlock solutions that meet your needs and address the issues that you identify.

Please complete and return your questionnaire as soon as possible and no later than **[INSERT DEADLINE]**

Accessibility: If you require this survey in another format, such as large print or audio or in another community language, please contact your HR team or line manager.

ABOUT YOU

1. What is your gender?
 - Male
 - Female
 - Non-binary
 - Transsexual/transgender
 - Prefer not to say

2. How old are you?
 - 16-20
 - 21-25
 - 26-30
 - 31-35
 - 36-40
 - 41-45
 - 46-50
 - 51-55
 - 56-60
 - 61-65
 - 66+

3. Is English your first language?
 - Yes
 - No

4. What is your nationality? (choose one)
 - UK
 - EU
 - Other International (excluding EU)

5. We are keen to support our international workforce to secure housing. Have you been recruited into the NHS or social care from outside the UK?
 - Yes
 - No

6. What is your ethnicity?
 - Asian British
 - Asian or Asian British – Any other Asian background
 - Asian or Asian British – Bangladeshi
 - Asian or Asian British – Indian
 - Asian or Asian British – Pakistani
 - Asian Punjabi

- Asian Unspecified
- Black British
- Black Nigerian
- Black or Black British – African
- Black or Black British – Any other Black background
- Black or Black British – Caribbean
- Black Unspecified
- Chinese
- Filipino
- Mixed – Any other mixed background
- Mixed – Other/Unspecified
- Mixed – White & Asian
- Mixed – White & Black African
- Mixed – White & Black Caribbean
- Unspecified
- White – Any other White background
- White – British
- White – Irish
- White Cypriot (non specific)
- White English
- White Greek
- White Greek Cypriot
- White Italian
- White Kosovan
- White Mixed
- White Other European
- White Polish
- White Unspecified
- Other

7. If 'other' to question 6, please state.

8. What is your current gross annual salary (before tax and deductions and including any benefits and allowances)?

- Less than £5,000
- £5,000 - £9,999
- £10,000 - £14,999
- £15,000 - £19,999
- £20,000 - £24,999
- £25,000 - £29,999
- £30,000 - £34,999
- £35,000 - £39,999
- £40,000 - £44,999
- £45,000 - £49,999
- £50,000 - £54,999
- £55,000 - £59,999
- £60,000 - £64,999
- £65,000 - £69,999
- £70,000 - £74,999
- £75,000 - £79,999
- £80,000 - £84,999
- £85,000 - £89,999
- £90,000 - £94,999
- £95,000 - £99,999
- Over £100,000

9. What is your total household annual income?

- Up to £19,000
- £19,001 - £25,000
- £25,001 - £35,000
- £35,001 - £45,000
- £45,001 - £55,000
- £55,001 - £60,000
- £60,001 - £70,000
- £70,001 - £80,000
- £80,001 - £90,000
- £90,001 - £100,000
- £100,001 - £150,000
- £150,001 - £200,000
- £200,001+
- Don't know

10. Do you have a disability or long-term health condition?

- Yes
- No
- Prefer not to say

ABOUT YOUR WORK

11. Where do you work?

- Health
- Care
- Voluntary sector
- Any others to be added for the ICS partnership?

12. Which organisation are you employed by? (choose your main employer if you work for more than one)

- North-west Anglia NHS Foundation Trust (NWAFT)
- Royal Papworth Hospital NHS Foundation Trust (RPH)
- Cambridge University Hospitals NHS Foundation Trust (CUH)
- Cambridgeshire and Peterborough NHS Foundation Trust (CPFT)
- Cambridge Community Services (CCS)
- Cambridgeshire County Council
- Peterborough City Council
- Huntingdon District Council
- Cambridge City Council
- East Cambridgeshire District Council
- Fenland District Council
- South Cambridgeshire District Council
- plus, Care providers and voluntary sector organisations to be added

13. Which site do you work at? (choose your main work location if you work at more than one)

- Peterborough City Hospital
- Hinchingsbrooke Hospital
- Fulbourn Hospital
- Elizabeth House
- Cavell Centre
- City Care Centre
- Other sites to be added and to include care plus an option to select 'other'.

14. If 'other' to question 12, please state.

15. What area of health and care do you spend most time working in? (choose one only - if you do more than one job, please tell us about the one you spend most time on). (If other, please state)

- Hospital based acute care, including mental health inpatient
- Community Trust general care
- Community Trust mental health care
- Community based care - other
- Home Care

- Satellite unit of acute care provider
- Corporate services
- Academic, Research and Development
- Other

16. What role do you spend most time performing? (Choose one only)

- Corporate Services i.e. Administration, Finance, HR, IT, Procurement, etc
- Estates work i.e. driving, portering, maintenance, environmental, security, etc
- Operating theatres - all roles
- Outpatient care (physical health)
- Outpatient support or administration
- Providing mental health therapy, psychological services or general mental health services for all age groups
- Research/laboratory work
- Ward based patient care (acute sector, both physical and mental health, community hospitals)
- Ward based support or administration
- Other

17. If 'other' to question 15, please state.

18. How long have you worked in health or social care in the Cambridgeshire & Peterborough geographical area (excluding breaks in service)?

- Less than 12 months
- 1-2 years
- 2-3 years
- 3-5 years
- 5-10 years
- 10+ years

19. Which option best describes your current employment status? (choose one)

- Permanent contract
- Fixed term contract
- Trainee / student – non medical
- Trainee / student - medical
- Apprentice
- Bank only worker
- Agency worker / contractor
- Honorary Contract
- Zero hours contract
- No contract

20. How many hours a week do you work? (tick one)

- Full time (37.5 hours or more)
- Part time (16-37 hours)
- Part time (less than 16 hours per week)

21. Do you undertake shift work?

- Yes
- No

22. What does your typical working week/shift pattern look like? Please select all that apply in a standard working week.

	Daytime	Evening	Night-time	Not working
Monday	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuesday	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wednesday	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thursday	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friday	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saturday	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sunday	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. Is your current housing condition impacting your work?

- Yes or No

ABOUT YOUR CURRENT ACCOMMODATION

YOUR HOME

24. Please could you tell us your full home postcode. (Your postcode will be depersonalised and only used collectively to understand geographical accommodation trends.)

25. Do you have split accommodation arrangements, i.e. do you live close to work during your shifts/live elsewhere on days off?

- Yes
- No

26. If yes to question 24, please advise the postcode of where your off-duty accommodation is located.

27. How would you describe your household? (choose one)

- Single person
- Single parent with children who live at home
- Single parent with children who don't live at home

- Couple with no children
- Couple with children who live at home
- Couple with children who don't live at home
- Sharing with others
- Other (please state)

28. If you have children living at home, how many live at home?

29. What age groups do your children that live at home fall into? (Tick all that apply)

- 0-4
- 5-11
- 12-18
- Adult

30. If you are sharing with others, how many people are you sharing with?

31. How satisfied are you with your current accommodation? (tick one)

- Very satisfied
- Fairly satisfied
- Neutral
- Fairly dissatisfied
- Very dissatisfied

32. If you are dissatisfied with your accommodation, which of the following reasons apply? (Tick all that apply)

- Too expensive
- Too small
- Poorly maintained
- Poor commute to work
- Distance from amenities
- Lack of public transport connections
- Sharing with others
- Living on site
- Concerns about safety/security in the home
- Concerns about safety/security travelling to/from home
- Concern about how long can remain in property
- Other

33. If 'other' to question 31, please state.

34. How would you describe your household's ability to meet housing costs? (tick one)

- Very comfortable
- Moderately comfortable
- Neutral
- Moderately stretched
- Very stretched

35. How many bedrooms does your current home have?

- Studio flat
- 1
- 2
- 3
- 4
- 5+

36. Which of the following best describes your current home?

- House/bungalow (detached)
- House/bungalow (semi or terrace)
- Flat
- Studio
- Shared house of multiple occupancy
- Room in someone else's house, i.e. friend/family
- Lodging
- Caravan
- Other

37. What is the tenure of the property you are living in? (e.g., ownership, renting etc)

- Own outright
- Own with a mortgage/loan/shared ownership
- Rent from private landlord or letting agency
- Rent from housing association, housing co-operative, charitable trust,
- Registered social landlord
- Rent from Council
- Rent accommodation provided by the NHS Trust
- Rent room in house of multiple occupancy
- Rent room in house of family/friend
- Live with family/friends rent free
- Lodging
- Other

38. If 'other' to question 36, please state.

39. If renting, was your property provided unfurnished?

- Yes
- No

40. How much do you currently pay in mortgage or rent (including any service charges) each month?

- Nothing - I own my home outright
- Nothing - I live with family/friends
- Nothing - I receive full housing benefit
- £101 - £250
- £251 - £500
- £501 - £750
- £751 - £1,000
- £1,001 - £1,250
- £1,251 - £1,500
- £1,501 - £2,000
- £2,000+

41. Do you feel that your current accommodation is affordable?

- Yes or No

YOUR TRAVEL TO WORK

42. Approximately how far from your place of work do you currently live?

- 0-5 miles
- 5-10 miles
- 10-15 miles
- 15-20 miles
- 20-50 miles
- 50+ miles

43. What is the maximum distance you would want to live from your workplace?

- Up to 5 miles
- Up to 10 miles
- Up to 20 miles
- Up to 30 miles
- Up to 40 miles
- Up to 50 miles
- 50 miles +

44. What is your preferred method of travel?

- Car
- Car share
- Walk
- Cycle
- Bus
- Train
- Taxi
- Park and Ride
- Motorbike/Scooter

45. How long on average does it take you to get to work? (choose one)

- 0-20 minutes
- 21-30 minutes
- 31 – 40 minutes
- 41 – 40 minutes
- 51-60 minutes
- 60 minutes +

46. Do you have multiple places of work that you have to travel to?

- Yes
- No

47. If you use a car, where do you park? (Tick all that apply) (If other please state)

- On site
- Park and ride
- Other

48. How satisfied are you with your commute?

- Very satisfied
- Fairly satisfied
- Neutral
- Fairly dissatisfied
- Very dissatisfied

49. If you are dissatisfied with your commute, why are you dissatisfied? (Tick all that apply)

- Too long
- Too expensive
- Too busy
- Lack of parking
- There isn't any public transport where I live
- Public transport is unreliable
- Public transport is too complex (too many changes required/multiple providers)
- There aren't enough buses/trains per hour
- The public transport available does not fit my shift pattern

ABOUT YOUR FUTURE HOUSING ASPIRATIONS

50. When do you anticipate needing to move home?

- Now
- Within the next 6 months
- Within the next year
- Within the next 1-2 years
- Unknown
- Not Applicable

51. Which of the following options is most suited to your needs? (tick one)

- Flat / Apartment
- House
- Bungalow

52. Would you be looking to rent or purchase accommodation?

- Own outright
- Mortgaged
- Rented
- Shared ownership/starter home
- Social/local authority rented
- Shared accommodation

53. Which of the following options would you consider if they were affordable/ available to you?
(Please tick all that apply)

- Shared ownership
- Rent to buy (rent at a subsidised rate with a view to buying at a later stage)
- Rent through a Council / Housing Association (typically at least 20% below the market rate)
- Rent through a private landlord
- None of the above

54. What sort of area would you like to live in? (tick one)

- Urban area
- Suburban area
- Rural area

55. How important is public transport from your home to your place of work when choosing where to live? (tick one)

- Very important
- Moderately important
- Not at all important

56. How many bedrooms would you require?

- 1
- 2
- 3
- 4
- 5+

57. What additional features would you require if you were to move to a different home?
(please tick all that apply)

- Garden
- Outdoor storage
- Parking
- Wheelchair access
- Other (please specify)

58. What amenities would you require in the local area to where you live? (please tick all that apply)

- Preschool / childcare
- Primary School
- Secondary School
- Out of school facilities / childcare for children of school age
- Health Care facilities
- Local shop / food store
- Play park / outdoor space
- Gym / exercise facilities
- Allotment
- Other (please specify)

59. As a household, how much can you afford to pay on rent or mortgage per calendar month?

- Nothing, I live rent free with family/friends
- Do not require a mortgage
- £101 - £200
- £201 - £300
- £301 - £500
- £501 - £750
- £751 - £1,000
- £1,001 - £1,500
- £1,501 - £2,000
- £2,001 - £5,000

GENERAL ACCOMMODATION CONSIDERATIONS

60. Is there sufficient information / advice to help you find accommodation?

- Yes or No

61. If you planned to move home, what additional support would you find helpful in securing a move? (Tick all that apply)

- Housing advice (via intranet or other)
- Help developing a housing plan (agreement on steps to take to find suitable accommodation)
- Help with savings
- Help with managing exist debt
- Help making connections with other colleagues – to house share; rent a spare room; find a lodger etc.
- Information/links to accommodation available to staff
- Other

62. If help to secure housing was available from your employer, which would help you most? (Please select as many as you wish)

- Employer acting as a guarantor for private rented accommodation
- Employer acting as reference
- Rent deposit scheme (recouped through small monthly payments direct from salary)
- Save for deposit scheme (salary deductions to help you save)
- Short-term accommodation for staff who are experiencing acute housing difficulties
- Other

63. If 'other' to question 61, please state.

64. What is your attitude to living in the same accommodation as other health and care workers? (where you have shared communal facilities such as kitchen, bathroom etc)

- Very positive
- Moderately positive
- Neutral
- Moderately negative
- Very negative

65. If your view on living in the same accommodation with other workers was moderately negative or very negative, would these factors improve your view? (Select all that apply)

- Quick and frequent public transport to the hospital or working base location (including out of hours)
- A short walk to work
- Discounted housing costs
- A high standard of living accommodation/ housing
- A wide range of amenities

66. What is your attitude to your neighbours and surrounding households being primarily health and care workers?

- Very positive
- Moderately positive
- Neutral
- Moderately negative
- Very negative

67. If your view on your neighbours and surrounding households being primarily health and care workers was negative or moderately negative, would these factors improve your view? (Select all that apply)

- Quick and frequent public transport to the hospital (including out of hours)
- A short walk to the hospital
- Discounted housing costs
- A high standard of living accommodation/ housing
- A wide range of amenities

68. What would be the minimum length tenancy you would consider when renting accommodation?

- Short term – 6 months or less
- 6 months – 1 year
- 1-2 years
- 2 years +

69. What would be the maximum length tenancy you would consider when renting accommodation?

- Short term – 6 months or less
- 6 months – 1 year
- 1-2 years
- 2 years +

70. Would you be interested in a “Build to rent” model? E.g., a purpose-built property that may include access to 'community' facilities and networks, such as provision of a concierge/security, shared communal space, laundry, gyms, social events and clubs dedicated to the residents of the accommodation. (Some of these facilities may carry additional costs beyond the rental charge)

- Yes
- No

ANY OTHER COMMENTS

71. If there is any other information that you would wish to add regarding your accommodation/travel or anything else you'd like to share relevant to this survey, please add below.

DRAFT