



Staff Housing Needs Survey Analysis & Evaluation Report

January 2024



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1 Introduction

The health and care industry is constantly changing to meet an ever-increasing demand for quality health and care services brought on by an aging population with long term conditions and external factors such as deprivation and the cost a cost of living crisis. Behind the seamless delivery of these vital services are the dedicated healthcare professionals who work tirelessly to ensure the wellbeing of our patients. However, as the sector progresses, it faces a growing challenge – the availability and affordability of suitable housing for its staff, making it difficult for them to live and work in the areas where they are needed.

Recognising the importance of addressing this issue, Cambridgeshire & Peterborough (C&P) Integrated Care Board (ICB) endorsed an Accommodation Project to conduct a Staff Housing Needs Survey across health and care staff in its area. This report presents the findings and analysis drawn from the survey, highlighting some key insights and conclusions that can pave the way for better understanding of the housing issues for health and care staff, leading to actions to address the issues and consequently, enhanced employee wellbeing and success for both partner organisations and the ICS as a whole.

2 Purpose

The purpose of this analysis and evaluation report is to review and summarise the responses received from the workforce population (both health and care) across Cambridgeshire & Peterborough ICS.

The primary objective of the Staff Housing Needs Survey was to assess the current housing situation among health and care professionals within the ICS and their future requirements. By gathering data on housing preferences, affordability and accessibility the survey aimed to shed light on the challenges faced by staff members in securing suitable housing near their workplaces. Understanding these challenges is crucial as it allows us to formulate informed strategies and policies in an attempt to improve the issues experienced and meet the needs of our workforce and partners in service of our population.

We know that NHS housing schemes and key worker housing schemes exist in other parts of the UK, however despite there being an obvious demand, evidence is required to give this area of challenge the visibility it needs in the wider domain to help gain traction, for example, ICS workforce planning, the Local Plan process and district housing strategies.

3 Context

It was agreed that C&P adopt a Staff Housing Needs Survey methodology most recently conducted in the South-West region and in the Hampshire and Isle of Wight area. We understand that this information and data is a moving landscape, and that the information will be applicable at the time of completion and with variable market rates and potential government changes continually impacting peoples' lives.

The evidence from this survey gives us an indication of the problems ICS staff are facing based on where they currently live, where they work, how much they earn and how much they feel they can afford to spend on rent or mortgage. It also provides a gauge of issues being experienced by staff such as affordability, size of property, and length of tenancy.



Comparing the specific needs of health and care staff in C&P with the information from Census 2021 helps verify how the survey responses align with the local population and housing market, so we can more confidently identify gaps and solutions to support the workforce with future housing options.

The housing diamond affordability analysis report draws on Census 2011 and other data sources and may be useful to refer to beyond the completion of this analysis report. It provides an overview and summary of housing in the local authority districts of Cambridge, East Cambridgeshire, Fenland, Huntingdonshire, Peterborough and South Cambridgeshire as well as West Suffolk (which is not part of C&P). An initial comparison of the ICS survey and the Diamonds report is included in para 10.5.

The survey responses provide baseline data to help inform workable solutions that can be scaled up and implemented across the system and tailored to the needs of particular areas and the workforce population.

4 Survey objectives

The survey focussed on capturing information on the following themes:

About you

- Demographic factors such as age, nationality, international recruit, student, ethnicity and income range and if on a local Housing Register.
- Household type, numbers of adults and children.
- Employing organisation, Main place of work and home postcode.

About your accommodation

- Number of bedrooms.
- Tenure (including if renting - furnished or unfurnished).
- Household type combined with number of bedrooms data.
- Tenure combined with salary data.

Issues in current accommodation

- Personal views of current accommodation (e.g. too expensive, too small, no issues etc).

Plans to move

- Planning to move.
- Reasons for moving.
- Type of property looking to move to and if aspiration is to rent or buy.
- Ideal length of tenancy if renting.
- No. of required bedrooms.
- Affordability.
- Maximum distance from place of work.

Accessibility

- Disability requirements.

Accommodation information & support

- Sufficiency of support from employing organisations.
- Suggestions of support.
- What options might be of interest if employers could support and deliver.



5 Overview of survey responses

5.1 The survey sample

The survey targeted the total workforce population in health and care. The total population size is based on a large number of organisations, listed below. Staff did not respond from all organisations listed:

- Cambridgeshire and Peterborough Integrated Care System
- Primary Care – GP Practices
 - 87 GP Practices (Full list can be found here - [Local Practices | CPICS Website](#))
 - Cambridgeshire Local Medical Committee (LMC) – for Cambridgeshire & Peterborough.
- Secondary Care - NHS organisations
 - North-west Anglia NHS Foundation Trust (NWAFT)
 - Cambridge University Hospital NHS Foundation Trust (CUH)
 - Cambridgeshire & Peterborough NHS Foundation Trust (CPFT)
 - Cambridge Community Services NHS Trust (CCS)
 - East of England Ambulance Service NHS Trust.
- Tertiary Care – NHS organisations
 - Royal Papworth Hospital NHS Foundation Trust (RPH).
- Local Authorities/Social Care
 - Peterborough City Council (PCC)
 - Cambridgeshire County Council (CCC)
 - Huntingdon District Council (HDC).
- Independent Care Providers
 - Around 300 in Cambridge and 160 in Peterborough.
- Voluntary Care Sector Organisations
 - e.g., Arthur Rank Hospice, Age UK.
- Other: NHS England.

5.2 Respondent home location

Table 1 summarises and Fig 1 shows the current home address of each survey respondent.

Table 1. Number of respondents by district

District	Number of respondents
Cambridge	406
East Cambridgeshire	116
Fenland	67
Huntingdonshire	86
Peterborough	152
South Cambridgeshire	167
Other (outside C&P)	148
Total	1,142



5.3 Respondent organisation

Table 2. Number of respondents by organisation “group”

Organisations listed in groups	No. Respondents	% Respondents
ICS		
Cambridgeshire and Peterborough Integrated Care System	65	6%
Primary Care – GP Practices		
GP Practices Local Medical Committee (LMC) – for Cambridgeshire & Peterborough Primary Care & West Cambs GP Federation	51	4%
Secondary Care - NHS organisations		
Cambridge University Hospital NHS Foundation Trust (CUH)	576	5%
Cambridgeshire & Peterborough NHS Foundation Trust (CPFT)	131	11%
North-west Anglia NHS Foundation Trust (NWAFT)	85	7%
East of England Ambulance Service NHS Trust	39	3%
Cambridge Community Services NHS Trust (CCS)	24	2%
Tertiary Care – NHS organisations		
Royal Papworth Hospital NHS Foundation Trust (RPH)	70	6%
Local Authorities/Social Care		
Cambridgeshire County Council	14	1%
Huntingdon District Council (HDC)	1	0.1%
Peterborough City Council	9	1%
Independent Care Providers		
Other Care Sector - c. 300 in Cambridge and 160 in Peterborough	28	2%
Other		
NHS England	2	0.2%
NHS Unknown	41	4%
University of Cambridge	4	0.4%
Not Given	1	0.1%
Education	1	0.1%

Further research point: While the responses to the survey from Care partners was low, this response rate, a regional survey of care workers accommodation needs is being planned in 2023 and may well be able to supplement these Cambridgeshire and Peterborough survey results in future.



5.4 Margin of error and confidence in the sample

5.4.1 OVERALL

Based on the intended scope of the health and care workforce population the total number of responses received was 1,142.

Some 995 of these respondents live in the Cambridgeshire and Peterborough area. A further 148 responded, who live outside the Cambridgeshire and Peterborough area.

Using Census 2021 data we know that human health, residential care and social work employed 58,812 of the population of Cambridgeshire and Peterborough, which coincides with the employees our survey was targeted at (see Table 3).

Our survey response rate equates to 1.7% of the staff population of Cambridgeshire and Peterborough based on a total health, residential care and social work workforce population of 58,812 (from Census 2022, see Table 3).

We consider this a satisfactory response rate based on a margin of statistical error of +/- 3% based on a confidence rating of 95%. See [Margin of Error Calculator | SurveyMonkey](#)

Table 3. Census 2021: Population employed in Human Health and social work, by sub-category

Industry	Total Cambridgeshire and Peterborough
86 Human health activities	37,803
87 Residential care activities	5,418
88 Social work activities without accommodation	15,591
Total	58,812

5.4.2 DISTRICTS

The local authority areas covered are Cambridge, East Cambridgeshire, Fenland, Huntingdonshire, Peterborough and South Cambridgeshire.

Table 4. Margin of error for each district

District	No. of respondents	Total workforce in human health, residential care & social work	Margin of error
Cambridge	406	10,671	+/- 5%
East Cambs	116	5,284	+/- 9%
Fenland	67	5,683	+/- 12%
Huntingdonshire	86	12,107	+/- 11%
Peterborough	152	13,390	+/- 8%
South Cambs	167	11,677	+/- 8%
Total excluding other	994	58,812	+/- 3%

Based on the staff population in human health, residential care and social work of 58,812 split into district areas; and at a 95% confidence level, the sample produced varying percentages for margins



of error per district as set out in Table 4. The margin varies from 5% in Cambridge to 12% in Fenland. Fenland is a particularly interesting area in regards this survey, as many workers in human health would be employed at the Queen Elizabeth Hospital in King’s Lynn, which is outside the purview of the Cambridgeshire and Peterborough ICS. So, although some respondents live in Fenland, the survey was not promoted via QEH which may account for a relatively low response rate and larger margin of error.

Further research point: It would be useful in future to extend the study to include QEH staff, increasing our insight into the accommodation issues faced by employees at this nearby key employment centre.

5.4.3 NORTH / SOUTH AREAS

It may be more helpful to view the data collectively as North and South groupings, to narrow the margin of error, particularly when looking in the report at detailed topics where less than 100% of respondents will have completed a question or section. For this task, the North area comprises Peterborough, Fenland and Huntingdonshire and the South area comprises Cambridge, South Cambridgeshire and East Cambridgeshire.

Table 5. Margin of error at a 95% confidence rating, districts grouped “north” and “south”

Area	No. of respondents	Total workforce in human health, residential care & social work	Margin of error
Total South	689	0	+/- 4%
Total North	305	0	+/- 6%
Total	1,142		+/- 3%

SUMMARY: SURVEY RESPONSE

The overall survey response rate of 1,142 is robust, giving a margin of statistical error of +/- 3% at a confidence rating of 95%.

Responses were received from across Cambridgeshire, Peterborough and further afield.

The margin of error is larger when looking at individual district areas. For this reason, we have tended to use ‘North’ and ‘South’ groupings of districts when reporting survey results. The South margin of error is +/- 4% and the North area is +/- 6%.

A range of organisations responded, with the largest responders from CUH, CPFT, NWAFT, Royal Papworth and the Integrated Care System. While the responses to the survey from Care partners was low, this response rate, a regional survey of care workers accommodation needs is being planned in 2024 and may well be able to supplement these Cambridgeshire and Peterborough survey results in future.



6 Survey findings

6.1 About you

From the “about you” section of the survey we have been able to obtain an overview of the staff population that completed the survey and how this compares to the Census 2021 Cambridgeshire and Peterborough population.

Please note, there are occasionally inconsistencies where respondents may have answered separate questions slightly differently. For example, comparing household types to the number of adults and children detailed by each respondent shows some small anomalies. We have chosen to simply present the answers to the questions as provided by our respondents and not try to manipulate them. Where this occurs, a note has been added highlighting that there are differences and to treat the two sets of data carefully in relation to each other.

Additionally, in analysing responses we have taken care around disclosure aspects. Where a breakdown of overall responses led to a very small number of individual responses, we have erred away from detailing these.

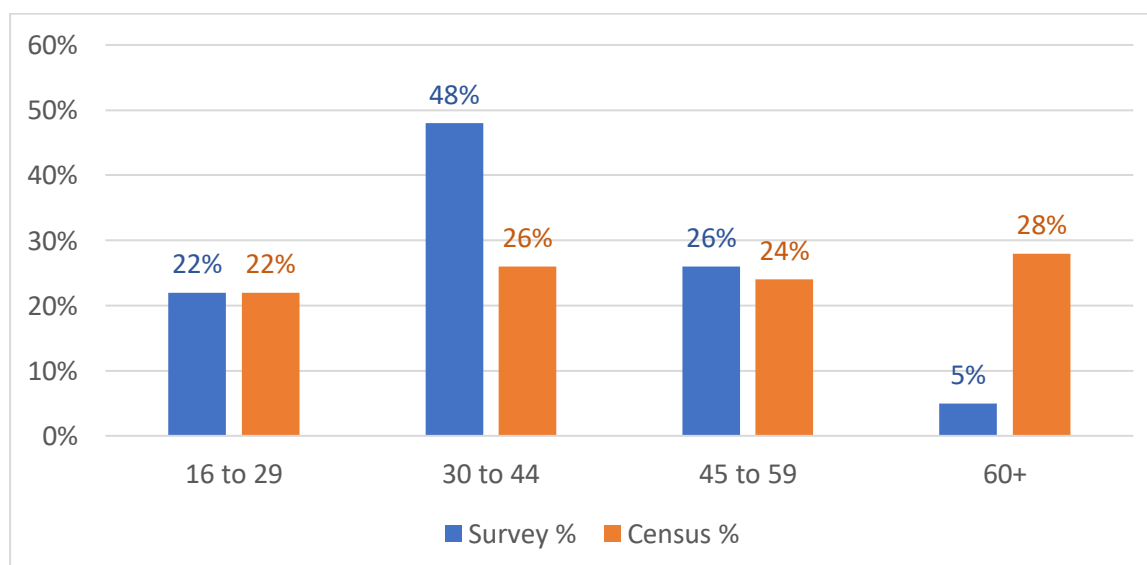
6.1.1 Age (Q25)

Given that this survey was aimed at current workers in health and social care, it is no surprise that respondents tended to be of working age and few were retirement age.

If we compare the age groups of all survey respondents (regardless of where they live) to the age groups from Census 2021 for Cambridgeshire and Peterborough only in Fig 2, looking at over 16’s only, we can see:

- the same percentage of 16 to 29 year olds in our survey as the Census
- a significantly higher percentage of 30 to 44 years olds in our survey than the Census
- a similar percentage of 45 to 59 year olds in our survey compared to the Census
- a much lower percentage of 60+ year olds as mentioned above.

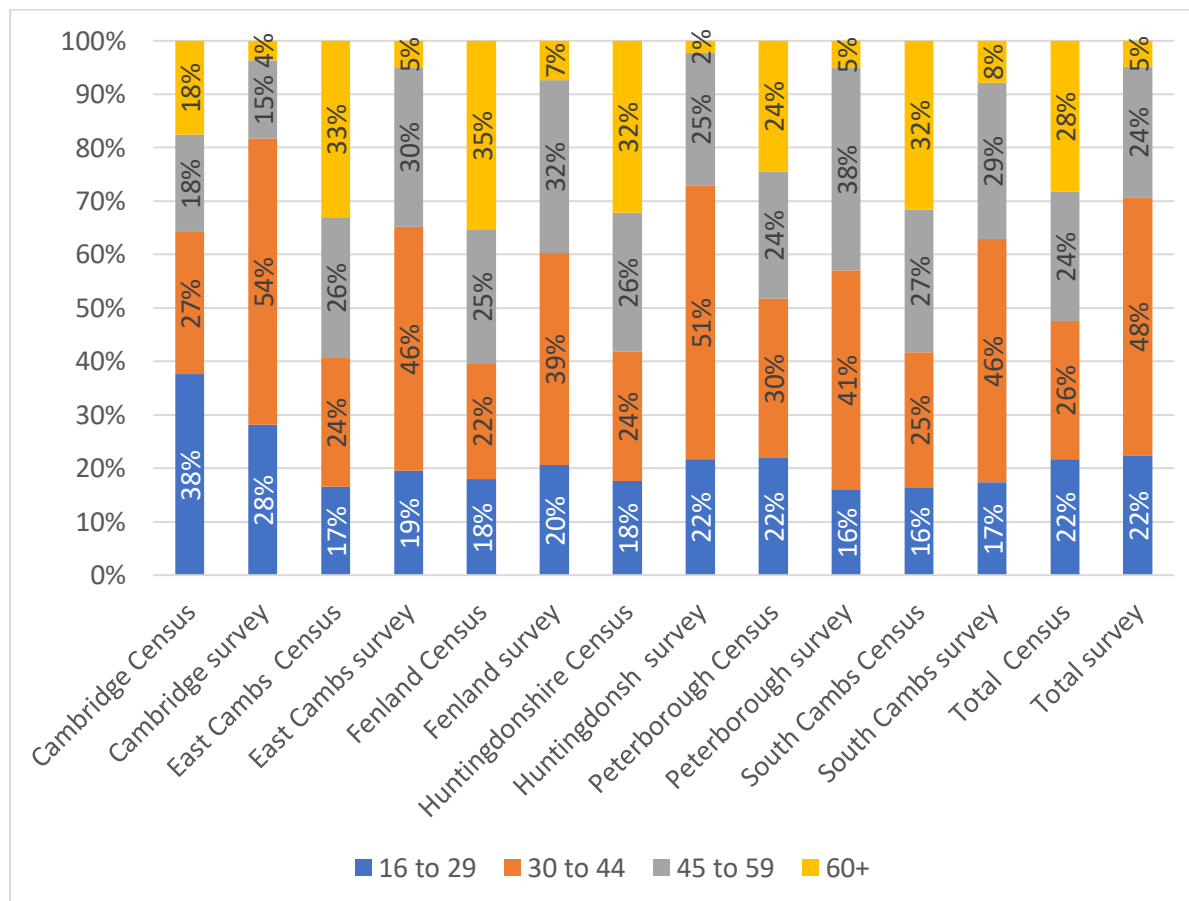
Fig 2. Age breakdown of survey respondents compared to Census 2021, age 16+ only





Age by district: We can compare the age breakdown in Census 2021 by district to our survey respondents living in those districts. Please note, Fig 2 provides the age groups of all respondents, regardless of location while Fig 3 shows only Cambridgeshire and Peterborough survey respondents, to help compare to the 2021 Census data.

Fig 3. Comparing % of Census 2021 by age, to % survey respondents by age, Cambridgeshire & Peterborough only



So Fig 3 highlights

- A similar percentage of survey respondents to Census data for the 16 to 29 age group, except in Cambridge and in Peterborough where there are fewer survey respondents in this age group.
- In all areas, a larger proportion of 30 to 44 year olds responding to the survey compared to the Census population.
- A fairly similar proportion of 45 to 59 year olds in the survey and the Census, although with slightly higher proportions of survey respondents in in this age group in Fenland and Peterborough.
- In all areas, a much smaller proportion of 60+ year olds in the survey than in the Census (which is to be expected as this is a workplace based survey).



6.1.2 Household type (Q1)

Some 30% of respondents are living as a couple with dependent children at home. Comparing the survey responses to 2021 Census data, the top three most common household compositions of survey respondents largely reflect the population of Cambridgeshire and Peterborough. Unsurprisingly households 'sharing with others' is double for the survey compared to Census 2021 data.

Fig 4. Household type comparing survey to Census 2021

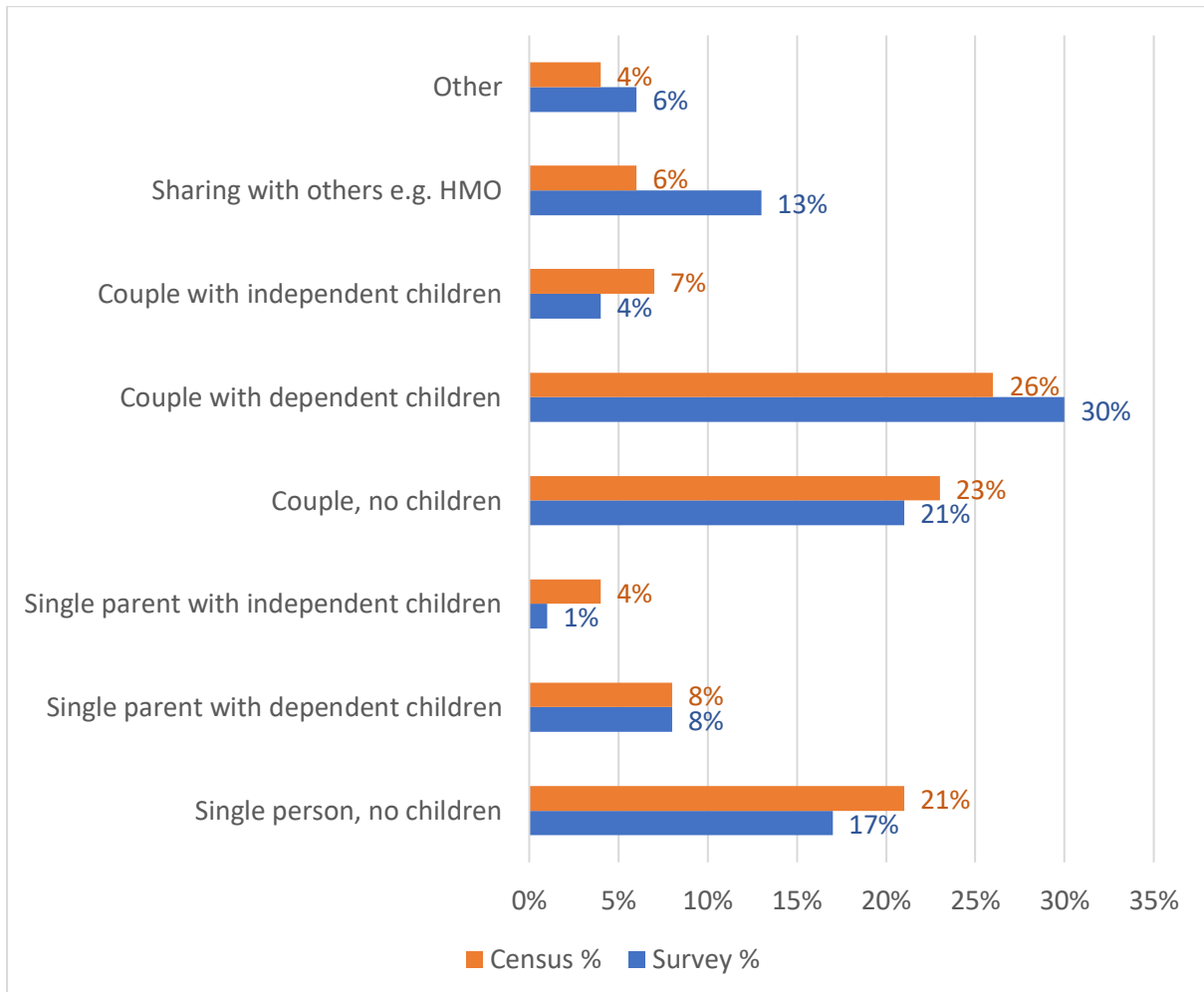


Fig 4 demonstrates that there are:

- A smaller proportion of single people with no children and with independent children in the survey than in the Census.
- A larger proportion of couples with dependent children in the survey than the Census.
- A larger proportion of 'sharing with others' and 'other' in the survey than the Census.

6.1.3 Number of adults and number of children (Q2, Q3)

Looking at the proportions of adults and children living in respondents' current accommodation allows us to consider household size and composition, as well as overcrowding concerns. Overcrowding depends on the composition of each household and the bedrooms available for their exclusive use.



Fig 5. Most common combinations of adults and children (count of 20 or more responses)

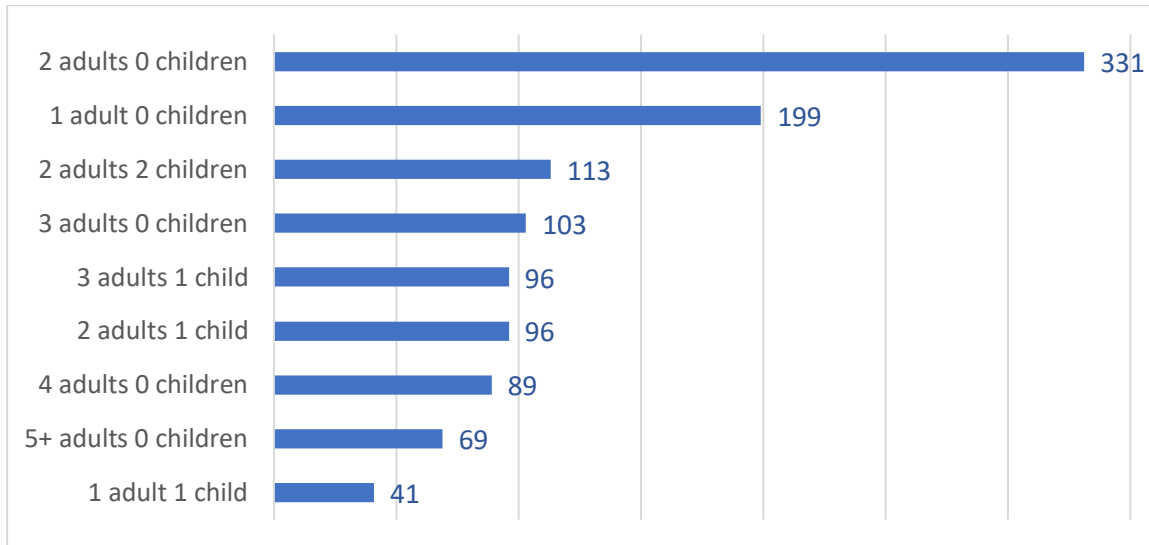


Fig 5 shows that

- Of the 540 households with two adults, 113 households are living with 2 children (aged up to 15 years old) and 96 with 1 child.
- A high number of responses (199) were single adults; while 41 households with 2 adults have 1 child living with them and 19 have two children living with them.
- 791 survey respondents (69%) stated that they were living in a household of adults with no children.
- The number of bedrooms available to respondents (see Q5) in most cases correlates with the household make-up which is explored further on page 30 and in Fig 24.

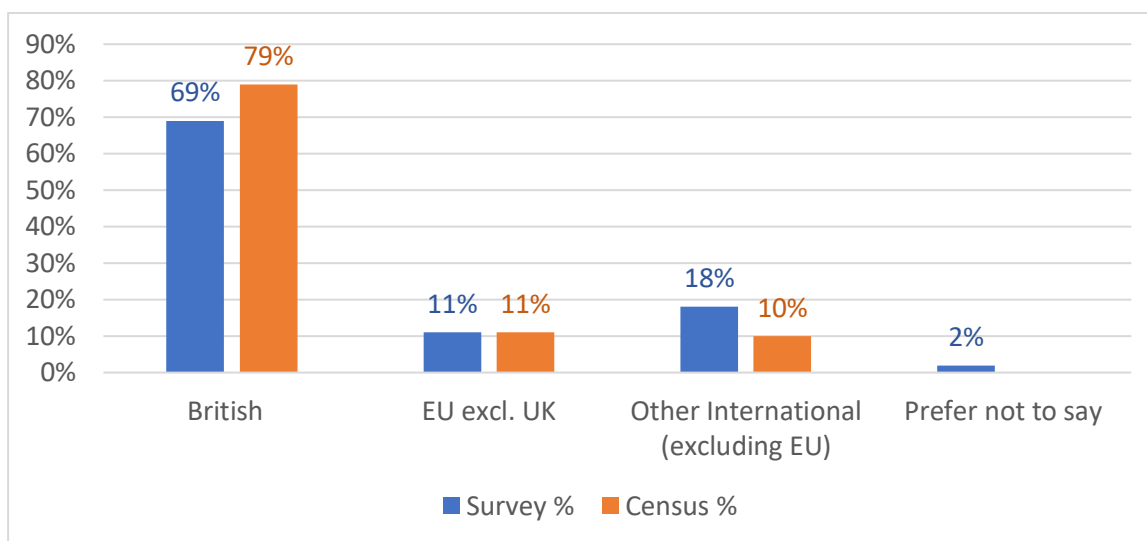
Further research point: When asked about household type survey respondents were less likely to live in single person households with no children. Respondents were more likely to be couples with dependent children, and more likely to be sharing or “other” households. However, this response appears slightly contradictory when respondents were asked about the number of adults and children in the household; responses appear slightly contradictory and highlighted 69% of households including adults but no children. This may lead to some further research and reconciliation needed of the data.

6.1.4 Nationality (Q26)

Fig 6 provides an overview of the survey respondents’ nationality compared to the Census 2021.



Fig 6. Survey respondents compared to Census 2021: British, EU and other worldwide (excludes prefer not to say in survey, Cambridgeshire and Peterborough only)



Census 2021 data also provides the breakdown per district of those household members born in the UK and those born outside of the UK (including EU). In Fig 6 we compare the % born inside and outside the UK as reported in the Census 2021 and the survey.

Although it is possible to produce the numbers and percentages of survey respondents in each district who were born inside and outside the UK, the data is not reliable enough at district level to draw conclusions beyond those based on Fig 6.

However, we can total up the districts into the North / South areas for comparison purposes, though still using caution as the data provided reflects not only the nationality of respondents, but also their likelihood to respond to the survey.

Table 6. Nationality of survey respondents by North / South / Other area

	British	British %	EU excl UK	EU excl UK %	Other International (excl EU)	Other International (excl EU) %	Prefer not to say	Prefer not to say %	Total
South	445	63%	91	13%	150	21%	15	2%	701
North	249	78%	23	7%	40	13%	6	2%	318
Other area	91	83%	6	5%	11	10%	2	2%	110
Blank	8	62%	1	8%	3	23%	1	8%	13
Total	793	69%	121	11%	204	18%	24	2%	1142

Table 6 does not lead to a strong conclusion about the nationality of respondents in the north (78% British) vs the south area (63% British). In fact, the most noticeable difference is the high proportion of British respondents living in areas outside Cambridgeshire and Peterborough, at 83%.

However, we know that the NHS workforce in Cambridgeshire and Peterborough is heavily reliant on internationally recruited staff and the care sector becoming more involved in international



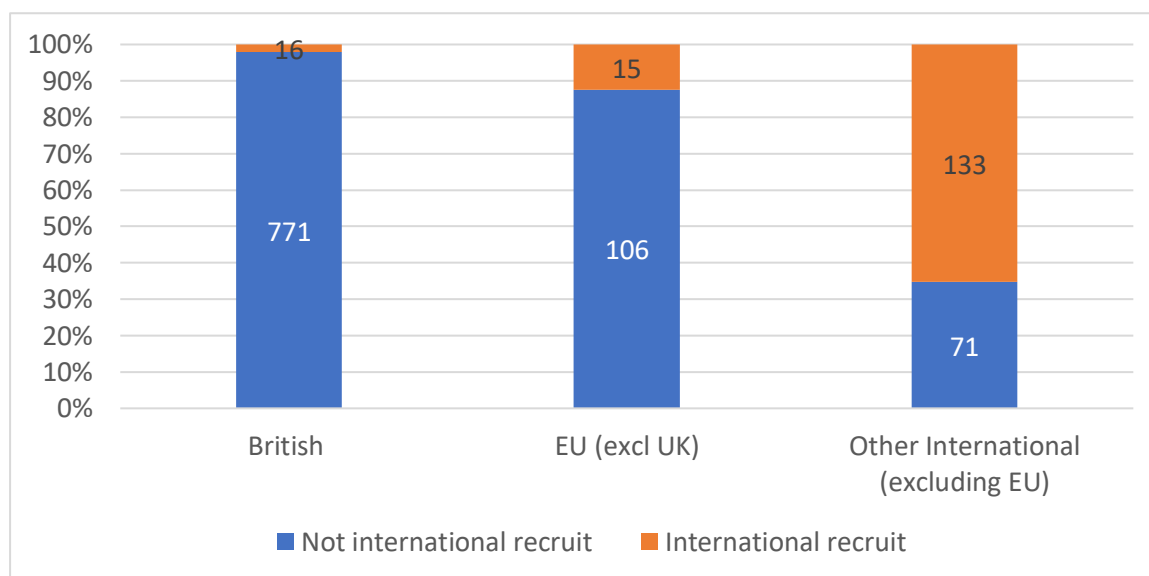
recruitment. It may be helpful to understand where these members of the workforce are recruited (i.e. employment locations) in relation to their home and if there are any significantly high areas of recruitment across the area and how this might impact housing options for those staff members.

Further research point: review of workforce data, particularly internationally recruited staff based on their employment location and home address.

6.1.5 Have you been recruited as part of an international recruitment campaign into the NHS or social care? (Q27)

The proportion of survey respondents who advised that they were recruited as part of an international recruitment campaign was 171 – that is, 15% of respondents overall. Fig 7 compares international recruits (and not) to respondent nationality.

Fig 7. International recruits compared to nationality



6.1.6 Students

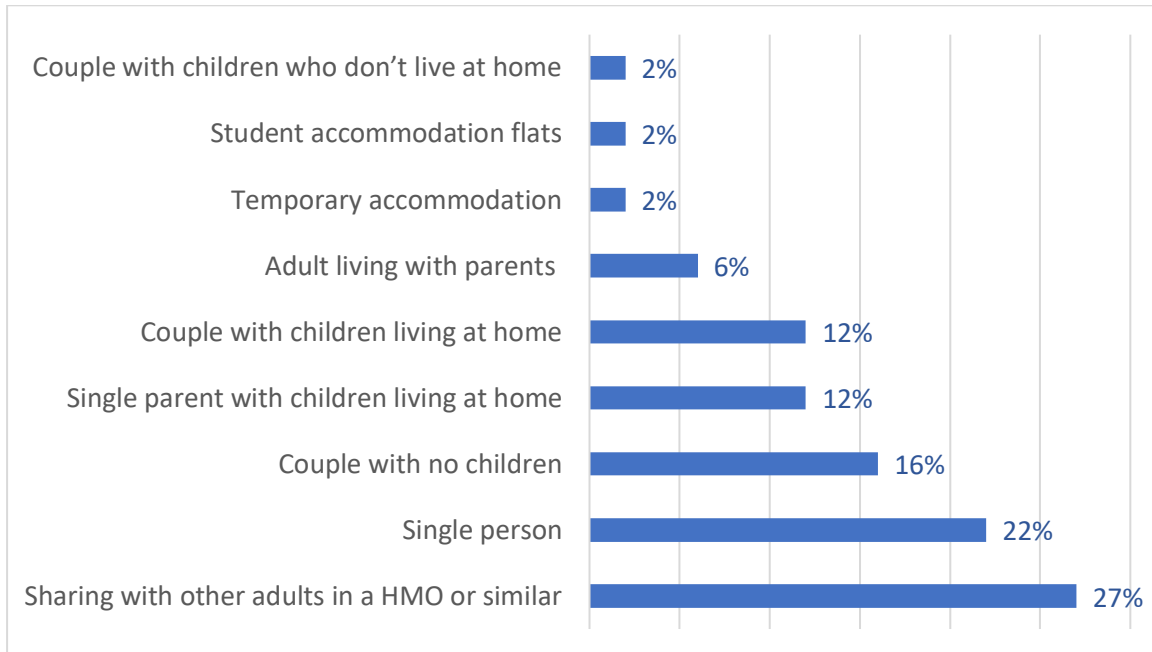
Of the total number of respondents, only 51 (4%) confirmed that they are students training in Cambridgeshire and Peterborough.

Of the respondents who identified themselves as students, 88% are currently in privately rented accommodation. Only 6% are living rent free and a further 6% own a property outright.

Some 27% of student respondents are sharing with others in properties such as houses in multiple occupation, while 22% noted that they are a single person living alone, with only 2% of respondents living in specific student accommodation. We can see from Fig 8 the current living situations of students responding to the survey:



Fig 8. Current household living situations for students (rounded)



Due to the relatively low number of responses from students, more detailed analysis of this survey on the topic of student accommodation needs will not be robust enough to draw reliable conclusions.

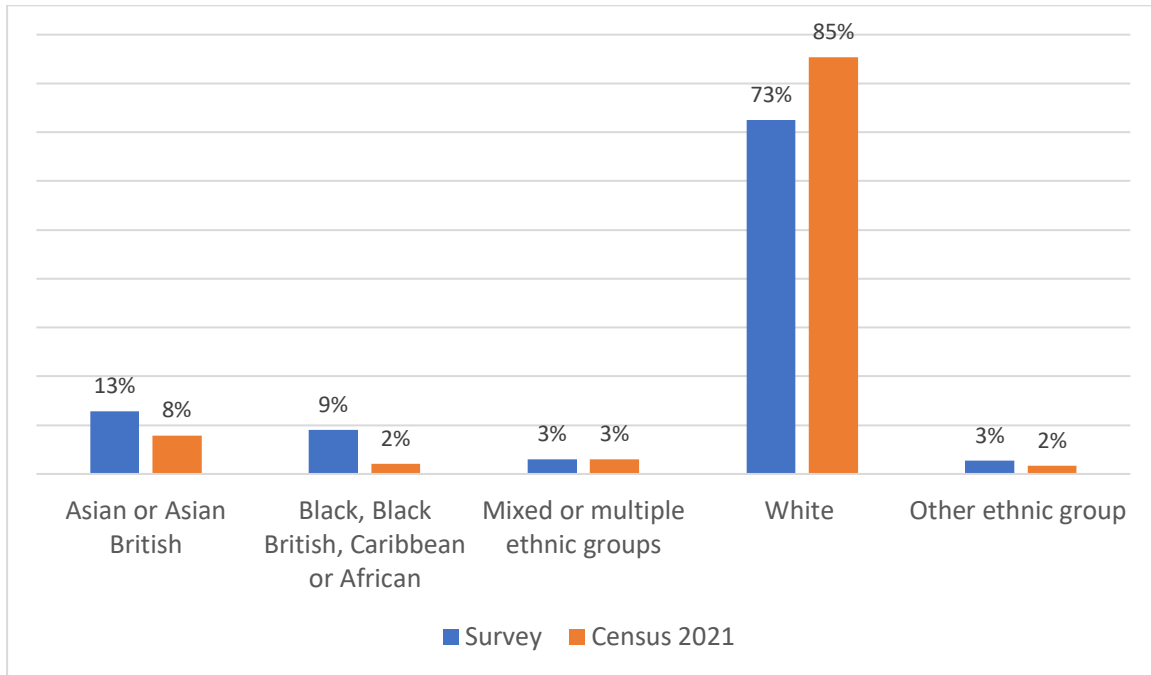
Further research point: More research will be needed if student accommodation is identified as an area requiring investigation and action.

6.1.7 Ethnicity Q28 to Q33

When reviewing the responses provided for ethnicity (see Fig 9) the survey shows a much higher percentage of people identifying as Asian or Asian British, and Black, Black British, Caribbean or African than are represented in Census 2021 across Cambridgeshire and Peterborough; also, slightly more “other” and markedly less “White” by comparison.



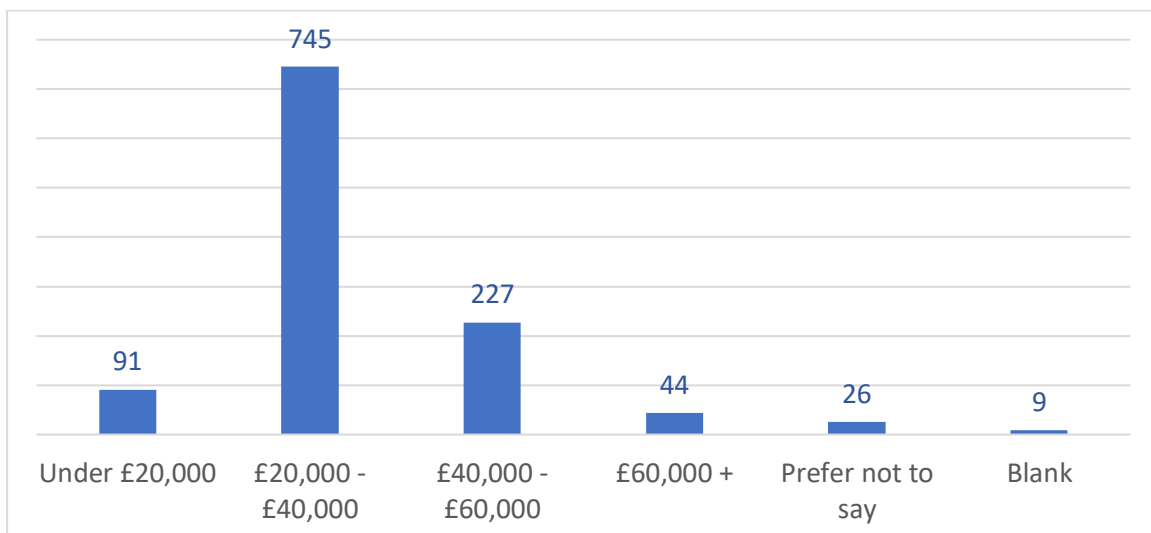
Fig 9. Broad ethnicity groups, comparing survey respondents to Census 2021 (rounded)



6.1.8 Salary (Q34)

Some 1,107 respondents or 97% disclosed their annual salary range, despite the question being optional. When reviewing the range of salaries of respondents, the highest proportion of staff members completing the survey fall within the £20,000 to £40,000 salary range. This represents 65% of respondents who disclosed their salary. See Fig 10.

Fig 10. Respondents' current gross annual salary range (before tax, any deductions and including any benefits or allowances. Note this question was optional)



Respondents were asked about the current gross annual salary (before tax, any deductions and including any benefits or allowances). In Fig 11 the stated salaries from the survey are compared to CACI income data, which provides income estimates at postcode level across the UK. Income from



CACI is gross household income from all sources including earnings, benefits and investments and is provided in £5,000 bands.

Fig 11. Broad income group, comparing % of survey respondents to % CACI income data

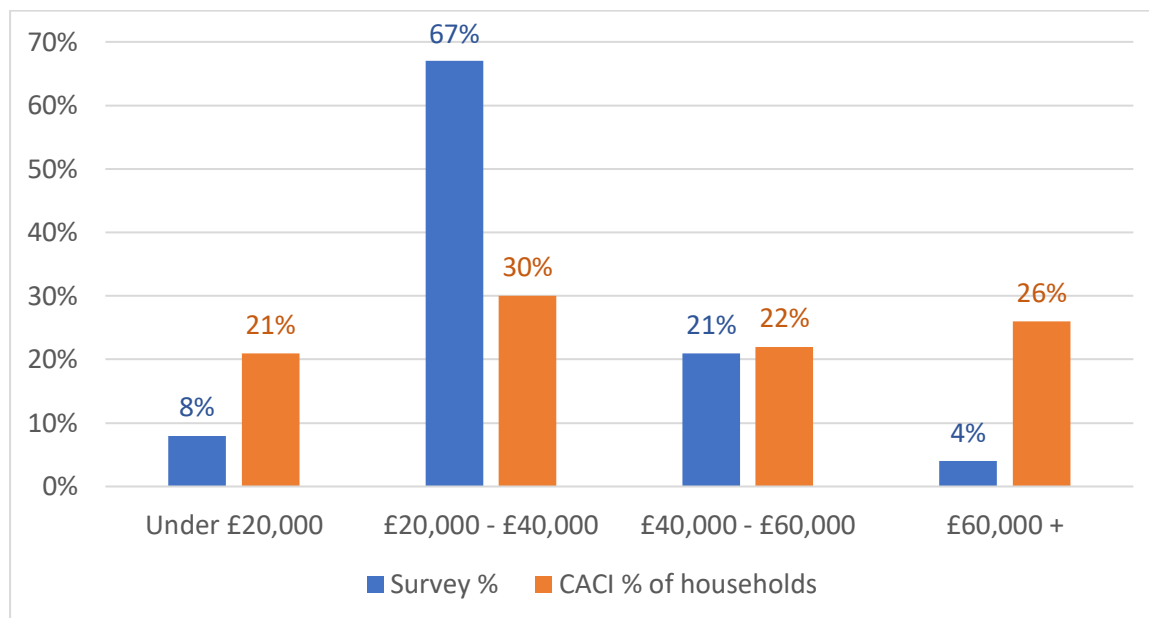


Fig 11 highlights that

- Survey respondents appear to under-represent households on less than £20,000 and on more than £60,000.
- Conversely households on incomes of £20-40,000 are overrepresented compared to the CACI income breakdown.
- The proportion of respondents on £40-60,000 is similar to the proportion shown by CACI, across the whole of Cambridgeshire and Peterborough at 21 or 22%.

Table 7. Salary by north / south / other

	Under £20,000	£20,000 - £40,000	£40,000 - £60,000	£60,000 +	Prefer not to say / blank	Total
South	49	475	134	25	18	701
North	39	192	65	12	10	318
Other areas	2	72	26	7	3	110
Total	90	739	225	44	31	1129



Fig 12. Salary range by North / South / Other (excl. prefer not to say / blank)

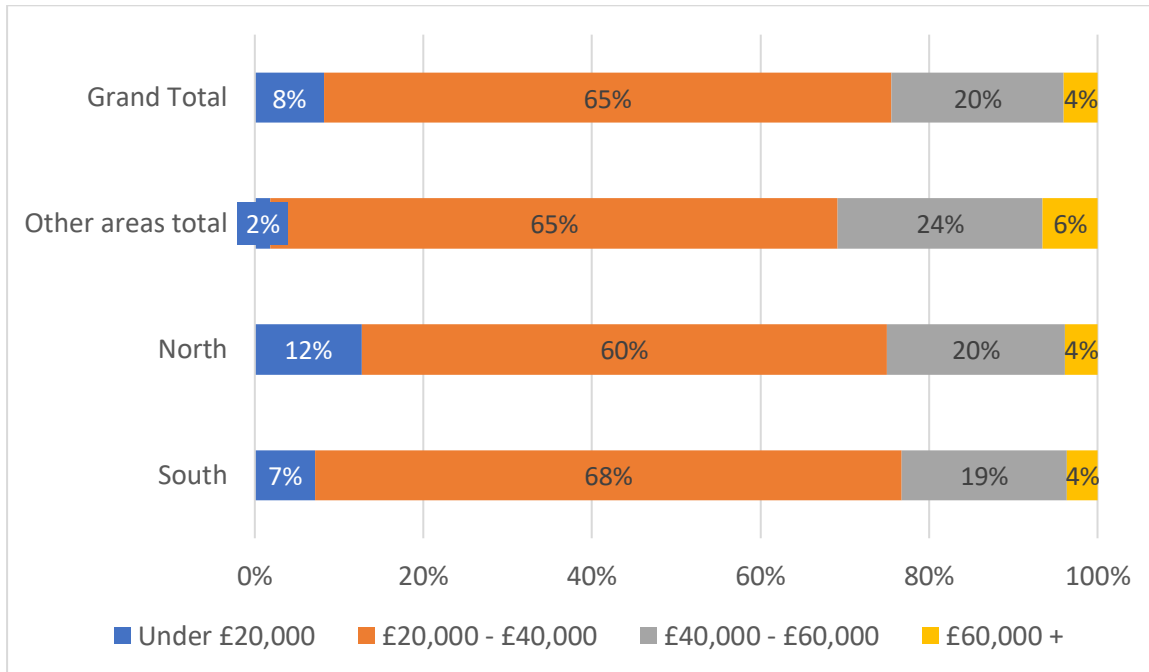


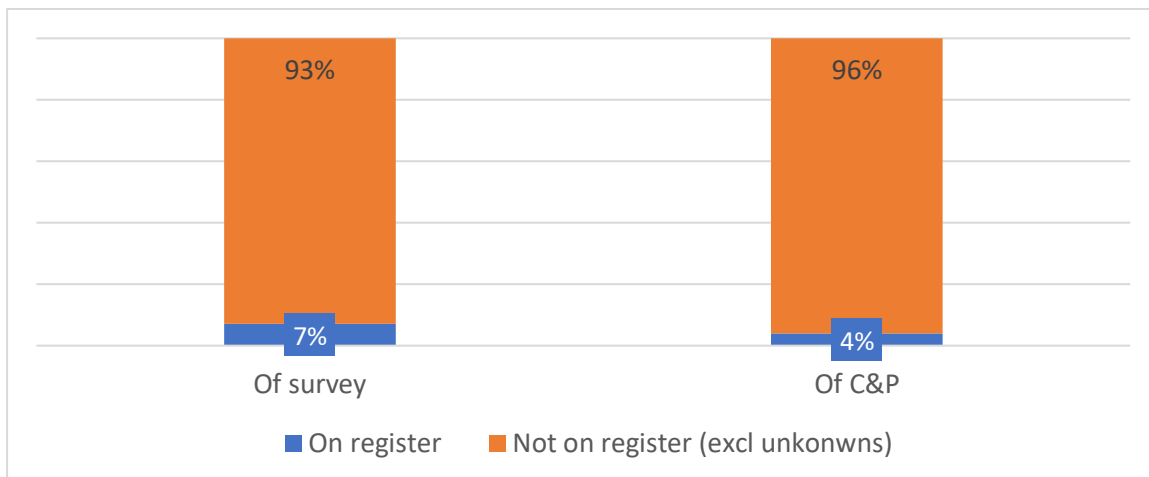
Fig 12 highlights more responses in the North area from people on salaries under £20,000 at 12% than in the South at 7%. Other areas (outside Cambridgeshire and Peterborough) saw only 2% of respondents on less than £20,000. This variation could be as much to do with the people who chose to respond to the survey, as to do with the salaries of workers across the North, South and other areas.

Further research point: It may be useful to see if there are any further highlights we can draw from the survey income information.

6.1.9 On housing waiting list? Q35

The Survey asked if households were on the housing register. Some 74 respondents or 7% said they were on the register and 1,074 (93%) were not. 16 respondents preferred not to say.

Fig 13. % of respondents compared to % of population on housing registers





Although this sounds like a low number of respondents being on the registers, particularly given that we expect people who are feeling housing pressure to have responded to the survey, when compared to the overall number of households across Cambridgeshire and Peterborough who were on the housing registers at 31 March 2023, the percentage is not that low.

Across Cambridgeshire and Peterborough 14,145 households were on the housing registers, representing 3.9% of households (based on 362,167 households enumerated in the 2021 Census).

6.1.10 Employment information

6.1.11 Employing organisation (Q22)

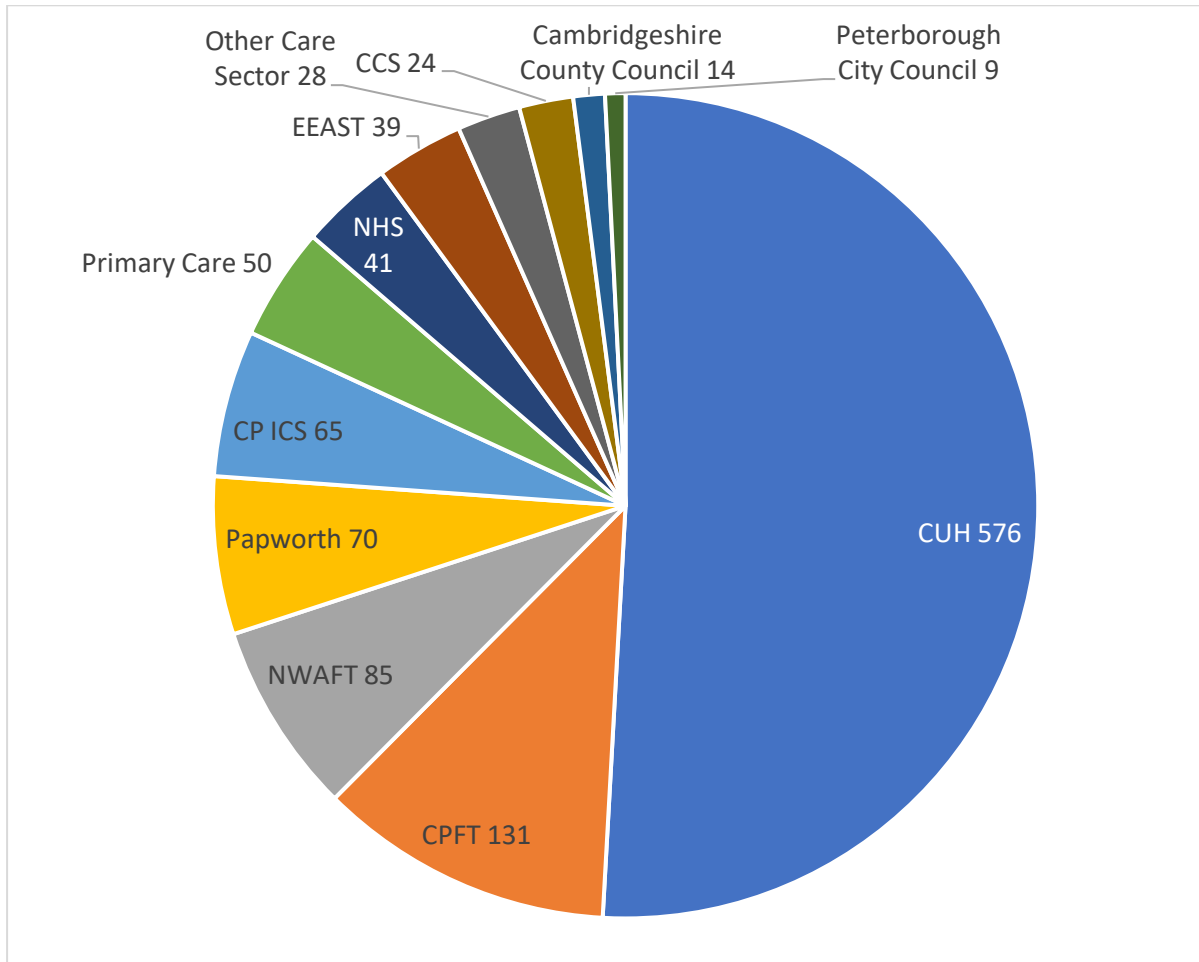
As noted earlier in this report, we received responses to the survey from several partner organisations across Cambridgeshire and Peterborough ICS (see Fig 14). Based on the number of responses we know that this did not reach all the targeted staff groups as intended.

Further research point: Build communications with, promote and re-run the survey in future with organisations showing low response rates. A further region-wide project is being initiated in late 2023 to gather accommodation needs for those working in the social care area. The results would be useful to combine and compare to this survey in time.

Further research point: Based on the respondents' postcodes and indicated work locations it may be helpful to visualise on a map the maximum preferred travel distances from some of the key work sites provided by respondents. Using a radius from place of work it may help identify particular areas within districts that could be beneficial for key worker housing sites.



Fig 14. Survey responses by organisation (down to 1% of responses) (see also Table 2)



6.1.12 What is your regular place of work / office base (Q23)

A large proportion of respondents work in and around Cambridge – a total of 702 (61% of respondents) naming Cambridge and Addenbrooke’s as their place of work. 144 (13%) were based in Peterborough; 63 in Huntingdon (48) and Hinchingsbrooke (15). Some 52 said their work location was “home” and 5 said “hybrid”.

Table 8. Responses by regular location of work / office base

Place of work	Number of respondents (min 3)
Cambridge	541
Addenbrooke’s	161
Peterborough	140
Home	52
Huntingdon	48
Ely	22
Fulbourn	20
Hinchingsbrooke	15



Place of work	Number of respondents (min 3)
St Ives	12
March	7
St Neots	7
Cambourne	5
Hybrid	5
Royston	5
Bretton, Peterborough	< 5
Chatteris	< 5
Doddington	< 5
Royal Papworth Hospital	< 5
Sawston	< 5
Waterbeach	< 5
Wisbech	< 5
Bedford	< 5
Haverhill	< 5
Littleport	< 5

Further research point: In future, it would be an improvement to specify locations more specifically as the variety of responses to this question made analysis difficult and time consuming.

6.1.13 Home postcode Q24

Fig 1 on page 6 sets out a heat map of the current home address of each survey respondent. On the following maps, dots show very approximate home locations using first 4 digits of postcode only. The maps are organised into groups of larger employment location / centres.

On each, highlighted dots show work locations for the home “dots”. Only the larger employers are presented, and only respondents who provided both workplace location and home postcode. A number are not included where responses were not clear, so the maps present a total of 989 responses (87% of respondents). The number of respondents presented on each map is provided in brackets.



Fig 15. Respondents working in Cambridge / Addenbrookes / Rosie / Hill's Road (695)

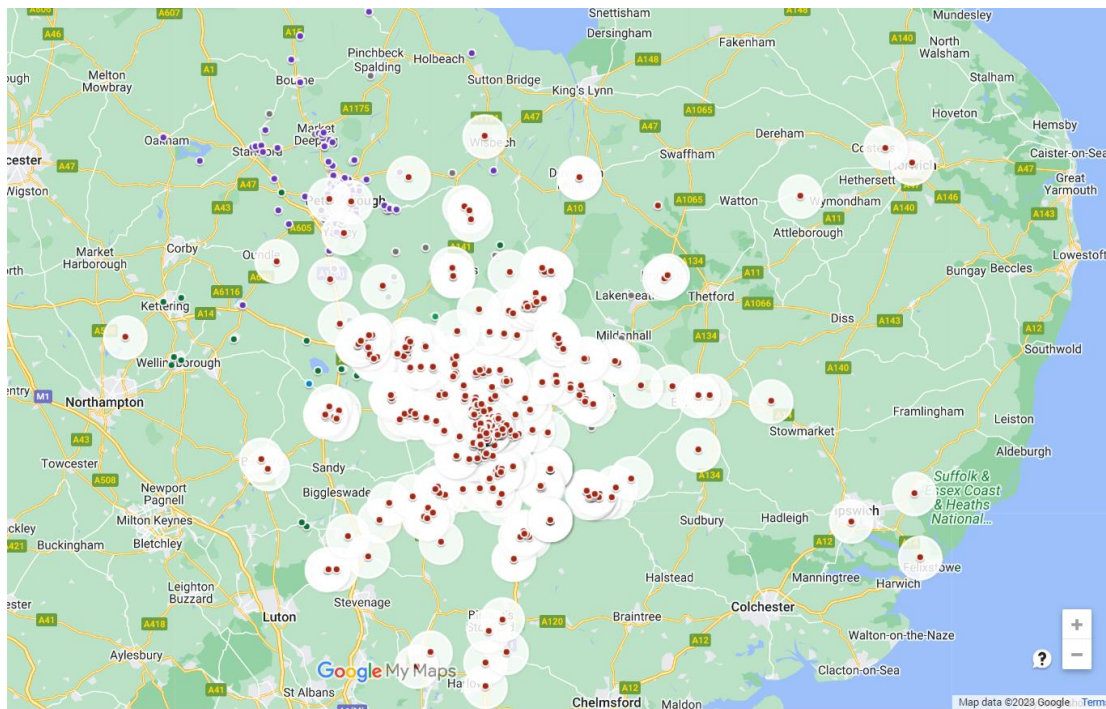


Fig 16. Respondents working in Peterborough / Peterborough City Hospital (145)

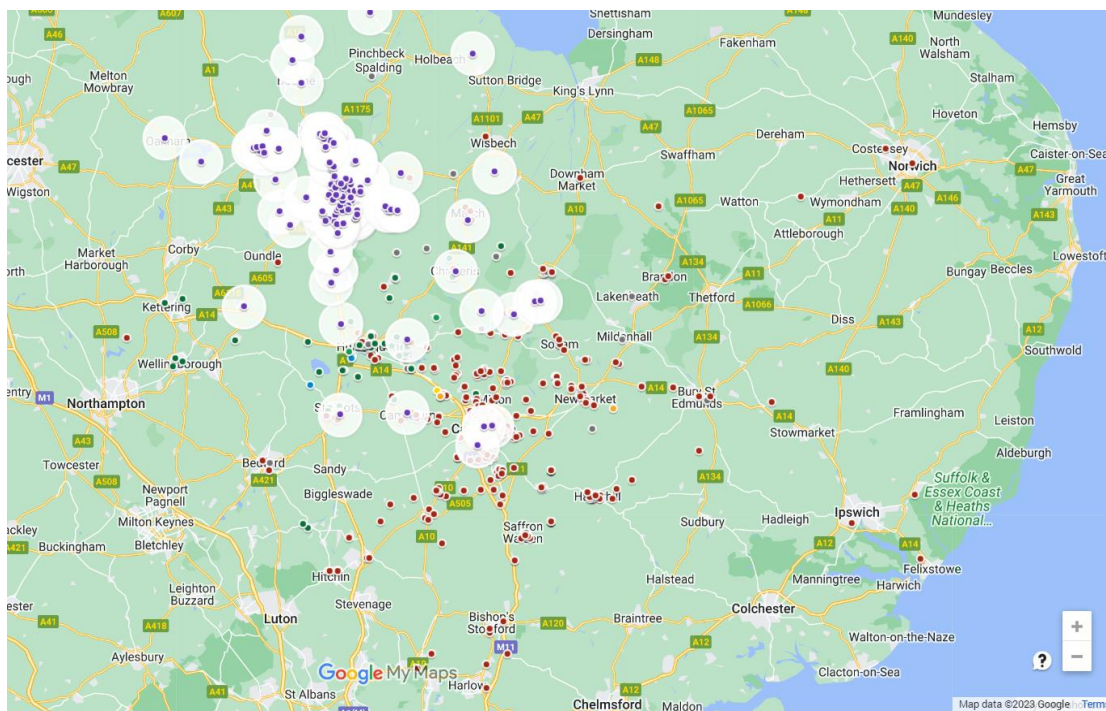




Fig 17. Respondents working in Huntingdon / Hinchingsbrooke Hospital (69)

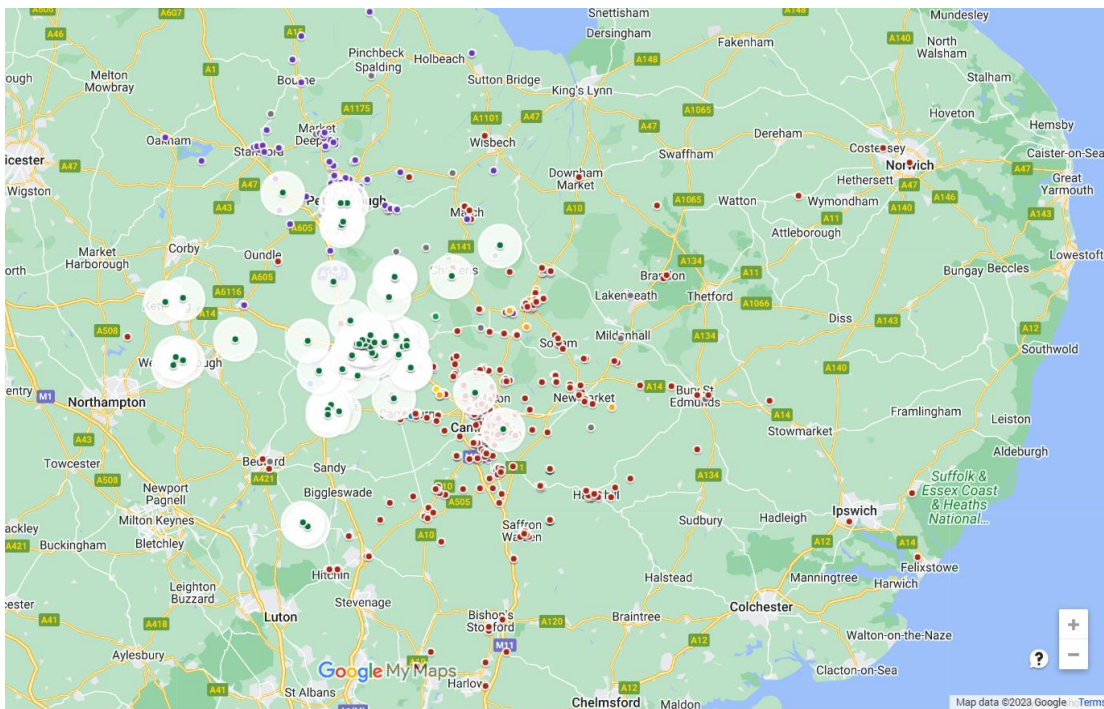


Fig 18. Respondents working in Fulbourn / Fulbourn Hospital (40)

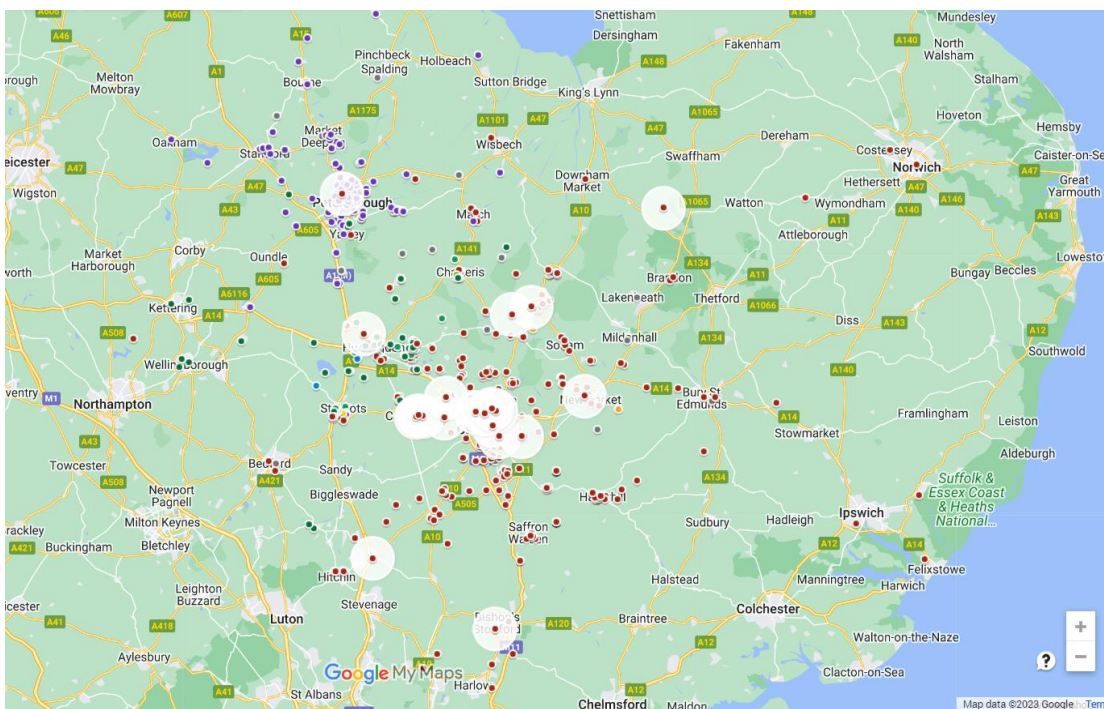
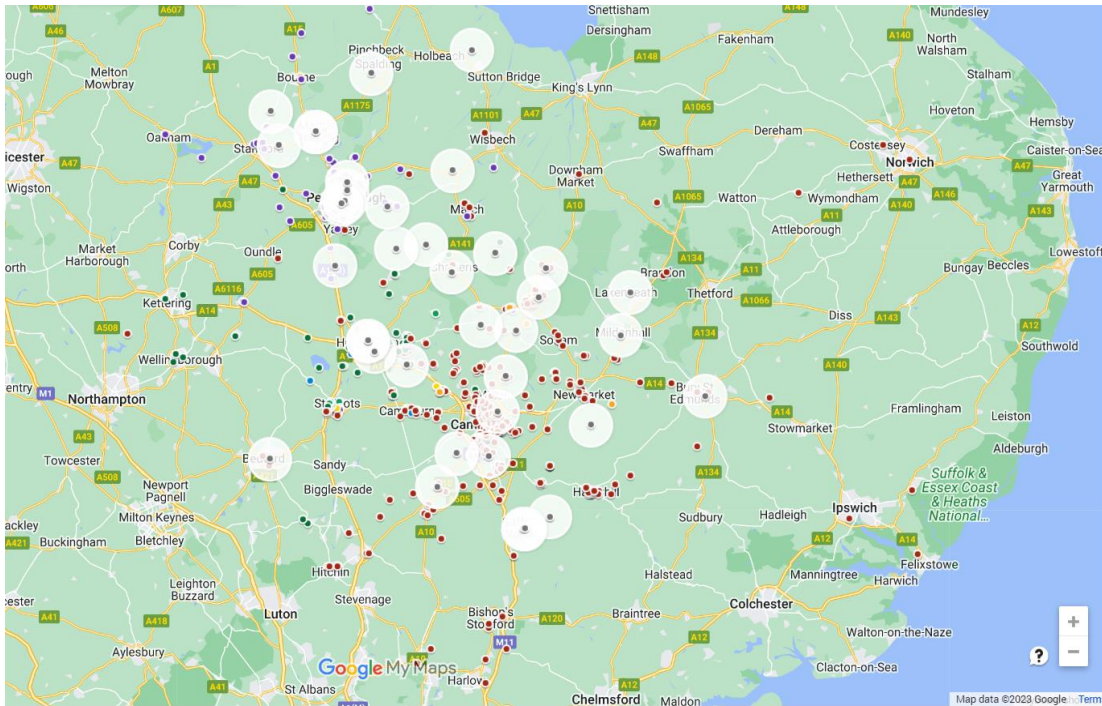




Fig 19. Respondents working at home or hybrid working (40)



All the maps highlight a scattering of home locations centred around each work area (apart from Fig 19 home or hybrid working).

There were some difficulties processing the data provided, leading to caution drawing conclusion, however some travel distances are large for each employment area presented on these maps, most notably Addenbrookes / Cambridge / Rosie / Hill's Road and also Fulbourn which draws some longer commutes.

SUMMARY: ABOUT YOU

Compared to the overall population, our survey respondents reflected the percentage of the population made up of 16 to 29 year olds; it gained responses from significantly more 30 to 44 years olds and a similar percentage of 45 to 59 year olds. Our respondents were much less likely to be aged 60+ which is understandable being an employment-related survey and therefore aimed at people of working age.

Compared to the overall population, when asked about household type survey respondents were less likely to live in single person households with no children. Respondents were more likely to be couples with dependent children, and more likely to be sharing or "other" households. However, when asked about the number of adults and children in the household, responses appear slightly contradictory and highlighted 69% of households including adults but no children. This may lead to some further research and reconciliation needed of the data.

Some 15% of respondents reported that they were recruited as part of an international recruitment campaign.

4% of respondents confirmed they are students training in Cambridgeshire and Peterborough, the majority of these (88%) living in private rented accommodation. Only 2% were living in specific student accommodation.



The survey shows a higher percentage of people identifying as Asian or Asian British, and Black, Black British, Caribbean or African than are represented in Census 2021 across Cambridgeshire and Peterborough.

Excluding nil responses, the highest number of respondents fall within the £20,000 to £40,000 salary range. This represents 65% of respondents who disclosed their salary. A further 20% fall into the £40-60K salary range. Compared to the population, survey responses were low for the income band of under £20K, and for incomes of over £60K. There was no clear and reliable difference between salaries reported when comparing the North and South areas.

Some 7% of survey respondents said they were on the housing register, compared to the proportion of residents of Cambridgeshire and Peterborough who are registered (3.9%)

A large proportion of respondents (61%) work in Cambridge and Addenbrooke's. 144 (13%) were based in Peterborough; 63 in Huntingdon and Hinchingsbrooke. Some 52 said their work location was "home" and 5 said "hybrid".

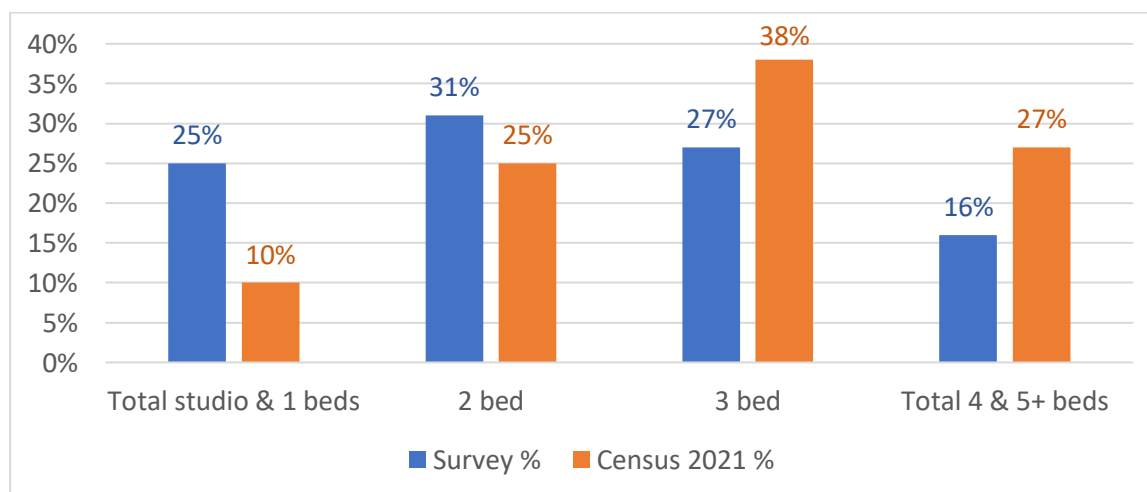
Maps showing approximate home location compared to "place of work" highlight a scattering of home locations centred around each work area apart from those home or hybrid working. Some travel distances are large for each employment area presented on the maps, most notably Addenbrookes / Cambridge / Rosie / Hill's Road and also Fulbourn which draws some longer commutes.

6.2 About your accommodation

This section of the survey sought to obtain the basic information from staff to ascertain their current living situation and environment.

6.2.1 Number of bedrooms (Q5)

Fig 20. Comparison of Census 2021 data with survey for number of bedrooms



Comparing Census 2021 data to survey responses, as set out in Fig 20, shows:

- a larger percentage of studio and 1 bed homes (25%) than the Census (10%)
- a greater percentage of 2 beds in the survey (31%) than the Census (25%)
- a smaller percentage of 3 beds in the survey (27%) than the Census (38%)
- a smaller percentage of 4+ beds (16%) than seen in the 2021 Census (27%)



Fig 21. Number of bedrooms by district

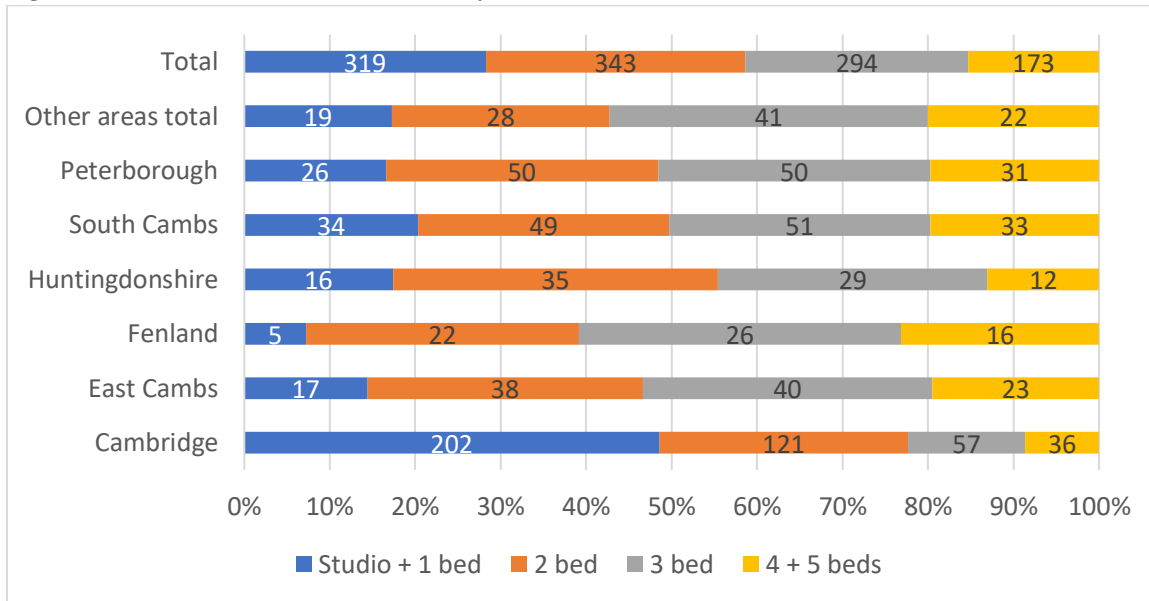


Fig 21 highlights the much larger proportion of respondents living in Cambridge, who occupy a studio or 1 bed property. As with other data in this report, we need to use caution when generalizing about the comparison as some districts had a far lower response rate than Cambridge (416 responses); for example, Fenland (69 responses) where the numbers driving the percentages set out are so much lower.

6.2.2 Tenure (Q6)

- Almost half the staff who responded to the survey answered that they are currently renting from a private landlord or letting agent (480 or 42%).
- Approximately a quarter of staff (24%) shared that they own their current accommodation with a mortgage or loan.
- A small number of staff (102 or 9%) rent from their local council or a housing association
- 27 (2%) live in shared ownership.

When those renting were asked if the properties came furnished or unfurnished, over half of the responses said unfurnished. This suggests that those who are privately renting may have additional expenditure in the form of furniture if not already something they own. This is particularly applicable to the internationally recruited staff who may be looking to rent privately after completing their training and leaving the accommodation provided by their employing organisation.

When comparing survey responses to Census 2021 data in Fig 22 we can see the survey showing a lower proportion of owner occupiers, particularly outright owners, and of social renting. Conversely the survey shows a much higher percentage of private renting than Census 2021.



Fig 22. Count of tenures in survey compared to Census 2021

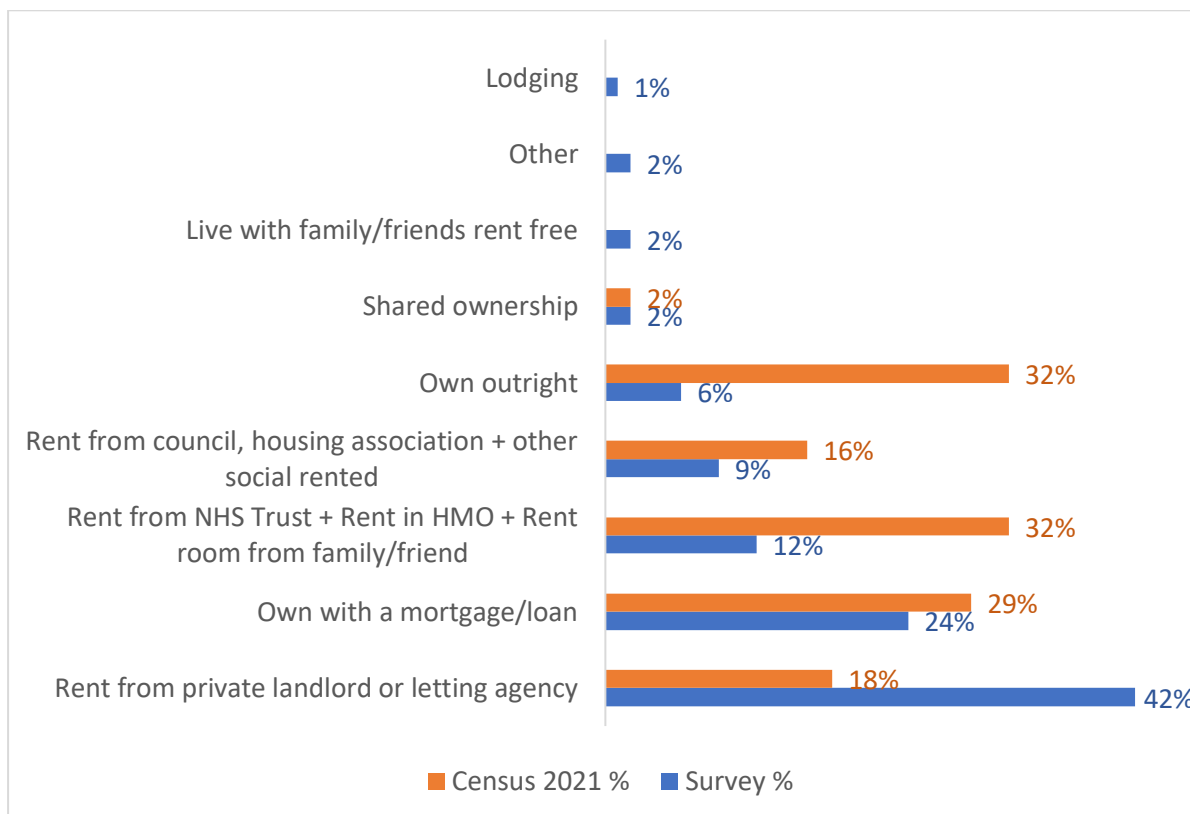
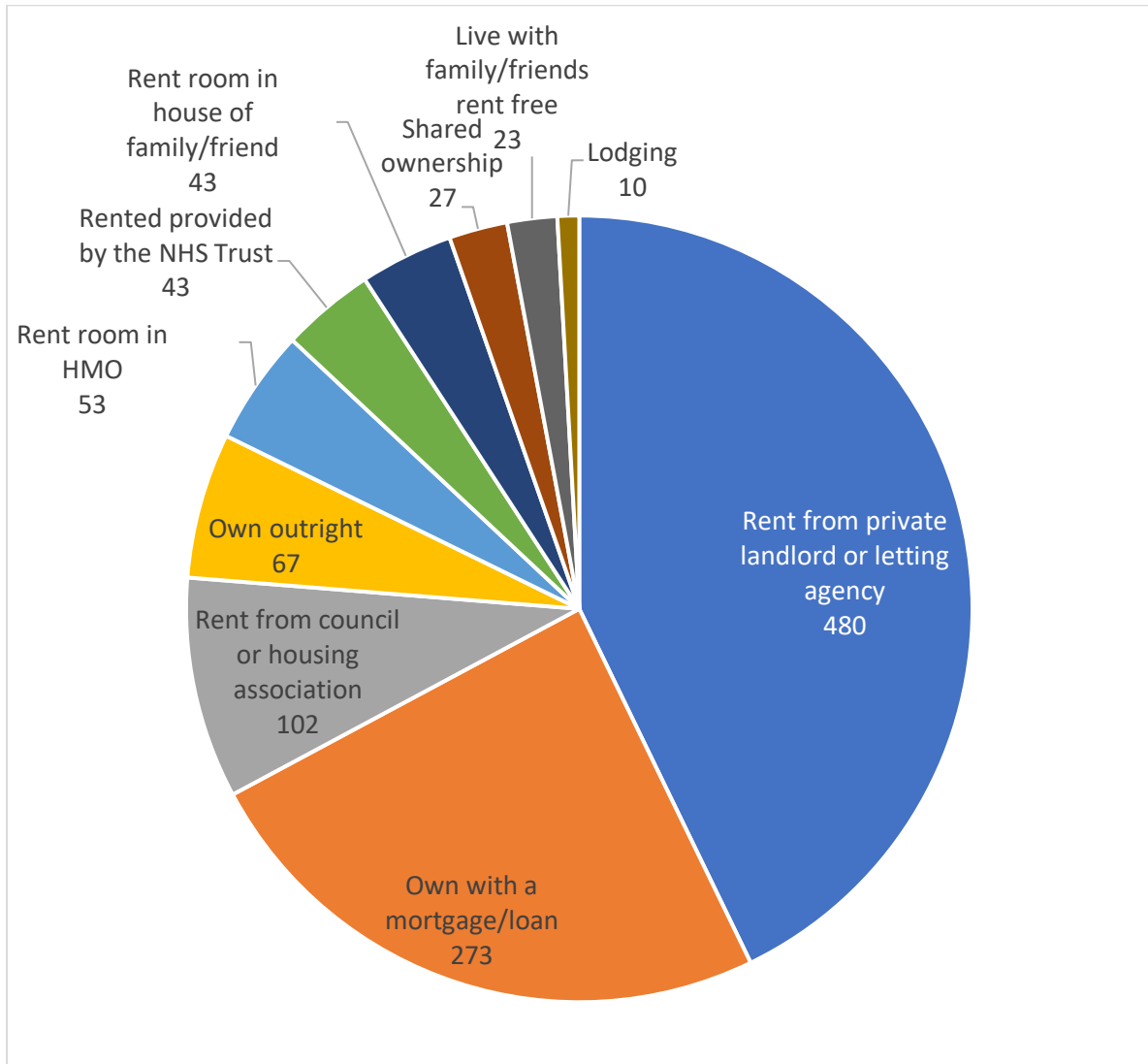




Fig 23. What is the tenure of the property you are living in? (showing 10+ responses)



6.2.3 Household type vs number of bedrooms (Q1, Q5)

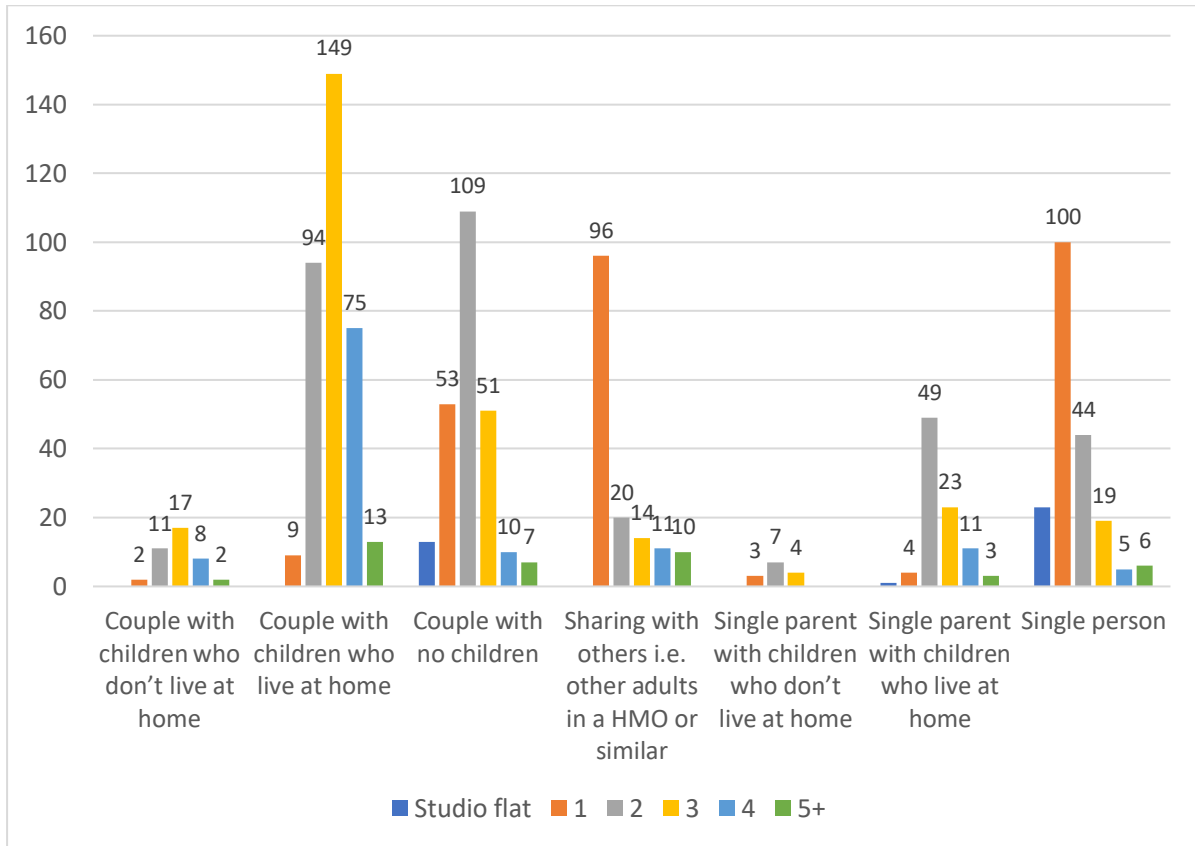
Based on household make up (number of people aged 16 and over, or 15 and under) and the number of bedrooms available for their exclusive use, we can broadly see that size of respondents' dwellings may meet their current needs.

The largest number of respondents with 3 bedrooms available for their exclusive use were couples living with their children. In comparison, those who are single or sharing with others for example in a House in Multiple Occupation (HMO) see the highest number of having only 1 bedroom solely available to them. See Fig 24.

However, based on the composition of each household and the number of available bedrooms, when respondents were asked about any particular issues or concerns about their current accommodation, 360 respondents said their home is too small.



Fig 24. Household type vs size of property (no. of bedrooms for exclusive use)

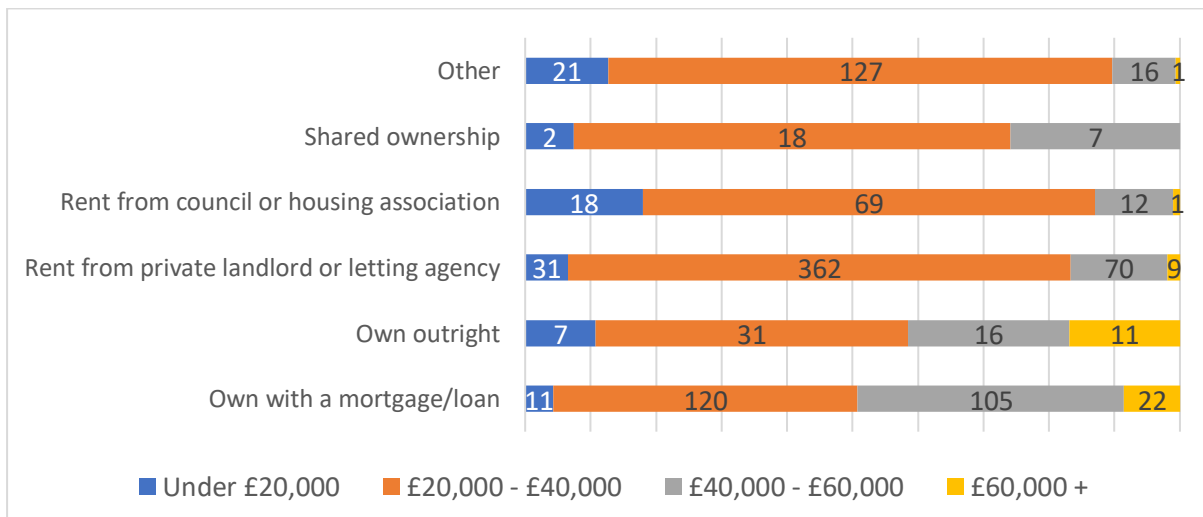


6.2.4 Tenure and annual salary (Q6, Q34)

Fig 25 shows the breakdown of the main tenure groups combined with gross annual salary range.

The survey showed some 65% of respondents are on salaries of £20 to £40K and a further 20% on £40 to £60K. Some 362 respondents rent privately and are on salaries between £20,000 to £40,000. Some 120 respondents who own their home with a mortgage or loan fall into the £20-40,000 income range, and a further 105 of these owners fall into the £40-60,000 salary range.

Fig 25. Current tenure compared to annual salary





SUMMARY: ABOUT YOUR ACCOMMODATION

Compared to the overall population, respondents to the survey tend to live in studio, 1 and 2 bed homes. They were less likely to live in a 3 or 4 bed home.

A larger proportion of respondents living in Cambridge occupy studio or 1 bed properties than other areas, however we need to use caution when generalizing about the comparison as some districts had a lower response rate than Cambridge (416 responses); for example, Fenland (69 responses).

42% of respondents rent privately (compared to 18% renters shown in the Census across Cambridgeshire and Peterborough) and 24% own with a mortgage or loan. 9% rent from the council of a housing association, and 2% live in shared ownership.

Of the 480 private renters, over half were renting an unfurnished property.

The largest number of respondents with exclusive use of 3 bedrooms were couples living with children. Respondents who are single or sharing with others - for example living in an HMO – were most likely to have only 1 bedroom solely available to them.

Some 65% of respondents are on £20 to £40K and a further 20% on £40 to £60K. 362 respondents rent privately and are on salaries between £20,000 to £40,000 while 120 respondents own their home with a mortgage or loan, and fall into the £20-40,000 income range, with a further 105 of owners on the £40-60,000 salary range.

6.3 Issues in current accommodation

When asked about their current accommodation, respondents could select multiple options from a list of issues which may apply in their current accommodation (see 10.4 for detail of the question).

It is worth noting that 181 or 15% of the total survey population said that they have no issues with their current accommodation.

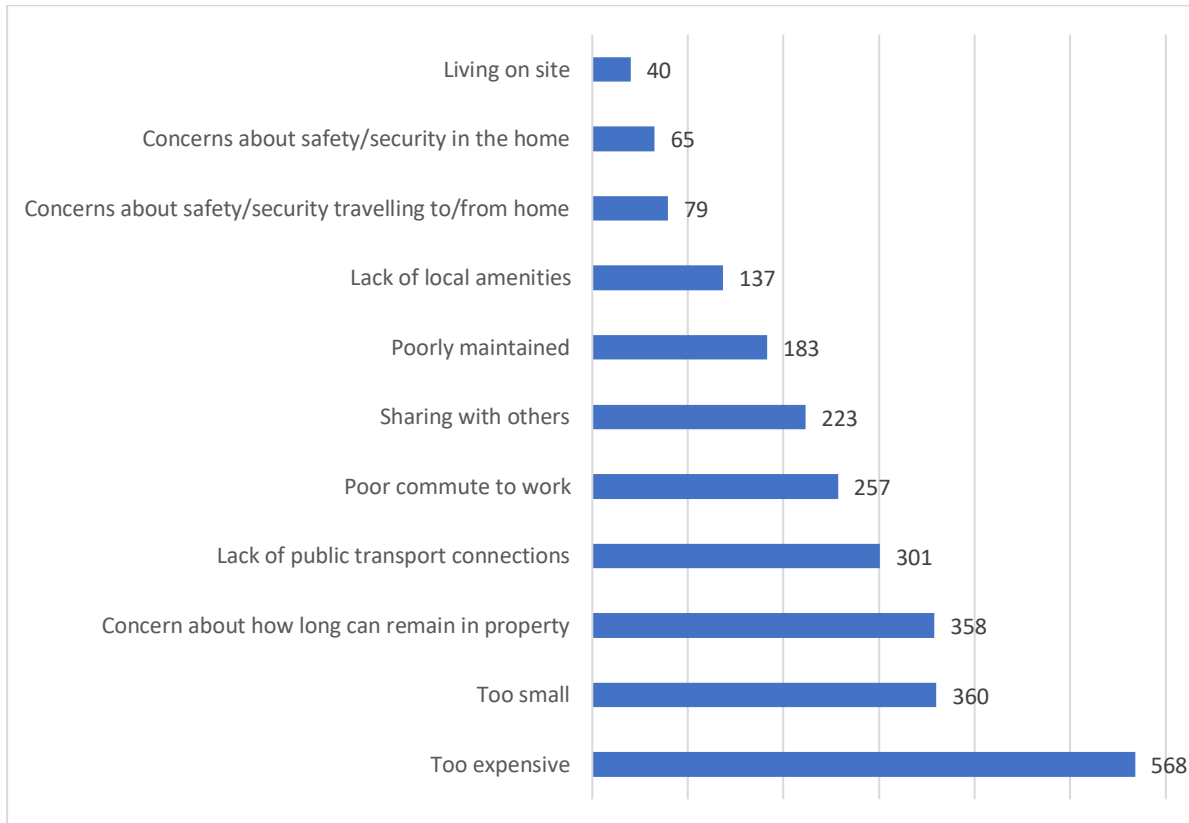
The percentages provided for each topic in this section are calculated using the number of people who identified that specific issue, divided by the total number of respondents who had issues with their current accommodation. Some 961 respondents identified issues with their current accommodation. The most common issues were:

- 568 respondents (59% of those who had issues) said that their current accommodation is too expensive. This indicates that the proportion of their income currently spent on rent or mortgage payments feels unaffordable.
- 360 (37%) said that their current accommodation is too small, indicating that they may be planning to move to somewhere with more space, possibly for a growing family or other changes in their personal lives. This correlates to the information gathered around common household size and the number of bedrooms available in the property.
- 358 (37%) respondents noted that they have concerns around the length of time they can stay where they currently live.
- Concerns over the current commute to work (257 or 31%) and lack of public transport connections (301 or 27%) combine to featured highly on current accommodation issues.

Further research point: Exploration into commutes and travel/transport will be required including employee subsidised travel schemes, possibly through further survey work. The impact of any future plans for congestion charging will also need to be monitored closely.



Fig 26. Problems identified with current accommodation



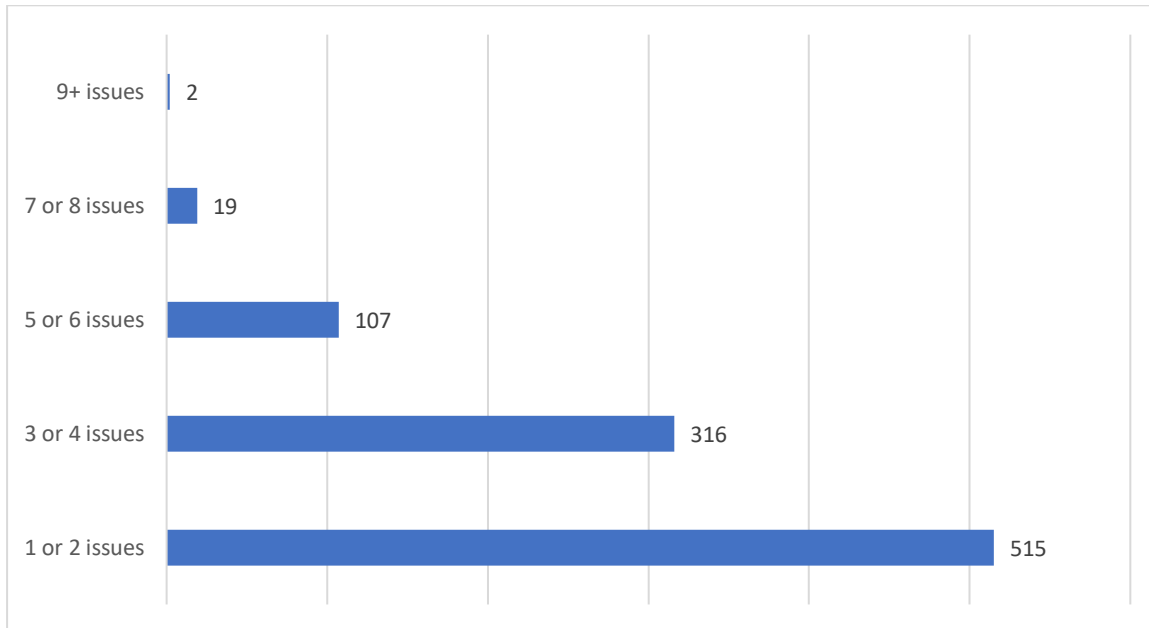
“Other” issues included in free text were:

- General concern for staff to be able to afford where they currently live.
- Problems with maintenance, repairs and quality of current accommodation.
- Mentions of mould, damp, lack of windows and ventilation, raising concerns around health issues for staff members.
- Sharing accommodation with others and feeling a lack of independence.
- Staff can’t afford to move.
- Living with family and relatives because they can’t afford to live anywhere else.
- Safety concerns with neighbourhoods, crime rates, level of lighting for routes between accommodation and place of work as well as mentions of drug users residing with or near to staff.
- Some serious concerns raised around homelessness, feelings of anxiety and depression and being a failure.
- Distance to work and having a long commute on top of already long, tiring shifts.
- Accessibility concerns, including no lift, only stairs and becoming harder to manage.

Fig 27 details the number of ticks per issue on the survey. From the number of ticks per issue it is clear that most respondents indicated that they have one or more issues with their current accommodation. It may be useful to look at how many issues individual respondents identified in relation to their current accommodation:



Fig 27. Number of issues identified



Further research point: Suggest further exploration into current accommodation problems with a comparison to tenure, property size and household size, and other relevant survey questions.

6.3.1 Too expensive: 568 (59% of respondents who identified issues)

The survey results revealed a significant concern among health and care staff regarding their inability to afford housing in particular areas near their workplace and where they currently live. Of those who answered how much they felt they could afford in monthly rent:

- 19% said they felt they could afford less than £500 pcm.
- 72% said they felt they could afford between £500 and £1,000 pcm.
- 7% said they could afford more than £1,000 per calendar month.

Fig 28 highlights the numbers of responses used when comparing current salary with how much respondents feel they can afford per calendar month. Unsurprisingly, those on lower salaries feel they can afford less per calendar month and those on higher salaries feel they can afford more, percentage-wise.

Similarly, Fig 29 helps us compare the differences between district responses, on how much people feel they can afford. The most noticeable districts are Huntingdonshire and Peterborough, where a larger proportion of respondents feel they can afford up to £500 pcm, at around 30%. In other areas less than 20% of respondents said they could afford up to £500 pcm. Again, the number of responses for each district is low, so caution must be used trying to draw conclusions at district level.



Fig 28. Current salary compared to how much feel able to afford

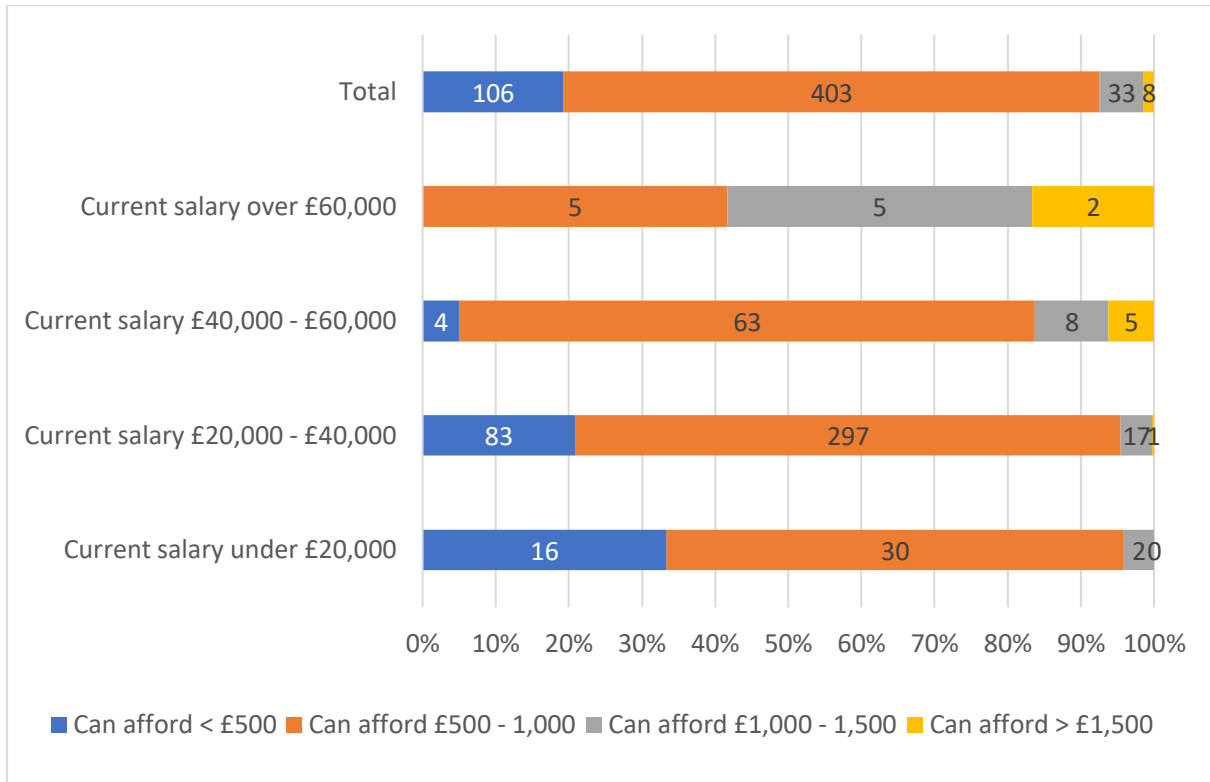
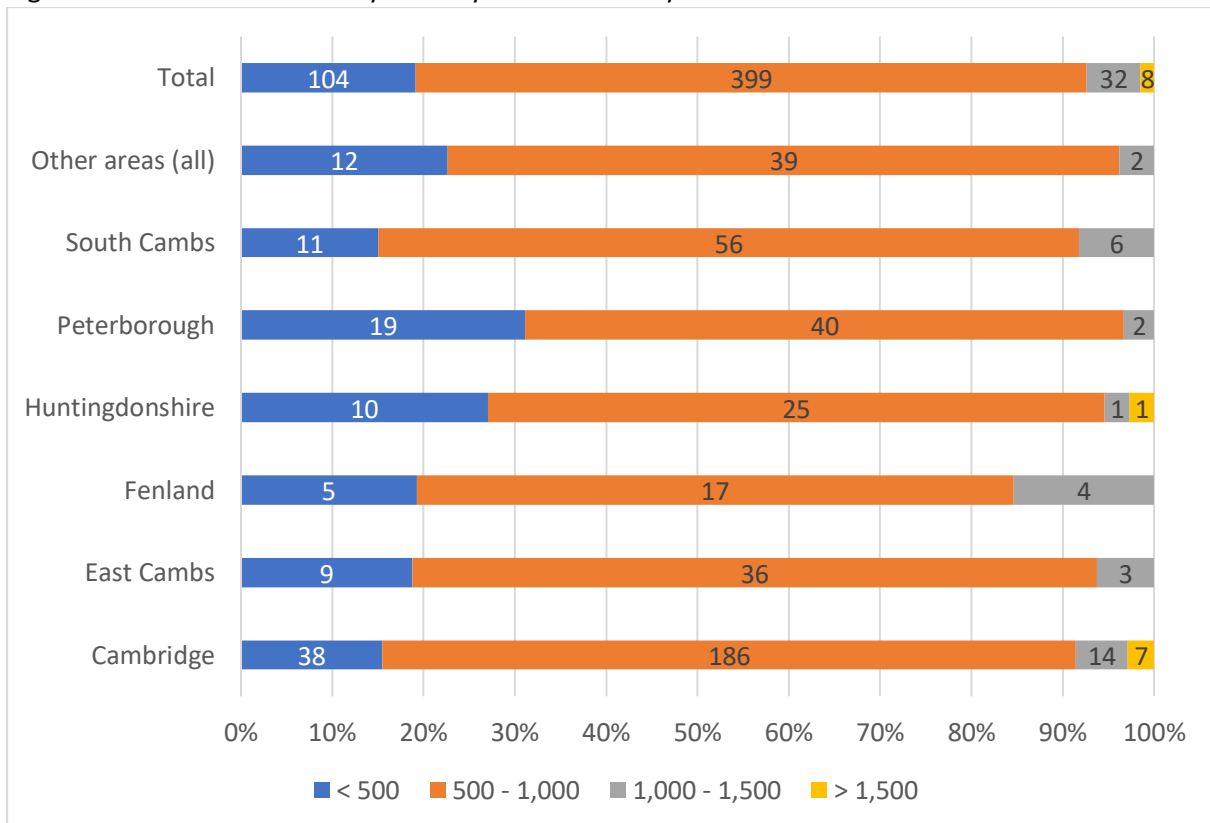


Fig 29. How much do you feel you can afford by district

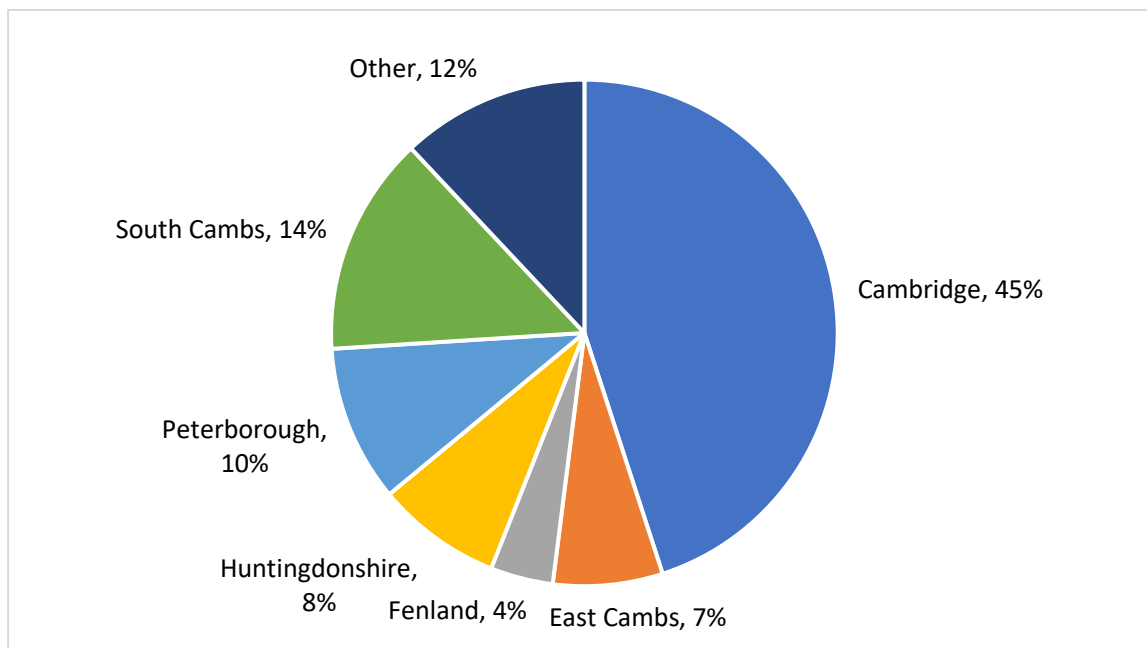




6.3.2 Home too small: 360 (37% of respondents who identified issues)

360 respondents said their current accommodation was too small. Some 45% of these respondents live in Cambridge and 14% in South Cambridgeshire. Fig 30 shows the breakdown of the 360 respondents by district.

Fig 30. Current accommodation is too small



Of the respondents living in Cambridge who said their home is too small

- 16% were couples living with their children
- 26% were couples with no children
- 24% shared with others in HMO's.

6.3.3 Concern about how long can remain in property: 358 (37% of respondents who identified issues)

This is a concern seen almost wholly for renters and particularly in Cambridge, as shown in Table 9.

Table 9. Concern about how long I can remain in the property

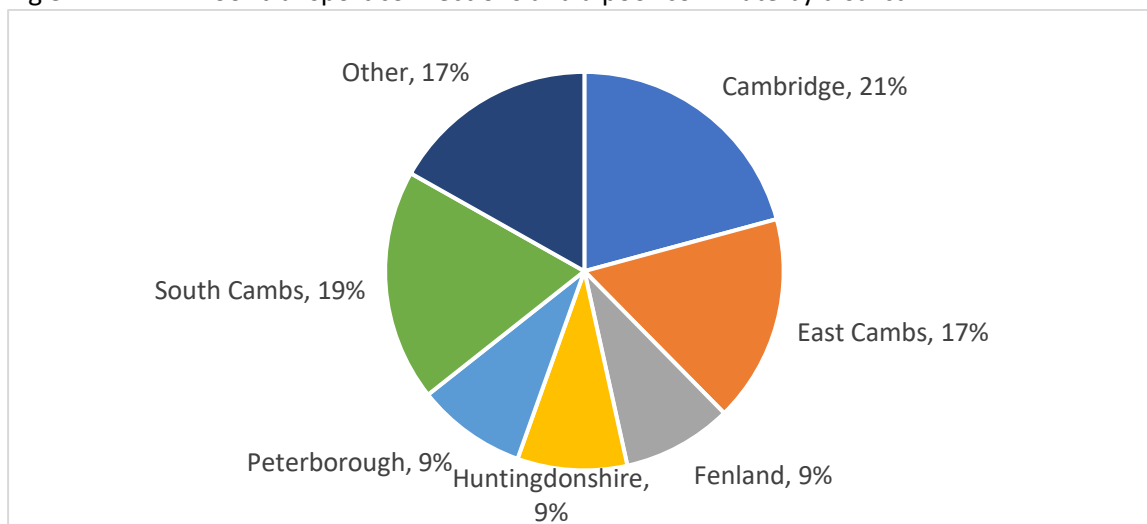
	Housing association	Own with mortgage	Rent	Rent free	Shared ownership	Total
Cambridge	-	2%	42%	-	-	45%
East Cambs	-	-	8%	-	-	9%
Fenland	-	-	4%	-	-	4%
Huntingdonshire	-	1%	8%	-	-	9%
Peterborough	-	1%	9%	1%	-	11%
South Cambs	-	1%	12%	-	-	14%
Other areas	-	1%	8%	-	-	9%
Total	-	6%	92%	1%	1%	100%



6.3.4 Lack of public transport connections: 301 (31%) and poor commute to work: 257 (27% of respondents who identified issues)

Lack of public transport combined with a poor commute to work are a concern, particularly where we combine the number of people identifying these two issues, as set out in Fig 31.

Fig 31. Poor transport connections and a poor commute by district



- Cambridge (21%) and South Cambs (19%) are the districts with the highest proportion of respondents who have issues with transport connections and a poor commute.
- Some 416 out of 1,142 respondents (36%) said poor transport links or poor commute were their reasons to move - please see section 0 “Plans to move” for more detail. In summary, the most common answer given when asked about how far people would be willing to commute from was up to 5 miles, followed by 10 miles across all districts.

6.3.5 Sharing with others: 223 (23% of respondents who identified issues)

Some 223 respondents or 23% identified sharing housing as a current issue. More than 60% of these respondents live in Cambridge and 11% live in Peterborough.

Future research point: Further investigation of issues around sharing accommodation would be worthwhile but need a larger sample of sharers to warrant further breakdown / analysis.

6.3.6 Poorly maintained: 183 (19% of respondents who identified issues)

183 out of 1,142 respondents or 16%, said their accommodation was poorly maintained.

43% of respondents saying their homes were poorly maintained were living in Cambridge and 15% were living in Peterborough. 61% of these 183 staff work for CUH.

6.3.7 Lack of local amenities: 137 (14% of respondents who identified issues)

137 out of 1,142 respondents or 14% said there was a lack of sufficient amenities near where they live.

28% of respondents with a lack of sufficient amenities nearby live in Cambridge and 18% live in East Cambridgeshire. 46% of staff who said they were lacking local amenities work for CUH.



6.3.8 Concerns about safety/security travelling to/from home: 79 ticks (8% of respondents who identified issues)

79 out of 1,142 respondents or 7% had concerns about their safety/security when travelling to/from home. Almost half of these respondents live in Cambridge and 20% in South Cambs. Given the relatively low number of responses, this issue has not been broken down further but is something of a concern for a number of respondents and could deserve further investigation.

6.3.9 Concerns about safety/security in the home: 65 (7% of respondents who identified issues)

Again, given the low number of responses on this issue there is no grounds for further breakdown at this stage. However, this is a concern and could warrant investigation in more detail.

Further research point: this is an issue which could bear further exploration, perhaps as part of transport related initiatives and as part of a future accommodation strategy. This would also have linkage with the ICB Green Strategy.

6.3.10 Living on site: 40 (4% of respondents who identified issues)

41 respondents of 1142 or 4% said they were living on site.

- 86% of respondents living on site are in Cambridge.
- 75% of these staff work for CUH.

The relatively low number of respondents stating this was an issue means it is an area of concern, however, would bear further investigation perhaps as part of the ICS accommodation strategy, including what the alternative options are.

Further research point: It would be useful to explore, with a larger sample size, the feedback from people living on site cross-referenced with students and international recruits, and tenure. Other staff groups may also stay on site, but detail not obtained through this survey.

SUMMARY: ISSUES IN CURRENT ACCOMMODATION

181 respondents (15%) said that they have no issues with their current accommodation. Of the remainder, the most common issues highlighted were:

- Current accommodation is too expensive (59%).
- Current accommodation is too small (37%)
- Concerns around the length of time they can stay where they currently live (37%)
- Concerns over the current commute to work (27%) and lack of public transport connections (31%)

Each of these issues is explored in more detail in the report.

Other issues indicated include sharing with others, poorly maintained, lack of local amenities, concerns about safety/security travelling to/from home, concerns about safety/security in the home and living on site.

A number of concerns were raised using “free text”. Many respondents identified more than one issue with their current accommodation.



6.4 Plans to move

6.4.1 Current plans to move (Q8) and how soon (Q9)

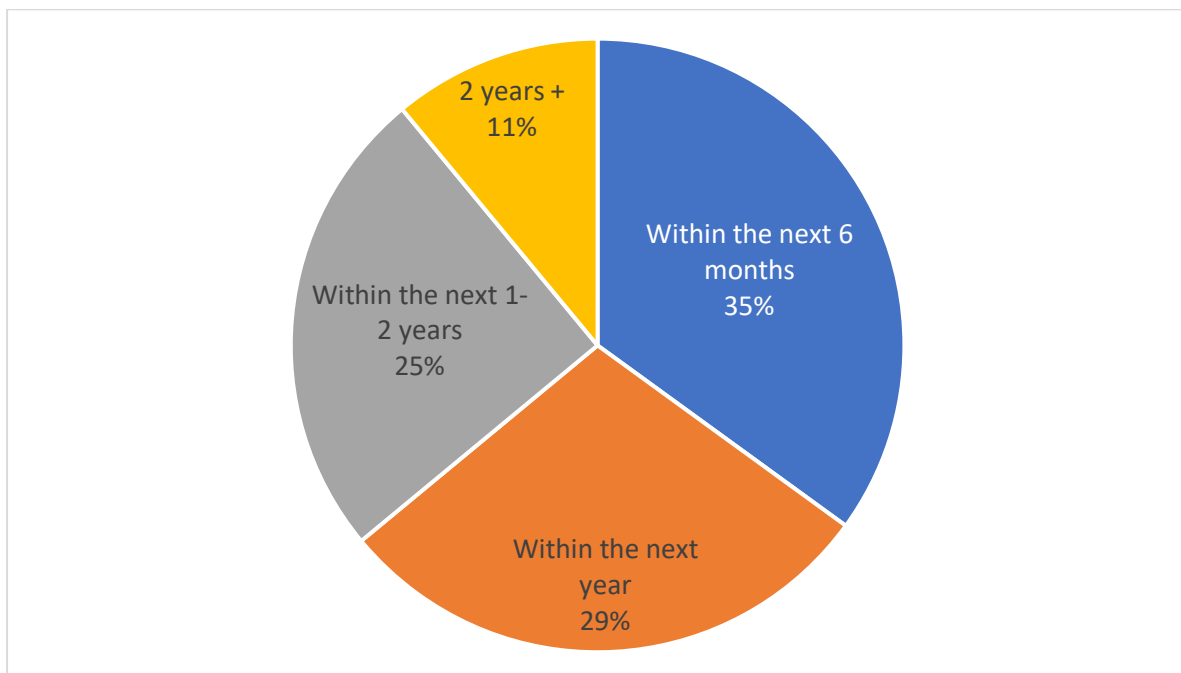
Nearly half of respondents (559 or 49%) are planning to move and answered more detailed questions about their housing needs in the future. These answers have provided us with an indication of staffs' affordability and desired distance from work that they would like to live and would therefore prefer for their commute. There are respondents across all districts planning to move.

Table 10. Plans to move by district

	Planning to move	Not planning to move	Total	Planning to move %	Not planning to move %
Cambridge	248	168	416	60%	40%
East Cambs	48	70	118	41%	59%
Fenland	27	42	69	39%	61%
Huntingdonshire	37	55	92	40%	60%
Peterborough	62	95	157	39%	61%
South Cambs	76	91	167	46%	54%
Other areas (total)	1136	1192	2328	49%	51%
Total	559	583	1142	49%	51%

The most noticeable difference between the districts is the higher proportion of Cambridge at 60%, respondents planning to move, than others which tend to be around the 40% level.

Fig 32. How soon do you plan to move



Analysing survey responses based on the respondent's current district shows that those looking to move soonest are living in Cambridge, as shown in Table 11.



Table 11. District and how soon planning to move

Districts	Within the next 6 months	Within the next year	Within the next 1-2 years	2 years +	Total
Cambridge	17%	12%	9%	4%	42%
East Cambs	2%	3%	3%	1%	9%
Fenland	2%	1%	2%	-	5%
Huntingdonshire	2%	2%	2%	1%	6%
Peterborough	3%	4%	3%	2%	11%
South Cambs	6%	3%	3%	2%	14%
Other area	5%	4%	3%	2%	13%
Total	35%	29%	25%	11%	100%

When looking at respondents' current tenure in relation to those who are planning to move, it is unsurprising that the largest proportion of staff planning to move are those currently renting from a private landlord or letting agency as they make up 52% of overall survey responses.

Some 50% of respondents who are planning to move are looking to continue to rent privately, whereas 43% are looking to make the change from renting to buying, including shared ownership, mortgage or loan.

6.4.2 Plans to move for international recruits

Bearing in mind the relatively low number of international recruits who responded to the survey (171), Fig 33 highlights that overall a greater proportion of international recruits are planning to move than other respondents (63% compared to 47%).

Fig 33. Plans to move for international recruits compared to other respondents

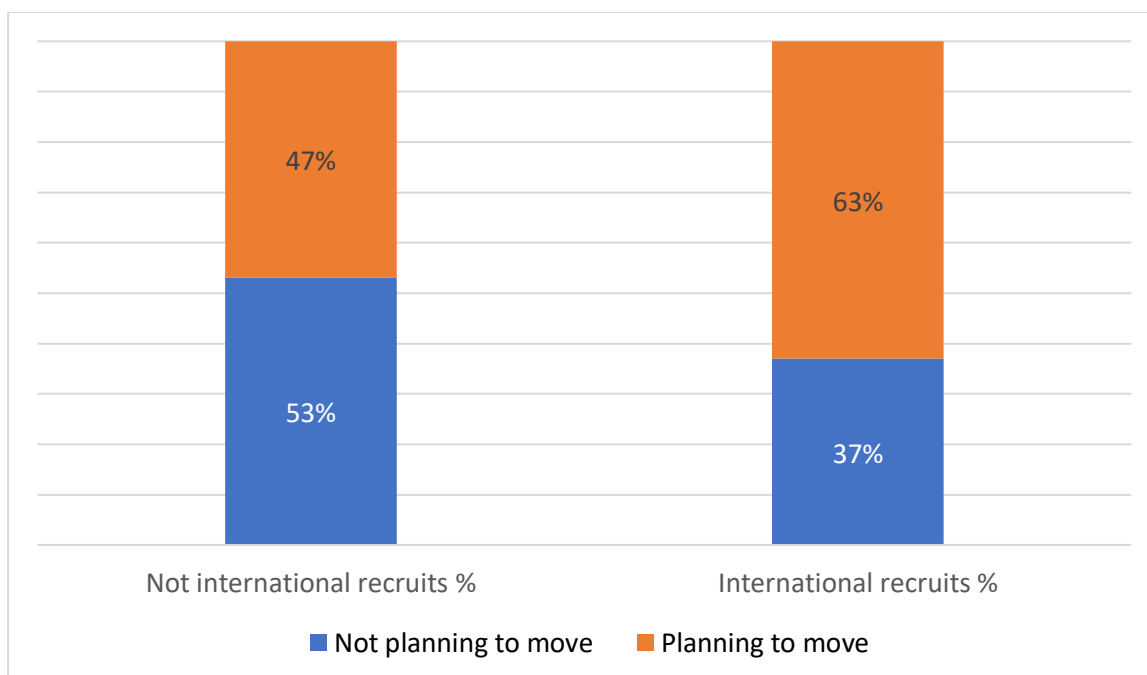
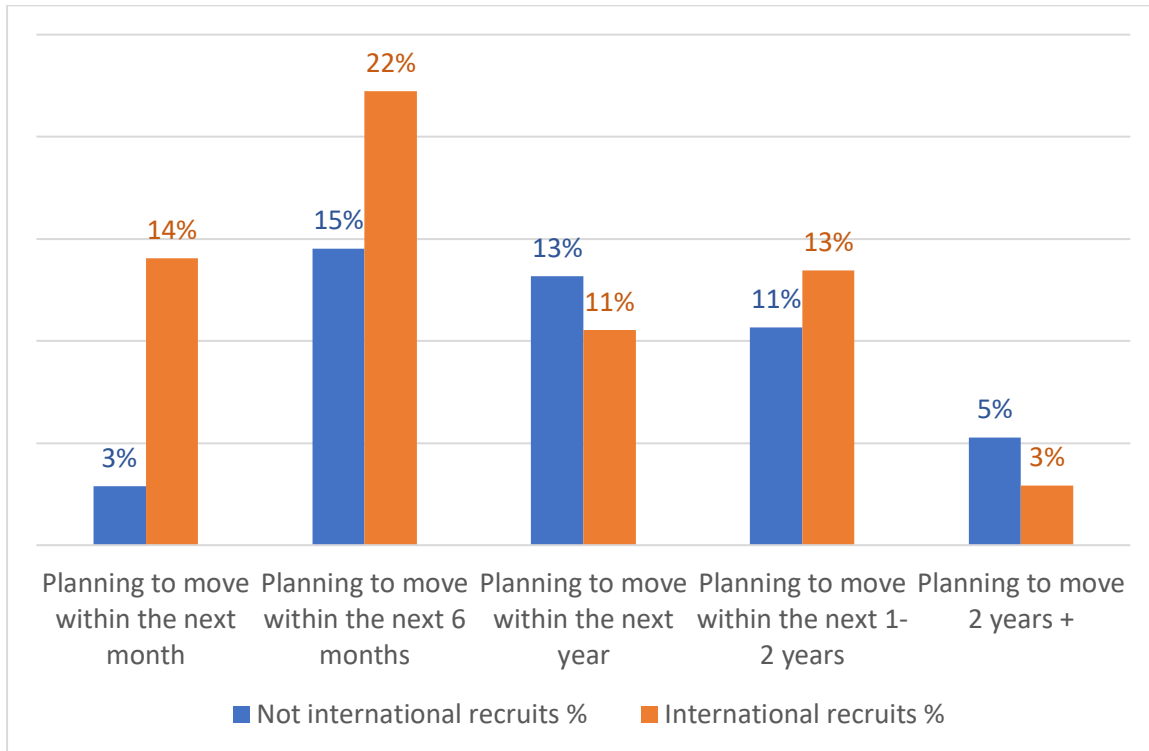




Fig 34. Plans to move: timing for international recruits vs and others

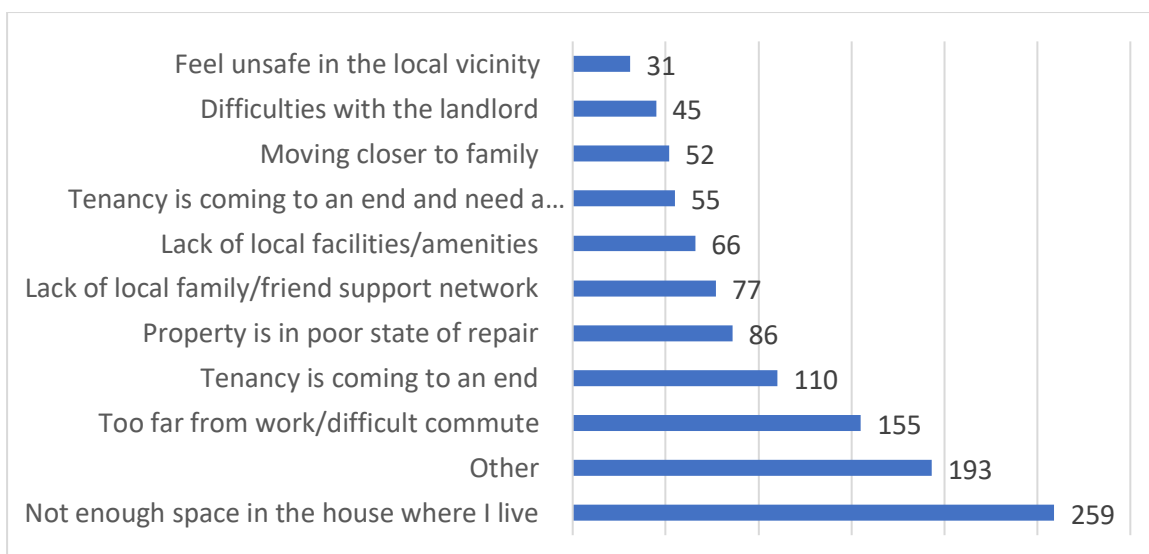


In terms of when people plan to move, again in light of the 171 responses, timescales appear fairly similar between international recruits and other respondents. The most noticeable difference is that international recruits are planning to move sooner than non-international recruits (i.e. 36% in total planning to move in the next month to 6 months, compared to 18% of non-international recruits).

6.4.3 Reasons for moving (Q10)

For those staff planning to move, we provided a list for them to choose their reason for moving and the opportunity to add detail of “other”. Breakdown of responses below:

Fig 35. Reasons for moving





When looking at the reasons for moving, the largest response (259) was that there is not enough space to live in their current property. Adding to that, related responses saying “tenancy is coming to an end and need a larger home” totals 314 responses. Many responses (155) related to the current home being too far from work or has a difficult commute.

Some respondents selected that their tenancy is coming to an end (110) plus a further 55 selected tenancies coming to an end and need a larger home. This may indicate issues with termination of a rental agreement with current landlord for various reasons, some out of the staff members’ control e.g. landlord selling property.

As previously indicated, a prominent issue is a difficult commute or live too far from their place of work (155). Linked with this is the stress and length of commute on top of long working hours combined with a lack of public transport options.

In addition to selecting their reasons for moving, survey respondents were given the opportunity to add further reasons, by adding detail under “other”. Some 193 people provided additional reasons for moving. Recurring themes under “other” are:

- Too expensive to stay where they are living.
- Would like to move into their own place – gain back their independence (stop living with family).
- Concerns about being homeless and being technically homeless as result of their current living situation.
- Landlord problems – changes to ownership, evictions etc.
- Financial concerns – rent too high, rent increases, too expensive, affordability issues for those on lower salaries.
- Concerns around sharing with others – mix of personalities, not feeling safe or comfortable.
- Noise/disturbances from neighbours in rented accommodation.
- Not enough accommodation options for those wanting to live as a couple or have their partner come over to join them in this country.
- Condition of properties raised e.g., winter damp issue.
- Moving further away to afford accommodation.
- Lack of public transport and long commute.

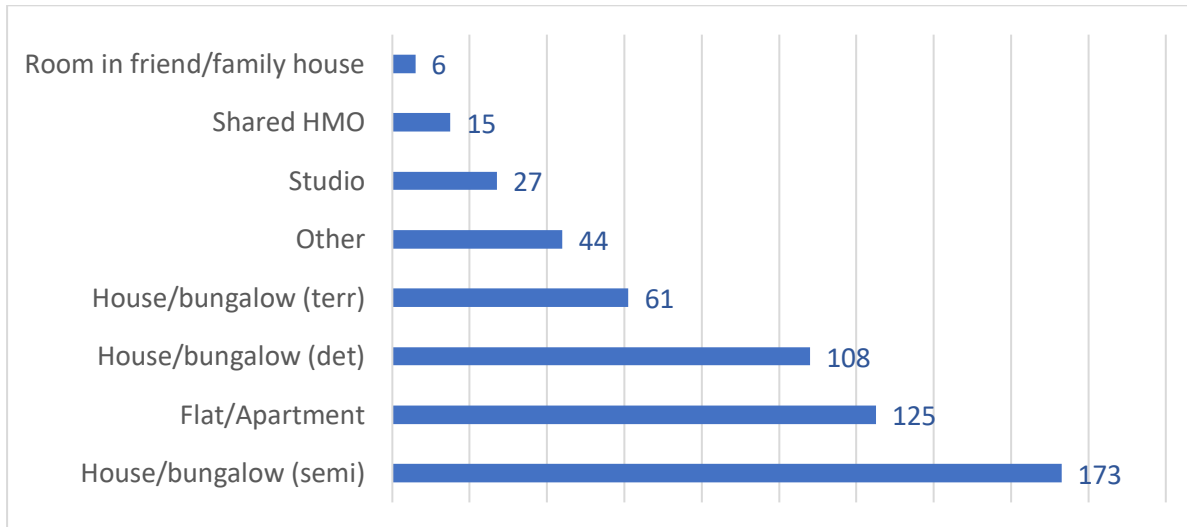
It is evident that there is clear linkage between problems with current accommodation and reasons for moving, indicating that these are particular areas of concern that need addressing as an outcome of this survey.

6.4.4 Type of property planning to move to (Q11)

Staff were asked what type of property they are looking to move into. Staff planning to move are mostly looking to move into a house/bungalow (ideally detached or semi-detached) or a flat/apartment. There is an aspiration amongst staff to purchase their next property through a mortgage/loan, or to continue renting via a private landlord or council/housing association. Below is the breakdown of the expressed housing aspirations by type of property.



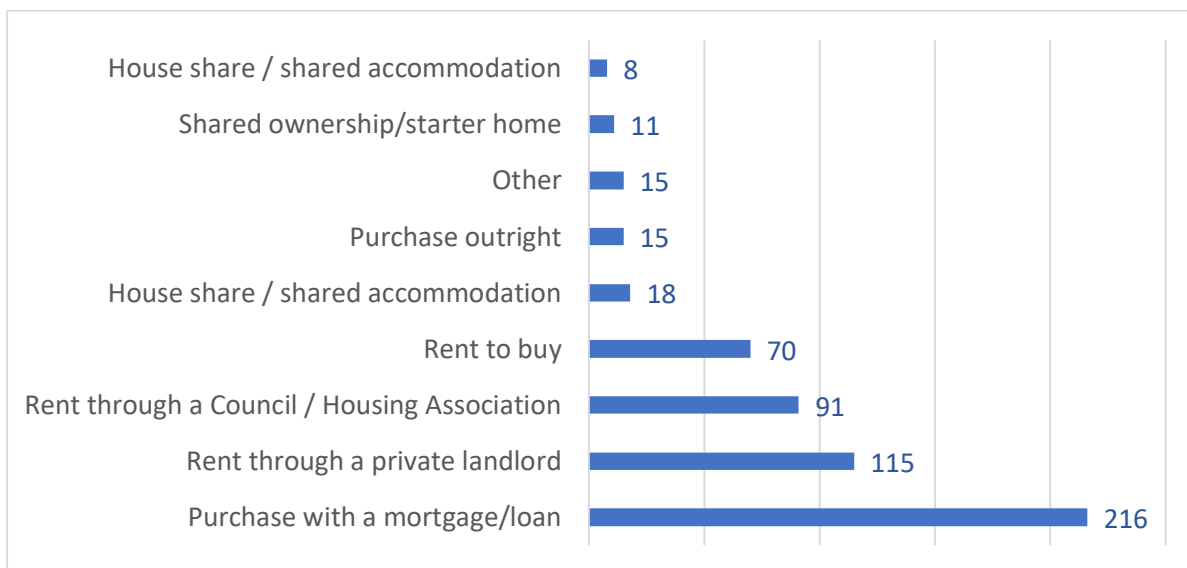
Fig 36. Aspirations: property type



6.4.5 Tenure planning to move to (Q12)

Respondents were also asked if they would be looking to rent or purchase, responses were:

Fig 37. Aspirations: tenure

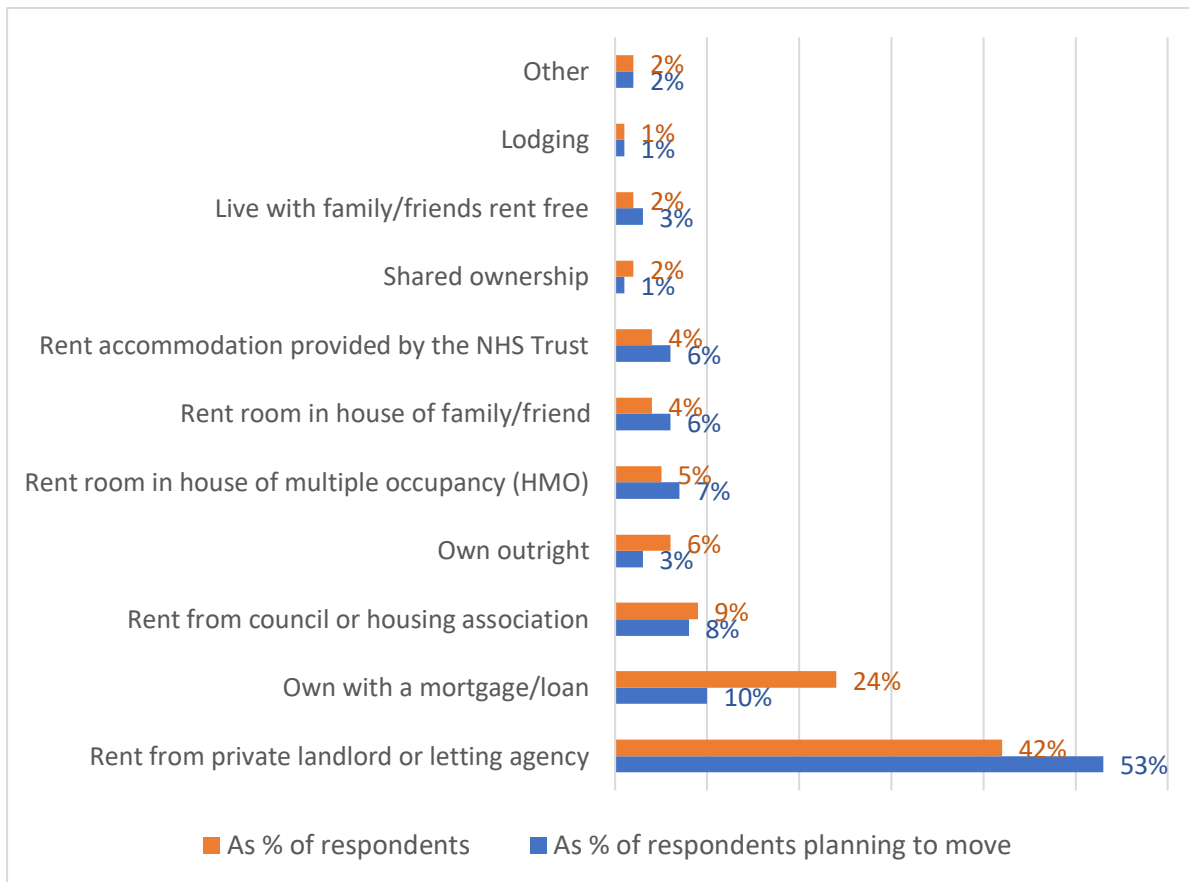


6.4.6 Plans to move vs current tenure (Q8, Q6)

Fig 38 highlights that while 42% of respondents rent privately, 53% of respondents who are planning to move are private renters. Conversely, while 24% of respondents own with a mortgage or loan, only 10% of these homeowners are planning to move. Other differences in plans to move compared to respondents' tenures are more marginal.



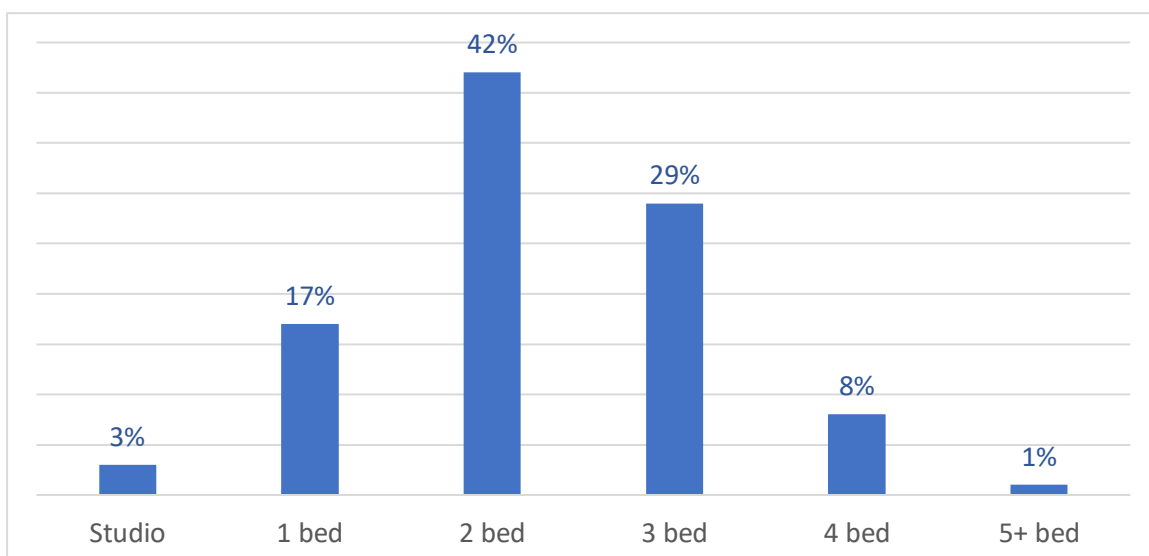
Fig 38. The current tenure of respondents planning to move, compared with overall number of respondents in each tenure



6.4.7 Size of home want to move into (Q14)

Of 524 respondents, the most popular size homes preferred to move into were 2 bedrooms (42%) and 3 bedrooms (29%), as set out in Fig 39.

Fig 39. Size of home preferred by respondents who are planning to move





6.4.8 Combining size and tenure of home want to move to (Q12 and Q14)

Fig 40 details the type of tenure and number of bedrooms that movers are looking for.

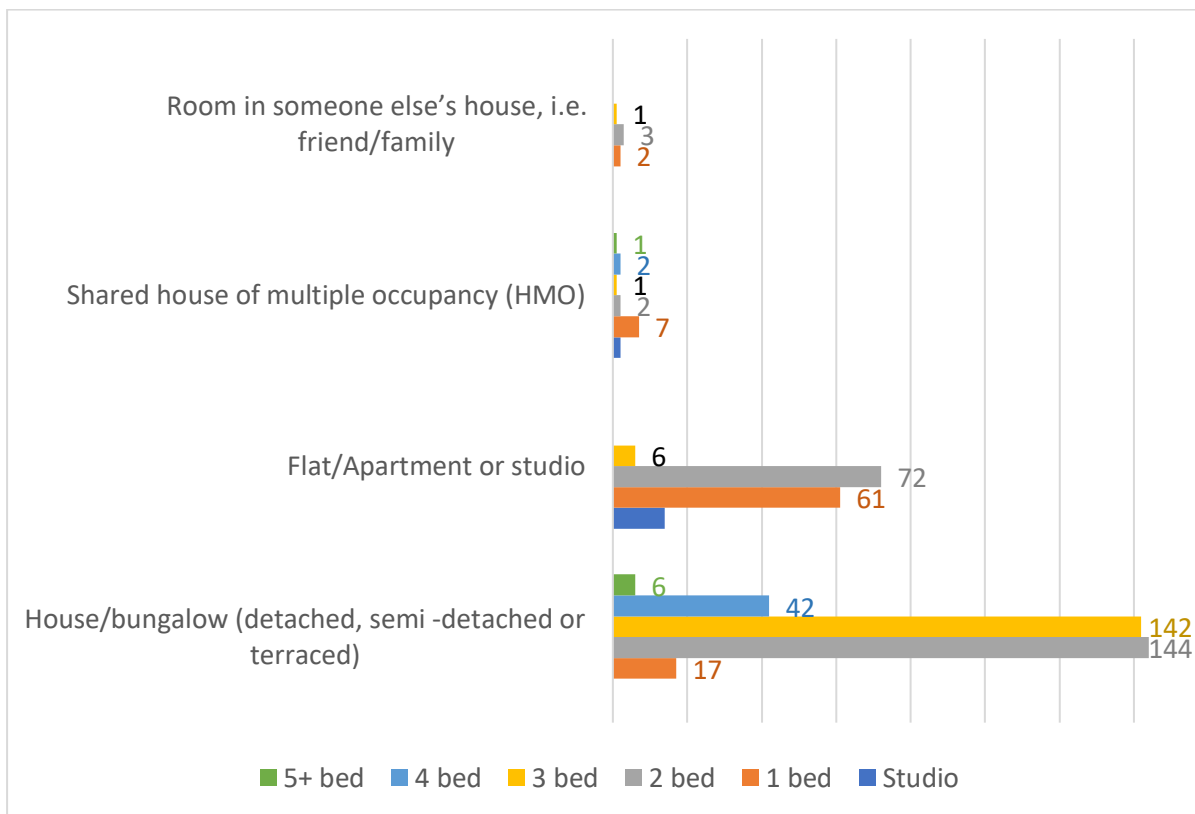
This information can be used to identify the expressed demand for property types and tenures across Cambridgeshire and Peterborough and provides evidence which can be explored with local and neighbourhood plans and future development opportunities.

Of the 524 households are planning to move, 63% expressed a preference for a house or bungalow and 42% for a 2 bed property.

The most popular combinations of size/ type were:

- 2 or 3 bed house or bungalow
- 1 or 2 bed flat apartment or studio
- 1 or 2 beds for an HMO or place in someone else's house

Fig 40. For those planning to move, tenure group and size of home preferred



Further research point: When looking at the number of responses per district, there is not a large enough number to allow us to confidently evidence that the demand for certain types of properties and tenure groups are required.

6.4.9 How much do you anticipate being able to afford? (Q15)

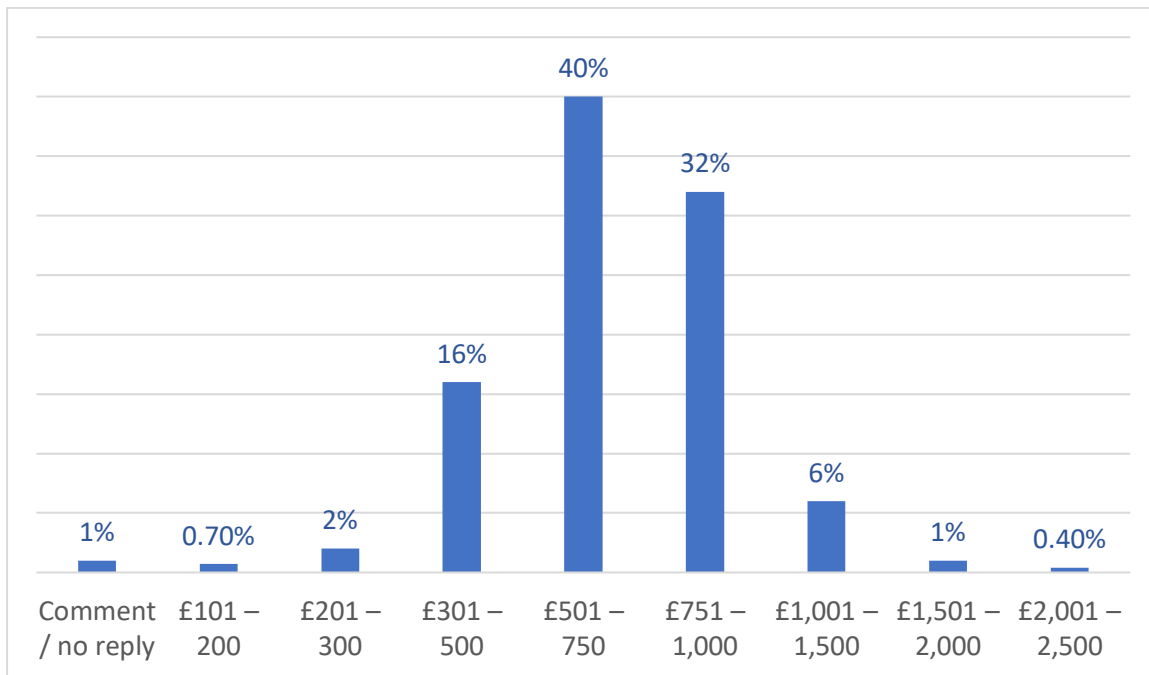
559 respondents out of 1,142 answered this question, or 49%. Many respondents added values well above the suggested upper option of £701 to £1,000 so these responses have been clustered into broad price bands from £1000 upwards, as set out in Fig 41.



To summarize, overall:

- 19% said they felt they could afford up to £500 pcm
- 40% said between £501 and £750
- 32% said between £751 and £1,000
- 7% said more than £1,001.

Fig 41. How much do you anticipate being able to afford PCM on housing costs?



Please refer back to Fig 28 which sets out how much respondents feel able to afford compared to their current salary levels, and Fig 29 which sets out how much respondents feel able to afford by district.

6.4.10 Max distance (Q16)

Fig 42 breaks down 559 responses giving a maximum distance preferred to travel from home to work. 71% in total specified a preferred journey of less than 10 miles.

Fig 42. Is there a maximum distance you would prefer to travel from home to work?

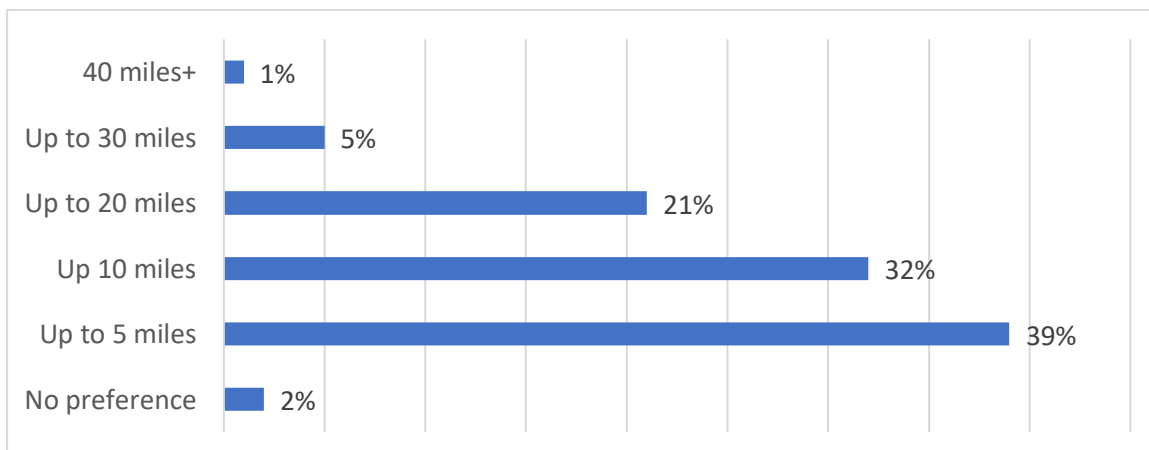




Table 12 adds a breakdown of responses by the current district respondents are living in and shows a tendency for Cambridge respondents to favour a travel distance of 5 miles or less compared to other districts.

Table 12. Maximum distance preferred to travel from home to work, by home district

District	No preference	Up to 5 miles	Up to 10 miles	Up to 20 miles	Up to 30 miles	Up to 40 miles	Up to 50 miles	Blank	Total
Cambridge	-	9%	5%	1%	-	1%	-	12%	28%
East Cambs	-	2%	4%	3%	1%	-	-	8%	18%
Fenland	-	1%	2%	1%	1%	-	-	7%	12%
Huntingdonshire	-	-	-	1%	-	-	-	1%	3%
Peterborough	1%	1%	2%	1%	1%	1%	-	5%	12%
South Cambs	-	3%	2%	1%	-	-	1%	9%	17%
Other	-	1%	2%	1%	-	-	-	5%	10%
Grand Total	1%	18%	18%	12%	2%	1%	1%	47%	100%

SUMMARY: PLANS TO MOVE

Nearly half of respondents (559 or 49%) are planning to move. Cambridge residents were more likely to be planning to move than the rest of Cambridgeshire and Peterborough (60% planning to move compared to around 40% in other districts).

Of those planning to move, 35% plan to move in the next 6 months and 29% within the next year. Again, respondents in Cambridge tend to be planning to move sooner compared to respondents from other areas (29% within the next 6 or 12 months in Cambridge compared to between 3% and 9% on other districts).

Some 50% of respondents who are planning to move are looking to continue to rent privately, whereas 43% are looking to make the change from renting to buying, including shared ownership, mortgage or loan.

A greater proportion of the 171 international recruits who responded to the survey are planning to move than other respondents (63% compared to 47%). International recruits who responded to the survey are planning to move sooner than non-international recruits (36% international recruits planning to move in the next month to 6 months, compared to 18% of non-international recruits).

When looking at the reasons for moving, the largest response (259) was that there is not enough space to live in their current property. Many responses (155) related to the current home being too far from work or has a difficult commute. Some respondents selected that their tenancy is coming to an end (110). A variety of other reasons for moving were identified using “free text”.

Staff were asked what type of property they are looking to move into, mostly looking to move into a house/bungalow (ideally detached or semi-detached) or a flat/apartment.

There is an aspiration amongst staff to purchase their next property through a mortgage/loan, or to continue renting via a private landlord or council/housing association. When asked about the tenure respondents are looking to move into, the most popular tenures were:



- Purchase with a mortgage/loan (216)
- Rent through a private landlord (115)
- Rent through a Council / Housing Association (91)
- Rent to buy (70)

While 42% of respondents rent privately, 53% of respondents who are planning to move are private renters. Conversely, while 24% of respondents own with a mortgage or loan, only 10% of these homeowners are planning to move.

Of 524 respondents planning to move, the most popular size homes preferred to move into were 2 bedrooms (42%) and 3 bedrooms (29%).

The most popular combinations of size/ type were:

- 2 or 3 bed house or bungalow
- 1 or 2 bed flat apartment or studio
- 1 or 2 beds for an HMO or place in someone else's house

Of 559 responses to the question, how much do you anticipate being able to afford, 19% said "up to £500 pcm. 40% said between £501 and £750. 32% said between £751 and £1,000 and 7% said more than £1,001.

When asked about maximum travel distance to work, 39% replied they would travel up to 5 miles, 32% up to 10 miles, 21% up to 20 miles and 4% up to 30 miles. A higher proportion of Cambridge respondents preferred a travel distance of up to 5 miles, compared to the other districts.

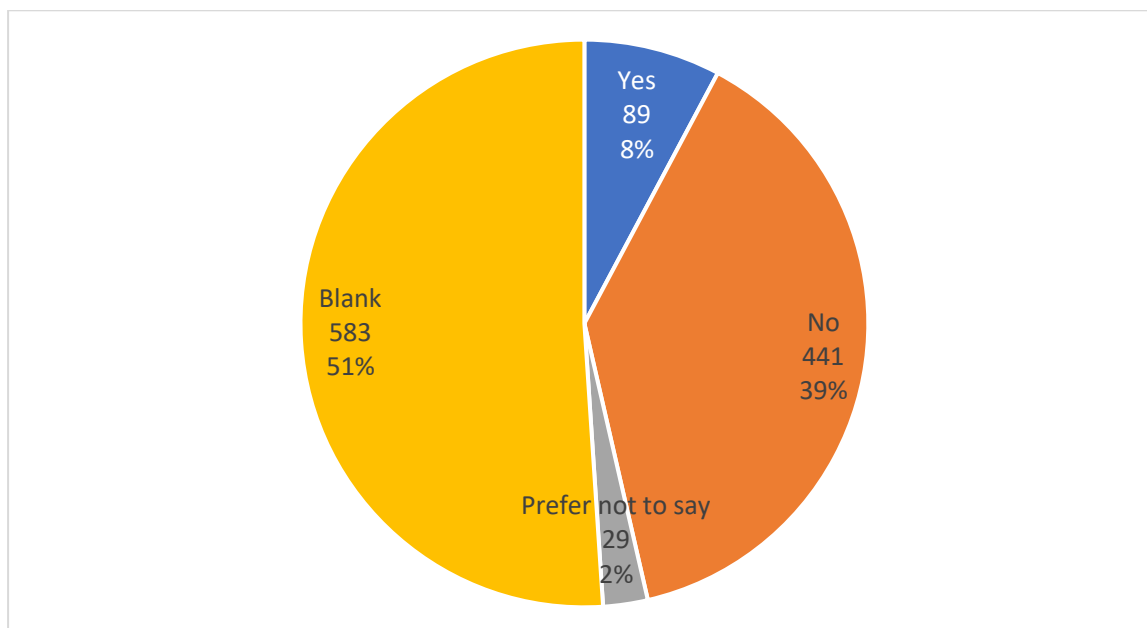
6.5 Accessibility

6.5.1 Do you or anyone in your household have a disability and/or long-term health condition? (Q17)

Fig 43 highlights the large proportion of respondents who left this question blank (51%) or preferred not to say (2%). Of the remaining 530 respondents, only 89 said they have a disability or long-term health condition – however the response rate is noticeably low, and we need to use caution drawing too many conclusions. However, we can see that some respondents have a disability or long-term health condition, and some of those people have highlighted issues with their accommodation (see para 6.5.2).



Fig 43. Respondents with a disability or long-term health condition



Census 2021 sets out the number and percentage of persons as to whether they are disabled under the Equality Act. This data is set out in Table 13. Percentages are rounded.

Table 13. Census 2021 disability data (table TS038)

	Cambridgeshire number	Cambridgeshire %	Peterborough number	Peterborough %
Total: All usual residents	678,849	100%	215,673	100%
Disabled under the Equality Act	109,908	16%	35,180	16%
Not disabled under the Equality Act	568,941	84%	180,493	84%

So, the 8% of respondents from our survey looks like a low proportion compared to Census 2021 – however a significant number of respondents preferred not to say or left this question blank (a total of 54%) who may or may not have a disability or long-term condition.

The data suggests that a relatively low percentage of survey respondents (8%) have a disability or long-term health condition. However, as 53% of respondents did not answer this question the data is not reliable enough to draw any conclusions. There are also differences between the survey and the Census question which mean it is not a like-for-like comparison, and so caution must be used in drawing any conclusions.

6.5.2 What additional features do you require to ensure your accommodation is accessible? Q18

Some options were suggested, however a problem with the question coding made it difficult to select multiple options. Some respondents typed in all that they needed, others ticked one option



only, so the responses must be viewed carefully. Table 14 presents the responses from 55 individuals.

Table 14. Additional features required to make come accessible

	Number of responses
Level access shower or wet room	12
Easy access to upper floors with a stairlift or a through the ceiling lift	4
Grab rails	3
Wheelchair / step free access	3
None needed	3
Adapted kitchen with lowered work surfaces	2

Further free text responses included:

- Accessible for my son and his disabled children
- Avoid flats / apartments with more than ground floor
- Diabetic
- Downstairs bedroom
- Good public transport connections
- Ground floor toilet, if possible
- Hearing dog friendly, Fire alarms with flashing lights, Doorbells with lights etc
- Large kitchen to accommodate large quantities of drugs and equipment. Plenty of sockets for charging multiple equipment
- Lesser distance to commute due to physical conditions
- Level or ramped access to the property, garden or outside space
- Lift as I have arthritis on my knee
- Lift if in a high-rise apartment building.
- Limited number of stairs
- Mid-level switches or sockets
- Non driver (epilepsy so good, reliable, low-cost local transport)
- Diabetes and asthma
- On a single level
- Mental health (2 responses)
- Partner has mental health issue, housing that is secure, stable and feels safe is vital.
- Secure accommodation
- Wheelchair access, wet rooms, adapted kitchen, stairlift, ramped access, grab rails.

SUMMARY: ACCESSIBILITY

89 respondents or 8% identified that they or a member of their household has a disability and/or long-term health condition, though more than half of respondents did not complete this question so the data needs to be treated with caution.

However, a number of accessibility needs were highlighted. Adaptations needed include level access shower or wet room, easy access to upper floors with a stairlift or a through the ceiling lift, grab rails, wheelchair / step free access and adapted kitchen with lowered work surfaces.



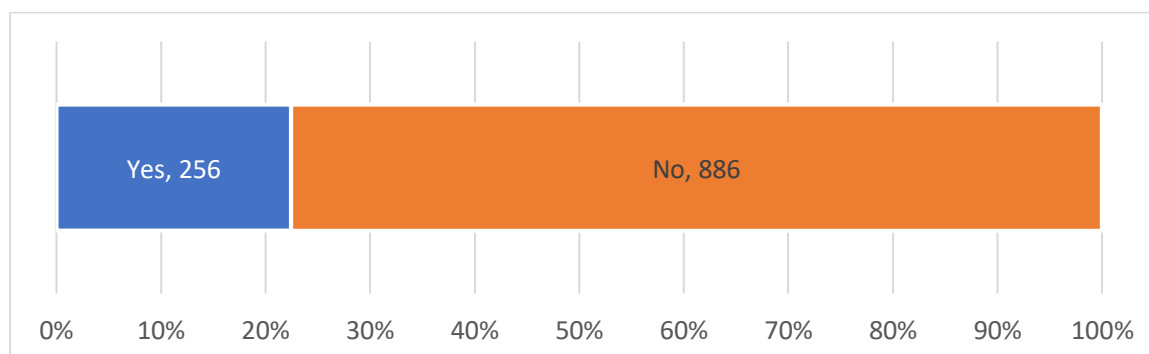
6.6 Accommodation information & support

As part of the survey, we wanted to explore whether staff felt there was sufficient information and support available from their employer to find accommodation. If issues were identified, this could be addressed at an ICS level and with other partners to ensure there is continuity and consistency in the way we help support and retain staff in Cambridgeshire and Peterborough.

6.6.1 Do you feel there is sufficient information or advice to help find accommodation? (Q19)

78% of survey respondents (886 people) said no – there is **not** sufficient information provided by their employing organisation.

Fig 44. Do you feel there is sufficient information or advice to help find accommodation?



6.6.2 What additional support would be helpful? (Q20)

The most common answers to this “free text” question were:

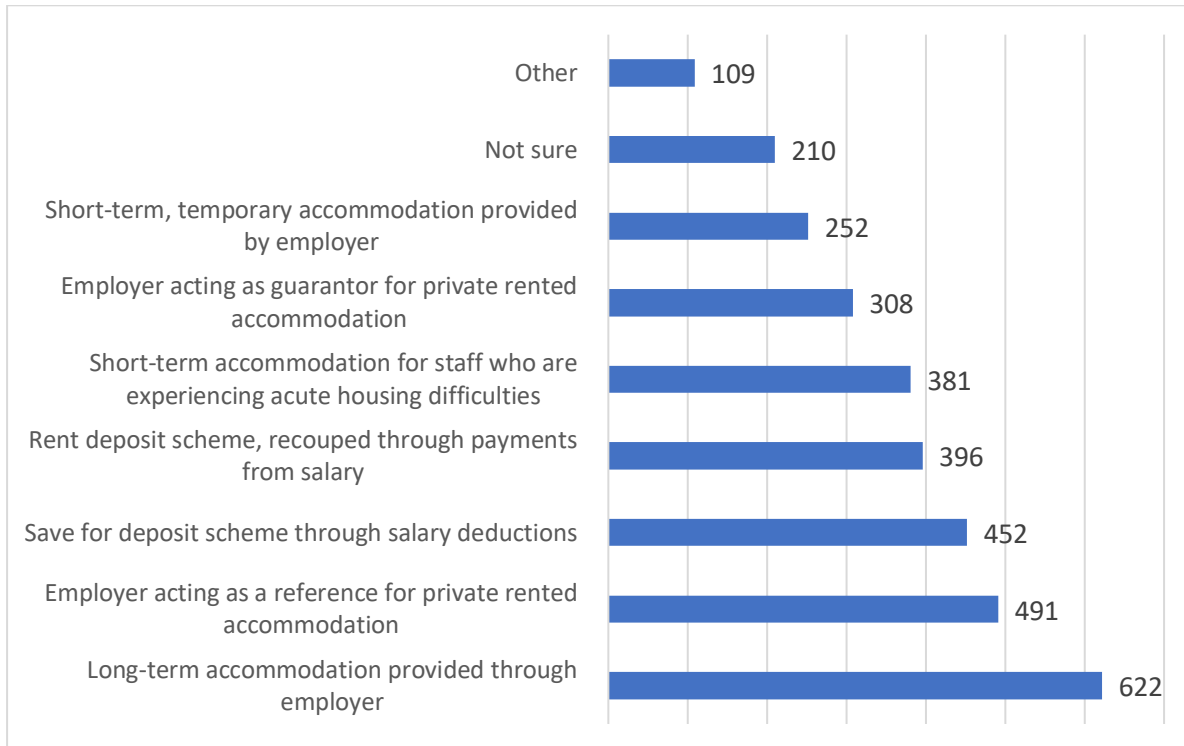
- Financial support i.e. help with guarantor difficulties / help with paying rent up front, help to save for ‘help to buy’ deposit schemes – like salary sacrifice
- Practical support in finding accommodation.
- Information about existing financial support and processes e.g., how to rent, how to buy a property, how to get a mortgage etc.
- Signposting towards mortgage advisors, saving agents, Government support schemes etc.
- Step by step rental guidance
- Local guides with links to local agents and area information (e.g. transport connections, schools)
- Accommodation closer to workplace
- Subsidised accommodation for staff
- Key workers homes/discounted rates/housing support schemes for NHS or health care staff
- A brochure, website or section included in staff newsletters that includes detail about accommodation – what’s new/available in the area
- Short-term accommodation for staff who are experiencing acute housing difficulties

6.6.3 Which of these would help you most? (Q21)

In addition to asking what resources respondents would find helpful in order to find a place to live, respondents were asked to choose from a list provided what they would find useful if help to secure housing was available from their employer. See below the options provided to respondents and the number of responses received:



Fig 45. Which of these would help you most



This whole section demonstrates that staff responding to the survey would find it beneficial to have support from their employer in finding accommodation.

By far the most popular suggestion with 622 responses was “long-term accommodation provided through employer”.

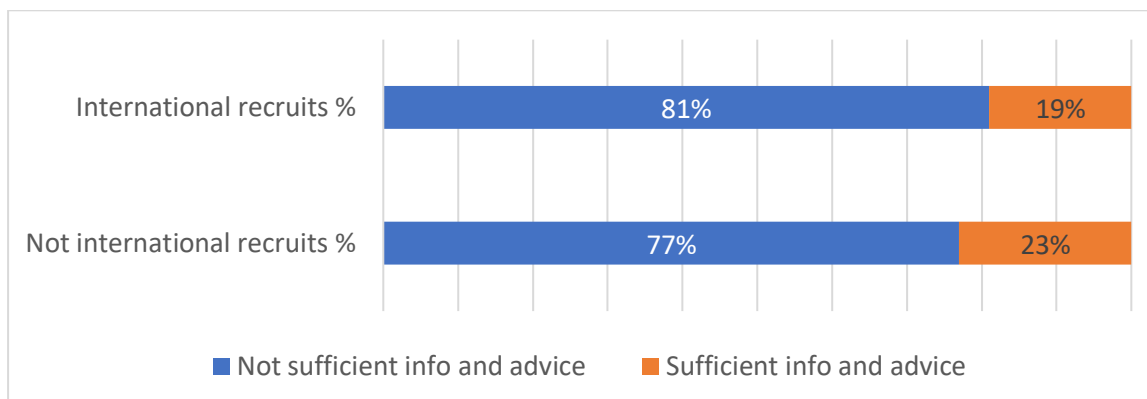
Some options outlined would be more feasible at a local level and some more feasible at a system-wide level, for example a Housing Hub to provide a repository of information and support to staff around their accommodation options.

6.6.4 International recruits view on whether there is sufficient information or advice to help find accommodation (Q19)

Bearing in mind the relatively small number of international recruits responding (171) the responses to the question do you feel there is sufficient information or advice to help find accommodation appears to be just slightly worse (81% international recruits compared to 77% other respondents saying advice and info is insufficient). The overall response to the question remains that the majority of respondents felt there was insufficient information and advice to help find accommodation.



Fig 46. International recruits' views on sufficient information and advice



SUMMARY: ACCOMMODATION INFORMATION & SUPPORT

886 people (78% of respondents) said there is **not** sufficient information provided by their employing organisation.

A large number of suggestions were made about additional support respondents would find helpful, including practical support, financial support, information & signposting, step-by-step guidance on renting, local guides to the area, more accommodation nearer to workplace, subsidised accommodation, details on new and available accommodation in an area, and short-term accommodation for people encountering housing difficulties.

When asked “what they would find useful if help to secure housing was available from the employer”, popular options include:

- Long-term accommodation provided through employer
- Employer acting as a reference for private rented accommodation
- Save for deposit scheme, through salary sacrifice/salary deductions to help you save
- Rent deposit scheme, recouped through small monthly payments direct from salary
- Short-term accommodation for staff who are experiencing acute housing difficulties
- Employer acting as guarantor for private rented accommodation
- Short-term, temporary accommodation provided by employer e.g., student halls, nursing accommodation etc.

Responses to this question by the 171 international recruits responding appear to be just slightly worse with 81% international recruits compared to 78% other respondents saying advice and information is insufficient.



7 Key findings

The key findings from conducting this survey encompass a range of insights that shed light on the accommodation challenges and preferences of employees in C&P. These key findings include:

1. **Affordability concerns:** Respondents have expressed concern about the affordability of housing options where they currently live or near their workplace, indicating financial strain as a barrier to securing suitable accommodation.
2. **Long or poor commutes:** Respondents have poor or lengthy daily commutes due to the unavailability of affordable housing close to their workplace. This is likely to impact their work-life balance and overall job satisfaction and wellbeing.
3. **Housing proximity:** Based on poor/difficult commutes and living too far from their place of work, respondents have expressed a strong preference for housing options within a reasonable distance from their workplace (e.g., anything from up to 5 miles, to a maximum of 20). Staff members who live closer to their workplace are likely to report better work-life balance, reduced stress, and increased job satisfaction compared to those with longer commutes.
4. **Financial strain, safety and security:** Many staff members note that their affordability for accommodation is the low end of the scale based on how much they earn. This in turn will be having a financial strain and impacting their wellbeing. It is evidenced that for those still looking to rent, they need longer tenancies to provide extra financial security and concerns have been flagged about not feeling safe in their current home or area. There is also evidence that staff do not feel safe in their current neighbourhood or shared living environment (mentions of crime rate concerns and drug users).
5. **Desired housing types:** Respondents have expressed preferences for specific types of housing depending on their individual needs and circumstances and size of household/family. There is a requirement from this evidence to advocate specific staff needs in housing policies and local plans at a district level.
6. **Employer support:** Staff have indicated a standardised offer of financial verification (proof of employment/earnings) for all staff domestic or international when trying to secure accommodation would be beneficial.
7. **Support for housing initiatives:** Staff members expressed that they would be supportive of employer-led housing initiatives or partnerships that could offer affordable housing solutions nearer to their workplace. Identification of opportunities at a local/neighbourhood level to undertake specific staff housing schemes, developing and creating units specifically for staff working in health and care and exploring partnerships with local housing providers.
8. **Accessing information:** The survey has indicated that staff do not feel that there is sufficient information available to them via their employer to support them in finding accommodation. For example, the concept of a Housing Hub was raised which is a model that already exists elsewhere and could be adopted and scaled up. This would provide support to staff, repository of information and access/signposting to accommodation options. Additional requirement may include financial advice such as debt, mortgage advisor etc. through local charity organisations like Citizens Advice Bureau (CAB).
9. **Staff with disabilities / accessibility:** The survey has provided some indications on the accessibility of housing options for staff members with disabilities and the types of adjustments required for their homes.



10. **Demographic variations:** The survey has demonstrated variations in housing needs and preferences based on demographics, including age, ethnicity, family size and annual earnings.

These key findings from the survey provide insights to inform targeted interventions, policies, and initiatives aimed at addressing the accommodation challenges faced by health and care employees in Cambridgeshire & Peterborough ICS, ultimately enhancing their wellbeing, job satisfaction and retaining them here in the system for the benefit of the patients/citizens they serve.

8 Summary points

SURVEY RESPONSE

The overall survey response rate of 1,142 is robust, giving a margin of statistical error of +/- 3% at a confidence rating of 95%.

Responses were received from across Cambridgeshire, Peterborough and further afield.

The margin of error is larger when looking at individual district areas. For this reason, we have tended to use 'North' and 'South' groupings of districts when reporting survey results. The South margin of error is +/- 4% and the North area is +/- 6%.

A range of organisations responded, with the largest responders from CUH, CPFT, NWAFT, Royal Papworth and the Integrated Care System. While the responses to the survey from Care providers was low, a regional survey of care workers accommodation needs is being planned in 2024 and may well be able to supplement these Cambridgeshire and Peterborough survey results in future.

ABOUT YOU

Compared to the overall population, our survey respondents reflected the percentage of the population made up of 16- to 29-year-olds; it gained responses from significantly more 30 to 44 years olds and a similar percentage of 45 to 59 year olds. Our respondents were much less likely to be aged 60+ which is understandable being an employment-related survey and therefore aimed at people of working age.

Compared to the overall population, when asked about household type survey respondents were less likely to live in single person households with no children. Respondents were more likely to be couples with dependent children, and more likely to be sharing or "other" households. However, when asked about the number of adults and children in the household, responses appear slightly contradictory and highlighted 69% of households including adults but no children. This may lead to some further research and reconciliation needed of the data.

Some 15% of respondents reported that they were recruited as part of an international recruitment campaign.

4% of respondents confirmed they are students training in Cambridgeshire and Peterborough, the majority of these (88%) living in private rented accommodation. Only 2% were living in specific student accommodation.

The survey shows a higher percentage of people identifying as Asian or Asian British, and Black, Black British, Caribbean or African than are represented in Census 2021 across Cambridgeshire and Peterborough.



Excluding nil responses, the highest number of respondents fall within the £20,000 to £40,000 salary range. This represents 65% of respondents who disclosed their salary. A further 20% fall into the £40-60K salary range. Compared to the population, survey responses were low for the income band of under £20K, and for incomes of over £60K. There was no clear and reliable difference between salaries reported when comparing the North and South areas.

Some 7% of survey respondents said they were on the housing register, compared to the proportion of residents of Cambridgeshire and Peterborough who are registered (3.9%)

A large proportion of respondents (61%) work in Cambridge and Addenbrooke's. 144 (13%) were based in Peterborough; 63 in Huntingdon and Hinchingsbrooke. Some 52 said their work location was "home" and 5 said "hybrid".

Maps showing approximate home location compared to "place of work" highlight a scattering of home locations centred around each work area apart from those home or hybrid working. Some travel distances are large for each employment area presented on the maps, most notably Addenbrookes / Cambridge / Rosie / Hill's Road and Fulbourn which draws some longer commutes.

ABOUT YOUR ACCOMMODATION

Compared to the overall population, respondents to the survey tend to live in studio accommodation, and 1 and 2 bed homes. They were less likely to live in a 3 or 4 bed home.

A larger proportion of respondents living in Cambridge occupy studio or 1 bed properties than other areas, however we need to use caution when generalizing about the comparison, as some districts had a lower response rate than Cambridge (416 responses); for example Fenland (69 responses).

42% of respondents rent privately (compared to 18% renters shown in the Census across Cambridgeshire and Peterborough) and 24% own with a mortgage or loan. 9% rent from the council of a housing association, and 2% live in shared ownership.

Of the 480 private renters, over half were renting an unfurnished property.

The largest number of respondents with exclusive use of 3 bedrooms were couples living with children. Respondents who are single or sharing with others - for example living in an HMO - were most likely to have only 1 bedroom solely available to them.

Some 65% of respondents are on £20 to £40K and a further 20% on £40 to £60K. 362 respondents rent privately and are on salaries between £20,000 to £40,000 while 120 respondents own their home with a mortgage or loan, and fall into the £20-40,000 income range, with a further 105 of owners on the £40-60,000 salary range.

ISSUES IN CURRENT ACCOMMODATION

181 respondents (15%) said that they have no issues with their current accommodation. Of the remainder, the most common issues highlighted were:

- Current accommodation is too expensive (59%).
- Current accommodation is too small (37%)
- Concerns around the length of time they can stay where they currently live (37%)
- Concerns over the current commute to work (27%) and lack of public transport connections (31%)

Each of these issues is explored in more detail in the report.



Other issues indicated include sharing with others, poorly maintained accommodation, lack of local amenities, concerns about safety/security travelling to/from home, concerns about safety/security in the home and living on site.

A number of concerns were raised using “free text”. Many respondents identified more than one issue with their current accommodation.

PLANS TO MOVE

Nearly half of respondents (559 or 49%) are planning to move. Cambridge residents were more likely to be planning to move than the rest of Cambridgeshire and Peterborough (60% planning to move compared to around 40% in other districts).

Of those planning to move, 35% plan to move in the next 6 months and 29% within the next year. Again, respondents in Cambridge tend to be planning to move sooner compared to respondents from other areas (29% within the next 6 or 12 months in Cambridge compared to between 3% and 9% on other districts).

Some 50% of respondents who are planning to move are looking to continue to rent privately, whereas 43% are looking to make the change from renting to buying, including shared ownership, mortgage or loan.

A greater proportion of the 171 international recruits who responded to the survey are planning to move than other respondents (63% compared to 47%). International recruits who responded to the survey are planning to move sooner than non-international recruits (36% international recruits planning to move in the next month to 6 months, compared to 18% of non-international recruits).

When looking at the reasons for moving, the largest response (259) was that there is not enough space to live in their current property. Many responses (155) related to the current home being too far from work or has a difficult commute. Some respondents selected that their tenancy is coming to an end (110). A variety of other reasons for moving were identified using “free text”.

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The most popular combinations of size/ type were:

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- 1 or 2 beds for an Households with Multiple Occupancy (HMO) or place in someone else's house

Of 559 responses to the question, how much do you anticipate being able to afford, 19% said “up to £500 pcm. 40% said between £501 and £750. 32% said between £751 and £1,000 and 7% said more than £1,001.

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ACCESSIBILITY

89 respondents or 8% identified that they or a member of their household has a disability and/or long-term health condition, though more than half of respondents did not complete this question so the data needs to be treated with caution.

However, a number of accessibility needs were highlighted. Adaptations needed include level access shower or wet room, easy access to upper floors with a stairlift or a through the ceiling lift, grab rails, wheelchair / step free access and adapted kitchen with lowered work surfaces.

ACCOMMODATION INFORMATION & SUPPORT

886 people (78% of respondents) said there is **not** sufficient information provided by their employing organisation.

A large number of suggestions were made about additional support respondents would find helpful, including practical support, financial support, information & signposting, step-by-step guidance on renting, local guides to the area, more accommodation nearer to workplace, subsidised accommodation, details on new and available accommodation in an area, and short-term accommodation for people encountering housing difficulties.

When asked “what they would find useful if help to secure housing was available from the employer”, popular options include:

- Long-term accommodation provided through employer
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- Short-term, temporary accommodation provided by employer e.g., student halls, nursing accommodation etc.

Responses to this question by the 171 international recruits responding appear to be just slightly worse with 81% international recruits compared to 78% other respondents saying advice and information is insufficient.



9 Conclusions

The primary objective of the Staff Housing Needs Survey was to assess the housing challenges faced by health and care staff in Cambridgeshire & Peterborough ICS and explore potential solutions to address the challenges identified. Where possible, we have grouped responses into the relevant district based on the post code respondents provided, to help us identify specific needs based on geographical area and could be addressed by local housing strategies and plans.

The findings of the Staff Housing Needs Survey underscore the pressing need for proactive measures to address the housing affordability challenges faced by health and care staff. The data clearly demonstrates the critical importance of addressing these challenges to improve employee wellbeing, job satisfaction, and the organisation's ability to attract and retain valuable healthcare professionals, ultimately leading to improved patient care and organisational success.



10 Appendices

10.1 Methodology & Scope

The idea of conducting a staff housing needs survey for C&P as part of the ICS Accommodation Project, originated from the South-West region and also Hampshire and Isle of Wight area, who undertook surveys in 2022 to their NHS staff. We were also aware that Cambridge University Hospital (CUH) conducted a similar survey in 2019 (report written and released in 2020).

The aim of conducting the survey in C&P was to gain a better understanding of the housing and accommodation needs of its staff and consider opportunities across the system to support key worker accommodation and underpin a sustainable staffing model for the future. Unlike other surveys, this would be the first to question both health and care staff in one inclusive survey. Findings from the survey are required to inform the Staff Housing Strategy for the system as well as form an action from the Joint Health and Wellbeing Integrated Care Strategy.

The survey was conducted using Microsoft Office Forms enabling us to manage the survey and results and create a QR code to assist with communications and engagement. The survey was created by the Project Team and reviewed by ICB Communications leads as well as other colleagues across the system, particularly those with housing backgrounds and experience with housing related data to ensure questions would provide valuable information. We utilised existing surveys that had previously targeted NHS staff to help us shape the survey questions for C&P's health and care workforce population.

The final version of the survey was created in collaboration with the following groups for oversight and input:

- ICB Communications Team
- Recruitment & Retention Enabling Group
- Education & Development Enabling Group
- ICS Staff Accommodation Forum
- Housing Board for Cambridgeshire, Peterborough and West Suffolk
- Independent Care Provider Forums c/o Skills for Care

Communication and promotion of the survey was through partner communication teams and other network connections across the system, in particular recruitment leads and colleagues working in local authorities specialising in housing. Methods of communications being adopted by partner organisations included staff internal newsletters, e-newsletter, social media routes, and articles on intranet sites, and screensavers etc. Presentations across the system at available forums to try and boost survey responses also took place. The ICB Communications team designed the visual assets to help encourage staff to complete the survey.

We utilised the following communication routes via specific staff groups to help disseminate the survey to as many staff as possible:

- Primary Care / GPs
- Secondary Care
- Tertiary Care
- Community and Mental Health
- Local Authorities
- Independent Care Providers incl. Care Homes



- East of England Ambulance Service
- Voluntary Sector organisations

There have been several lessons learned from conducting the survey. We know that this survey is likely to be adopted and tailored to other requirements throughout the lifetime of this project and including the future exploration into transport and travel issues in C&P. We may also be able to improve the confidence rating of different staff groups if we undertook additional targeted surveys.

10.2 Learning points

Some of the key lessons learned are noted below:

- **Communication** - Increased communications and engagement across all partner organisations in the ICS to improve number of responses and increase visibility/awareness of the survey and why it's happening. Alignment of priorities and ensuring that a survey of this nature is a top priority for all.
- **Executive Leadership support** – further support and endorsement from executives across the ICS would have provided some leverage for ensuring that the survey would be communicated to all target staff groups and organisations, helping to guarantee more parity in responses across the system.
- **Pre-launch** – a form of pre-launch may have been helpful to inform staff of the launch of the survey and could have helped improve the number of responses received.
- **Capacity & Accessibility** – having more capacity to enable us to plan and carry out face to face engagement events well ahead of time to help raise awareness of the survey and encourage completion. This was also impacted by budget constraints as we were unable to organise visual merchandise such as roller banners, posters and flyers to assist with partner organisations communications endeavours and face to face engagement. Additional capacity would also have enabled more planning and logistics for availability and collection of paper copies of the survey – making it more accessible.

10.3 Further research points

- While the responses to the survey from Care partners was low, this response rate, a regional survey of care workers accommodation needs is being planned in 2023 and may well be able to supplement these Cambridgeshire and Peterborough survey results in future.
- It would be useful in future to extend the study to include QEH staff, increasing our insight into the accommodation issues faced by employees at this nearby key employment centre.
- Review of workforce data, particularly internationally recruited staff based on their employment location and home address.
- When asked about household type survey respondents were less likely to live in single person households with no children. Respondents were more likely to be couples with dependent children, and more likely to be sharing or “other” households. However, this response appears slightly contradictory when respondents were asked about the number of adults and children in the household, responses appear slightly contradictory and highlighted 69% of households including adults but no children. This may lead to some further research and reconciliation needed of the data.
- More research will be needed if student accommodation is identified as an area requiring investigation and action.



- It may be useful to see if there is any further highlights, we can draw from the survey income information.
- Build communications with, promote and re-run the survey in future with organisations showing low response rates. A further region-wide project is being initiated in late 2023 to gather accommodation needs for those working in the social care area. The results would be useful to combine and compare to this survey in time.
- Based on the respondents' postcodes and indicated work locations it may be helpful to visualise on a map the maximum preferred travel distances from some of the key work sites provided by respondents. Using a radius from place of work it may help identify particular areas within districts that could be beneficial for key worker housing sites.
- In future, it would be an improvement to specify locations more specifically as the variety of responses to this question made analysis difficult and time consuming.
- Exploration into commutes and travel/transport will be required including employee subsidised travel schemes, possibly through further survey work. The impact of any future plans for congestion charging will also need to be monitored closely.
- Suggest further exploration into current accommodation problems with a comparison to tenure, property size and household size, and other relevant survey questions.
- this is an issue which could bear further exploration, perhaps as part of transport related initiatives and as part of a future accommodation strategy.
- It would be useful to explore, with a larger sample size, the feedback from people living on site cross-referenced with students and international recruits, and also tenure. Other staff groups may also stay on site, but detail not obtained through this survey.
- When looking at the number of responses per district, there is not a large enough number to allow us to confidently evidence that the demand for certain types of properties and tenure groups are required, however we can explore this further for the North and South areas.
- The diamond affordability analysis could be further progressed looking at the North and South areas and can be developed in future in partnership with the local planning authorities and other partners to use the survey and the diamond affordability approach to maximize our insights to local housing markets and possible interventions in future.

10.4 Survey Questions

The following section shares the detail of the introduction for the survey and each question asked within the survey. Please note those in purple text were “branched” questions.

INTRODUCTION

Thank you for taking part in Cambridgeshire & Peterborough Integrated Care System's (ICB) Staff Housing Needs Survey.

The purpose of this survey is to understand your current housing arrangements, how this impacts your daily life and what your current and future housing needs are when living and working in the Cambridgeshire and Peterborough area.

Your responses are anonymous. The more detail you can provide and the more responses we get, the greater the insight. With your answers, we can begin to unlock solutions that meet your needs and address the issues that you identify.



We do ask for some information about you so that we can understand more about your experiences and to make sure we hear from people of all backgrounds and across all of Cambridgeshire and Peterborough. We do not ask for your name or contact information. Please do not provide any information which may identify you in any comments or answer. All information processed is in accordance with data protection legislation such as the UK GDPR and Data Protection Act 2018.

Accessibility: If you require this survey as a hard copy/printed version, please contact jess.pickman@nhs.net or anna.palutec1@nhs.net so that this can be arranged for you.

This survey should take approximately 8-10 minutes to complete.

ABOUT YOUR ACCOMMODATION

The following questions will help us understand the current housing situation for our staff.

1. 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 i.e., other adults in a House of Multiple Occupation (HMO) or similar
- Other (text box provided)

1. How many adults aged 16 and over live in your household (including yourself)?

- 1
- 2
- 3
- 4
- 5+

2. How many children aged 15 years and under live in your household?

- 0
- 1
- 2
- 3
- 4
- 5+

3. Do any of the following apply to your current accommodation? (Choose all that apply)

- Too expensive
- Too small
- Poorly maintained
- Poor commute to work
- Lack of local 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



- No issues
 - Other (text box provided)
4. How many bedrooms in your current home are for your/your household's exclusive use? (If you are in a house of multiple occupancy, please only state the number of bedrooms available for your exclusive use.)
- Studio flat
 - 1
 - 2
 - 3
 - 4
 - 5+
5. 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 council or housing association
 - Rent accommodation provided by the NHS Trust
 - Rent room in house of multiple occupancy (HMO)
 - Rent room in house of family/friend
 - Live with family/friends rent free
 - Lodging
 - Other (text box provided)
6. If renting, was the property provided furnished or unfurnished?
- Furnished
 - Part-furnished
 - Unfurnished

ABOUT YOUR ACCOMMODATION NEEDS

The next set of questions will help us to better understand the future housing needs of our staff living and working in the Cambridgeshire and Peterborough area.

7. Are you currently planning to move?
- Yes (if yes, takes you to Q9)
 - No (if no, takes you to Q19 – skips Your Accommodation Needs section)
8. If you are planning to move, how soon?
- Within the next month
 - Within the next 6 months
 - Within the next year
 - Within the next 1-2 years
 - 2 years +
9. What is your reason for moving? (Choose all that apply)
- Tenancy is coming to an end
 - Moving closer to family
 - Not enough space in the house where I live
 - Lack of local family/friend support network
 - Too far from work/difficult commute



- Property is in poor state of repair
 - Difficulties with the landlord
 - Feel unsafe in the local vicinity
 - Lack of local facilities/amenities
 - Other (text box provided)
10. What type of property would you be looking to move into? (Choose all that apply). (Other – may include Caravan, Static Mobile Home, Houseboat, Lodging etc)
- House/bungalow (detached)
 - House/bungalow (semi -detached)
 - House/bungalow (terraced)
 - Flat/Apartment
 - Studio
 - Shared house of multiple occupancy (HMO)
 - Room in someone else's house, i.e. friend/family
 - Other (text box provided)
11. Would you be looking to rent or purchase accommodation? (Please choose one)
- Purchase outright
 - Purchase with a mortgage/loan
 - Rent to buy (renting a property at a subsidised rate with the view to buying it at a later stage, also known as rent to own, rent to save etc.)
 - Rent through a Council / Housing Association (typically at least 20% below the market rate)
 - Rent through a private landlord
 - House share / shared accommodation (anyone)
 - House share / shared accommodation (with other health or care professionals)
 - Shared ownership/starter home
 - Other (text box provided)

If any of the rent options selected – takes you to Q11, if not it takes you to Q12.

12. What would be the ideal length tenancy you would consider when renting accommodation?
- Short term – 6 months or less
 - 6 months – 1 year
 - 1-2 years
 - 2 years +
13. How many bedrooms do you need?
- Studio
 - 1
 - 2
 - 3
 - 4
 - 5+
14. How much do you anticipate being able to afford to pay on rent or mortgage per calendar month?
- £101 - £200
 - £201 - £300
 - £301 - £500



- £501 - £750
 - £751 - £1,000
 - Other
15. Is there a maximum distance you would prefer to travel from home to work?
- 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 +
 - No preference
16. Do you or anyone in your household have a disability and/or long-term health condition?
- Yes (if yes, takes you to Q15)
 - No (if no, takes you to Q16)
17. What additional features do you require to ensure your accommodation is accessible?
(Choose all that apply)
- Wheelchair / step free access
 - Level access shower or wet room
 - Adapted kitchen with lowered work surfaces
 - Wider doorways
 - Easy access to upper floors with a stairlift or a through the ceiling lift
 - Fixed or tracking hoists
 - Grab rails
 - Level or ramped access to the property, garden or outside space
 - Mid-level switches or sockets
 - Other (text box provided)

OTHER CONSIDERATIONS

The following questions will identify the sort of support our staff need to help them find accommodation.

18. Do you feel that there is sufficient information or advice provided by your employing organisation to help you find accommodation?
- Yes
 - No
19. What additional support would you find helpful in finding a place to live? (Please provide detail below) [Optional]
20. If help to secure housing was available from your employer, which would help you most?
(Choose all that apply)
- Employer acting as a reference for private rented accommodation (i.e., confirmation to landlord of employment, employer details, salary, and contact length.)
 - Employer acting as guarantor for private rented accommodation (i.e., paying rent on a tenants' behalf if they become unable to pay)
 - Rent deposit scheme (recouped through small monthly payments direct from salary)
 - Save for deposit scheme (through salary sacrifice/salary deductions to help you save)
 - Short-term accommodation for staff who are experiencing acute housing difficulties



- Short-term, temporary accommodation provided by employer e.g., student halls, nursing accommodation etc.
- Long-term accommodation provided through employer i.e., build to rent model
- I'm not sure
- Other (text box provided)

YOUR EMPLOYMENT

By answering the following questions you will help us to understand where staff across health and care work, in relation to their regular place of work and their home. We will then be able to identify particular areas that staff are finding it harder to live and work.

21. Which organisation are you employed by? (Provide the name of your organisation)
22. Where is your regular place of work / office base? (Provide the name of city, town or village where you work - this could be your hometown if you work from home)
23. Please tell us your full post code. (This will be used to identify common concerns by location, not to identify you personally)

Note: We will follow all relevant GDPR and this information will not be shared but will allow us to better understand where groups of staff live.

ABOUT YOU

Please tell us a little about yourself. All of your responses will remain confidential and anonymous.

This information will be used to make sure we hear from people of all backgrounds and across all of our health and care staff in Cambridgeshire and Peterborough.

All questions in this section are optional

24. How old are you?
 - 16-29
 - 30-44
 - 45-59
 - 60+
 - Prefer not to say
25. What is your nationality?
 - British
 - EU
 - Other International (excluding EU)
 - Prefer not to say
26. Have you been recruited as part of an international recruitment campaign into the NHS or social care?
 - Yes
 - No
27. How would you describe your ethnicity?
 - Asian or Asian British (if selected, takes you to Q25, then onto Q30)
 - Black, Black British, Caribbean or African (if selected, takes you to Q26, then onto Q30)
 - Mixed or multiple ethnic groups (if selected, takes you to Q27, then onto Q30)
 - White (if selected, takes you to Q28, then onto Q30)



- Other ethnic group (if selected, takes you to Q29, then onto Q30)
28. If you selected Asian or Asian British, please indicate your ethnicity below:
- Indian
 - Pakistani
 - Bangladeshi
 - Chinese
 - Any other Asian background
29. If you selected Black, Black British, Caribbean or African, please indicate your ethnicity below:
- Caribbean
 - African
 - Any other Black, Black British, or Caribbean background
30. If you selected Mixed or multiple ethnic groups, please indicate your ethnicity below:
- White and Black Caribbean
 - White and Black African
 - White and Asian
 - Any other Mixed or multiple ethnic background
31. If you selected White please indicate your ethnicity below:
- English, Welsh, Scottish, Northern Irish or British
 - Irish
 - Gypsy or Irish Traveller
 - Roma
 - Any other White background
32. If you selected Other ethnic group, please indicate your ethnicity below:
- Arab
 - Any other ethnic group
33. What is your current gross annual salary (before tax, any deductions and including any benefits or allowances)?
- Under £20,000
 - £20,000 - £40,000
 - £40,000 - £60,000
 - £60,000 +
 - Prefer not to say
34. Are you currently on a housing waiting list?
- Yes
 - No
 - Prefer not to say

ANY OTHER COMMENTS

35. If there is anything else you would like to share with us regarding your housing needs, please add below.



10.5 Comparing survey responses with Housing Diamond Affordability Analysis tool.

Diamond sets out number of households in C&P in each £5K income band, arranged to enable comparison of income, if housing costs take 35% of income.

The diamond at the top of each page lays out the income distribution of all residents across Cambridgeshire, Peterborough and West Suffolk in a format which enables comparison with housing costs, if we assume 35% of income is spent on housing. You can find out more here. (add link). The data used is from CACI, which provides the number of households in each of 21 £5,000 income bands. The survey asked about 4 broad income bands.

The diagram highlights which housing tenure and size options would be affordable to each of these 4 broad income bands, if 35% of income is spent on housing costs. Reading down the page, the income needed to afford each tenure (row) and size (see labels within each row) for each of the areas covered. Each area is “colour coded”, starting with Cambridge.

Please note:

- Social and affordable supply is limited, and who accesses these homes is controlled through Choice Based Lettings systems and lettings policies. Who can access shared ownership may also be limited. This is due to public funding being used to create these homes in order to meet the most pressing housing needs.
- Other housing tenures are less restricted and tend to take an “open market” approach to who can access them, there is not a “qualification” system.

Some highlights, looking at the survey responses in the 4 broad income bands:

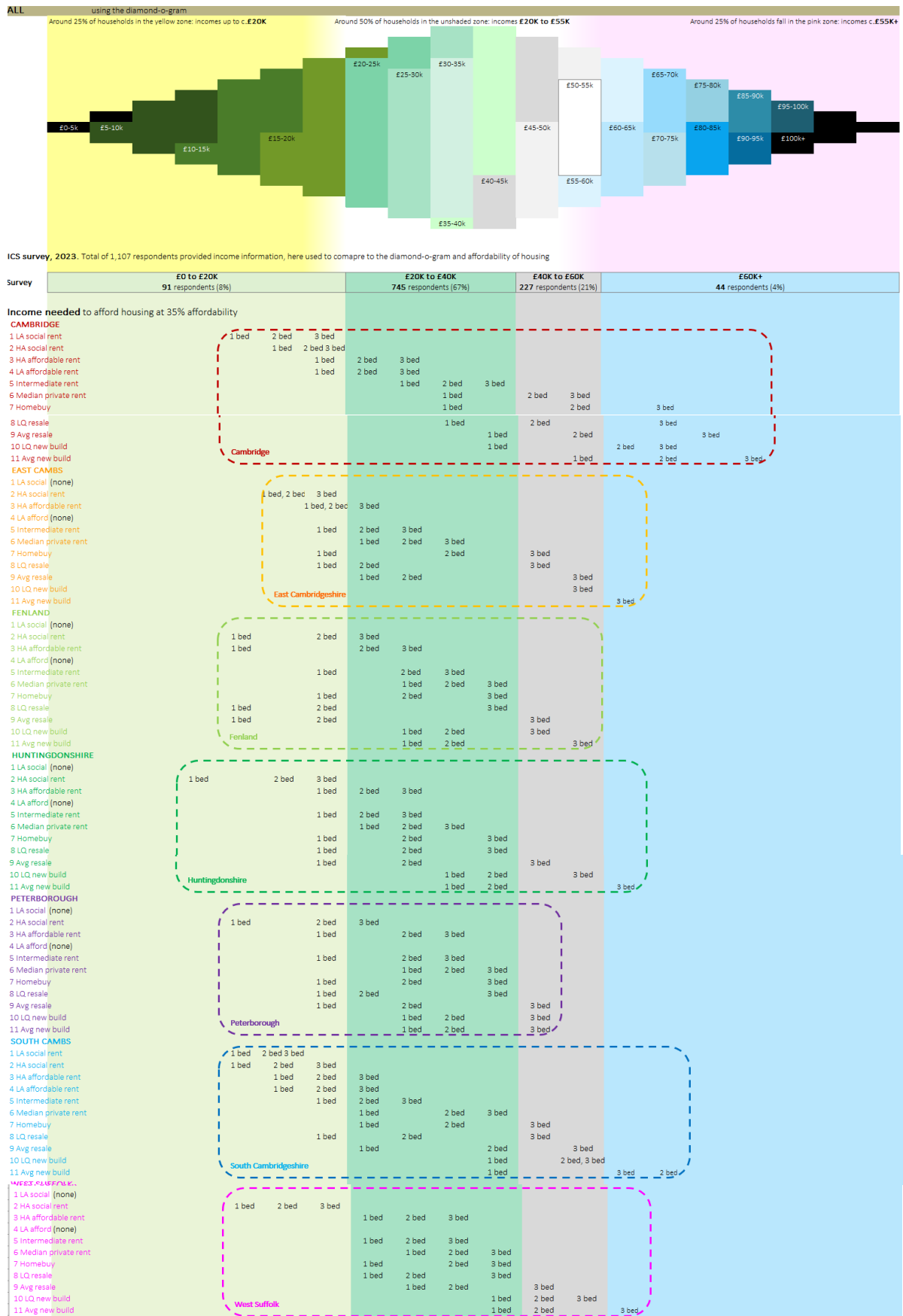
- **£0 to £20K:** Some 8% of survey respondents were on incomes of £0 to £20K. These households would only be able to afford social and affordable rents in many districts, and of smaller sizes. This is most noticeable in Cambridge, less so in Peterborough, Fenland and Huntingdonshire.
- **£20K to £40K:** Some 67% of respondents were on incomes of £20K to £40K. In this “zone” most sizes of private rented and smaller sized home ownership may be affordable, across many of the districts.
- **£40K to £60K:** Some 21% of respondents were on incomes of £40K to £60K, In this “zone” 2 beds are affordable at 35% in Cambridge and West Suffolk, and elsewhere 3 beds are affordable.
- **£60K+** Some 4% of respondents were on incomes of £60K+, In this income zone 2 and 3 beds may be affordable in Cambridge, and 3 beds elsewhere, including new build which tends to command the highest prices.

A large part of the issues about housing affordability is its availability, so it’s useful to have a picture in our minds of the supply of the tenure groups outlined in each of the districts covered. To see more on this please visit this webpage <https://cambridgeshireinsight.org.uk/affordability-analysis/>

Further research point: This analysis could be further progressed looking at the North and South areas and can be developed in future in partnership with the local planning authorities and other partners to use the survey and the diamond affordability approach to maximize our insights to local housing markets and possible interventions in future.



Fig 47. Diamond affordability analysis: comparison of incomes from Survey to housing costs





10.6 Results at a glance

Robust

1,142 responses mean the results are robust to:

- +/-3% at 95% confidence across whole area
- +/- 6% in North, +/- 4% in South
- Individual districts range from +/-5% (Cambridge) to +/-12% (Fenland)

+/- 3%

Household types

- 30% couples with dependent children, similar to Census across C&P (26%).
- Single parents with children 8% in survey and 8% in Census.
- Total households with dependent children slightly higher in survey at 38%, with Census at 34%
- "Sharing with others" much higher; 13% in survey, 6% in Census 2021

38%
households with
dependent
children

Combination of adults and children

- Of households with two adults, 113 households are living with 2 children and 96 with 1 child (aged up to 15 years old).
- A high number of responses (199) were single adults; 41 having 1 child living with them and 19 having two children living with them.
- Some 791 survey respondents (69%) stated that they were living in a household of adults with no children.

Salary

97% of respondent replied to this question, which is very impressive and an unusually high response rate.

- 67% of respondents stated their salary was between £20K and 40K.
- 21% said £40 to 60K.

Employment info

Biggest response groups:

- 50% from CUH
- 11% from CPFT
- 7% NWAFT
- 6% Royal Papworth
- 6% ICS

International recruits and students

- 15% of respondents were international recruits
- 4% of respondents were students

On housing register?

- 7% of respondents on housing registers, compared to 4% of the general population.



Number of bedrooms

A higher proportion of respondents in studios, 1 and 2 beds (56%) than seen in the Census (35%). A lower proportion in 3 and 4 beds (44% in survey compared to 65% in Census).

Household size and number of beds

The largest number of respondents with 3 bedrooms available for their exclusive use were those who noted that they are a couple living with their children. In comparison, those who are single or sharing with others see the highest number of having only 1 bedroom.

Some 360 respondents said their home is too small.

360

said home is too small

Tenure

- 42% of respondents currently renting from a private landlord or letting agent. This is much higher than the Census proportion of 18% across Cambridgeshire & Peterborough.
- 24% own their current accommodation with a mortgage or loan.
- 9% rent from their local council or a housing association and 2% live in shared ownership.

Issues in current accom

15% of respondents had no issues with their current accommodation. The most common issues identified were

- Home too expensive
- Home too small
- Concern about how long can remain in property
- Lack of public transport connections
- Poor commute to work



Planning to move

Nearly half of respondents (559 or 49%) are planning to move.

35% of these 559 respondents plan to move in the next 6 months and 29% within the next year. Some 50% of respondents who are planning to move are looking to continue to rent privately, whereas 43% are looking to make the change from renting to buying, including shared ownership, mortgage or loan. Top reasons for moving were:

1. Not enough space in the house where I live (259)
2. Other – with various reasons set out in “free text” (193)
3. Too far from work/difficult commute (155)
4. Tenancy is coming to an end (110)
5. Property is in poor state of repair (86)



Planning to move to...

<p>Property type</p> <p>Top aspirations expressed were</p> <ul style="list-style-type: none"> • House/bungalow <ul style="list-style-type: none"> ○ semi-detached (173) ○ detached (108) ○ terraced (61) • Flat/Apartment (125) 	<p>The most popular combinations of size/ type were:</p> <ul style="list-style-type: none"> • 2 or 3 bed house or bungalow • 1 or 2 bed flat, apartment or studio • 1 or 2 beds for HMOs or place in someone else's house
<p>Top tenure preferences were</p> <ul style="list-style-type: none"> • Purchase with a mortgage/loan (216) • Rent through a private landlord (115) • Rent through a Council / Housing Association (91) • Rent to buy (70) 	<p>How much will you feel able to afford?</p> <ul style="list-style-type: none"> • £301-£500 16% • £501-£750 40% • £751-£1,000 32% • £1,001-£1,500 6%
<p>Preferred size to move to</p> <ul style="list-style-type: none"> • Studio 3% • 1 bed 17% • 2 bed 42% • 3 bed 29% • 4+ beds 9% 	<p>Max distance from work</p> <ul style="list-style-type: none"> • Up to 5 miles 39% • Up to 10 miles 32% • Up to 20 miles 21%

Accessibility

8% of respondents said they had a disability or Long-Term Condition, which is less than the Census result across C&P of 16% disabled under Equalities Act - but not a huge response rate, many left this blank. Some 55 respondents said they needed additional features to make their accommodation accessible, with the top measures needed being

- Level access shower or wet room 12
- Easy access to upper floors with a stairlift or a through the ceiling lift 4
- Grab rails 3
- Wheelchair / step free access 3

Accommodation, information and support

78% said there is not sufficient info and support from employers on housing options.

Many types of support were suggested under "free text".

78%

say not enough
information and
support