

# **Camden Council Equality Impact Assessment Form**

# Camden Council Equality Impact Assessment Form

Title of the activity	
Camden Holiday Activities and Food Programme 2026-2029	
Officer accountable for the EqlA (e.g. director or project sponsor)	
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Version number and date of update	
1 – 22/12/25	

## Step 1: Clarifying aims

### 1.a Is it a new activity or one that is under review or being changed?

- ☐ New  
☒ Under review  
☐ Being changed

### 1.b. Which groups are affected by this activity?

- ☐ Staff  
☒ Residents  
☐ Contractors  
☐ Other (please detail):

### 1.c Which Directorate does the activity fall under:

- ☒ Supporting People  
☐ Supporting Communities  
☐ Corporate Services  
☐ More than one Directorate. Please specify:

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## 1.d Outline the aims/objectives/scope of the activity. (You should aim for a summary, rather than copying large amounts of text from elsewhere.)

The government has confirmed that funding for the Holiday Activities and Food (HAF) programme will continue from April 2026-March 2029.

This programme has been operating in Camden since 2021, delivered in partnership with the Young Camden Foundation and local providers, offering children and young people (CYP) on benefits-related free school meals (FSM) or otherwise vulnerable, access to enriching activities and a nutritious meal during Easter, Summer and Christmas school holidays.

Camden has provided supplementary funding to extend the HAF offer for children and young people with SEND to help meet demand for holiday activities for this cohort.

It is proposed to award a grant to the Young Camden Foundation to continue to act as the coordination and quality assurance partner for 2026-29.

The HAF programme has been delivered in partnership with the Young Camden Foundation since 2021. They have experience in successfully implementing the programme supported by established relationships with providers.

As a trusted strategic partner and the main membership organisation for organisations supporting children and young people in Camden, YCF are ideally placed to act as the HAF coordination and quality assurance partner. YCF have successfully administered the programme to a high standard, which is reflected in service user feedback (80% rated 5/5 stars, and 96% rated 4 stars and above; 96% would book onto future HAF programmes; 99% were 'Happy' or 'Very happy' with the programme). This is also reflected in the way in which any issues and complaints that have arisen have been dealt with by YCF.

By directly appointing YCF as coordination and delivery partner and continuing our successful collaboration, we can ensure that HAF funding is efficiently allocated, that activities remain high quality and inclusive, and that the programme reaches those who need it most.

While it is theoretically possible that other organisations would take part in a competitive process to be the HAF coordination and quality assurance partner, it is highly likely that the quality of submissions and depth of understanding is going to be limited in comparison. The primary risk of conducting a competitive process is that the time and resource required will lead to delays in the implementation of the 2026 HAF programme. There is also a high chance that only one submission would be received, from the Young Camden Foundation, and should other submissions be received (albeit unlikely), the nature of the requirements needed from the delivery partner would mean it is likely that the grant would be awarded to the Young Camden Foundation, therefore not a good use of Camden resources.

This programme will continue to support families on low incomes, and CYP with other vulnerability factors including SEND, to have access to a range of arts, sports, play and cultural activities during the main school holidays which they may otherwise be unable to afford, alongside a daily nutritious meal to prevent holiday hunger.

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What data do you have about the people affected by the activity, for example those who use a service? Where did you get that data from (existing data gathered generally) or have you gone out and got it and what does it say about the protected characteristics and the other characteristics about which the council is interested?

Is there currently any evidence of discrimination or disadvantage to the groups?

What will the impact of the changes be?

You should try to identify any data and/or evidence about people who have a **combination, or intersection, of two or more characteristics**. For example, homeless women, older disabled people or young Black men.

## 2.a Consider any relevant data and evidence in relation to all Equality Act protected characteristics:

- ☒ Age
- ☒ Disability, including family carers<sup>2</sup>
- ☐ Gender reassignment<sup>3</sup>
- ☐ Marriage and civil partnership
- ☐ Pregnancy and maternity
- ☒ Race
- ☒ Religion or belief
- ☒ Sex
- ☐ Sexual orientation

### Age

The project supports children and young people from reception to year 11.

58% of Camden resident pupils are primary-aged and 42% secondary-aged (School Place Planning Report 2023).

In 2025, 74% of HAF users were primary-school aged, with 26% secondary-school aged. 2024 - 70% primary-aged and 30% secondary-aged.

The reason HAF uptake is disproportionately higher amongst primary-aged children is likely to be due to parent/carers childcare needs for younger children.

### Disability, including family carers

Camden HAF offers additional funding for providers providing spaces for children and young people with SEND, via an enhanced grant allocation.

Parents of children with SEND face difficulties finding inclusive holiday childcare provision outside of HAF and short breaks. This is a particular issue for working parents and one of the reasons that families with disabled children are more than twice as likely to live in poverty compared to families where no one is disabled (Disability Rights UK, 2024).

In 2025 348 children and young people with SEND were supported by the HAF

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programme (14% of HAF users).

Not all provision will be appropriate for children and young people with SEND. Specialist provision for children with more complex needs and additional staffing support to support adjustments for children at inclusive provision is provided through supplementary Camden funding. In 2025, 105 spaces were funded at specialist provision, with 221 spaces funded at inclusive provision.

There are 4,057 pupils with SEND in Camden schools (Demographic context of SEND in Camden, 2024), representing 19% of the pupil population. This suggests that pupils with SEND are slightly underrepresented in HAF uptake, which may be due to the limitations of available resource to provide additional staffing support to meet user needs.

## **Gender reassignment**

Officers do not consider that continuing contract with the existing provider will have any negative impact on gender reassignment.

## **Marriage and civil partnership**

Officers do not consider that continuing contract with the existing provider will have any negative impact on marriage and civil partnership.

## **Pregnancy and maternity**

Officers do not consider that continuing contract with the existing provider will have any negative impact on pregnancy and maternity.

## **Race**

In Camden, around 45% of pupils are White, 20% Asian, 15% Black, 15% Mixed, and 5% belong to Other ethnic groups (JSNA 2023, Census 2021)

Eligibility for FSM has been rising amongst all children in Camden, regardless of ethnicity. 54% of adolescents from Black ethnic groups are eligible for FSM, compared to 33% of adolescents from white ethnic groups (Public Health Report, 2023). Black children in Camden have consistently had the highest eligibility rate compared with other ethnic groups and in 2021/22 over half of black children in Camden were eligible for free school meals (Cabinet adviser report on child hunger).

The HAF programme supports children and young people from a broad range of demographics, reflecting the diverse make-up of the Camden population. Data from 2024 shows ethnicity of HAF users as 29% White, 24% Black, 16% Asian, 15% Mixed, 8% other ethnic groups, 8% prefer not to say.

This data suggests that Black children and young people may be underrepresented in HAF uptake compared to the FSM-eligible pupil population. The Institute of Health Equity report 2025 showed that Black children are less likely to feel safe on Camden's streets, are less likely to play outside and are more likely to live in overcrowded housing than their white peers. This suggests a disproportionate potential to benefit from HAF so we should be aiming for over-representation in attendees.

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## Religion or belief

According to the Census 61% residents have a religion (29% no religion, 10% did not respond). 3 largest religious groups, Christian 38%, Muslim 14% and Jewish 5%.

We have not routinely monitored uptake of HAF by religion. This has not allowed us to consider the sufficiency of accommodations for religious practices and dietary needs within HAF provision.

## Sex

In terms of the sex of those attending the HAF programme - in 2025, 49% were male and 51% female, a fairly equal split meaning there is unlikely to be a disadvantage based on sex for this service.

In Camden, pupils eligible for Free School Meals continue to have significantly lower attainment than their non-FSM peers, with FSM boys performing particularly poorly compared with both FSM girls and non-FSM pupils (Camden Equality Taskforce Evidence Base).

## Sexual orientation

Officers do not consider that continuing contract with the existing provider will have any negative impact on sexual orientation.

## Intersectional Groups

Children on Free School Meals (FSM) in Camden tend to experience overlapping forms of disadvantage shaped by poverty, ethnicity, language, disability, and community inequality (Trust for London – Camden Poverty & Inequality Indicators; DfE FSM, Ethnicity & Language dataset).

They are more likely to come from low income or benefit dependent households, live in Camden's most deprived wards, and belong to ethnic groups that face structural barriers, including Black, Bangladeshi, Somali, and some Asian communities (Trust for London – Camden Poverty Indicators; DfE FSM/Ethnicity dataset).

Many have English as an Additional Language, come from single parent or larger families, or have Special Educational Needs and Disabilities, all of which increase vulnerability to economic strain (DfE FSM, Ethnicity & Language by SEN dataset; Camden SEND JSNA 2024).

Migration related factors—such as asylum support or having no recourse to public funds—further compound hardship, while food insecurity and emotional stress are more common among FSM eligible children due to the wider health and wellbeing inequalities present in the borough (Trust for London – Camden Poverty Indicators)

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## 2.b Consider evidence in relation to the additional characteristics that the Council is concerned about:

- ☐ Foster carers
- ☒ Looked after children/care leavers
- ☒ Low-income households
- ☒ Refugees and asylum seekers
- ☒ Parents (of any gender, with children aged under 18)
- ☒ People who are homeless
- ☒ Private rental tenants in deprived areas
- ☒ Single parent households
- ☒ Social housing tenants
- ☐ Any other, please specify

### Foster carers

Officers do not consider that continuing contract with the existing provider will have any negative impact on Foster Carers.

### Looked after children/care leavers

Compared to all students in the school census, those with a record with Camden Social Care are twice as likely to be eligible for FSM (Care Quality Commission, Local Authority Assessment: Camden, 2025).

The HAF programme accepts referrals from social workers for children and young people identified as vulnerable who would benefit from this support during school holidays.

### Low-income households

There is extreme and widening socio-economic inequality in Camden. Half (56%) of households with children have at least one measure of deprivation (Raise Camden, 2025).

St Pancras and Somers Town (75%), Camden Town (67%) and King's Cross (43%) are the wards with the highest proportion of LSOAs in the 20% most deprived nationally. Meanwhile, Frognal (100%), Hampstead Town (100%) and Belsize (56%) have the highest proportion of wards in the least deprived 20% nationally.

Deprivation and poverty are associated with poorer health outcomes, whereby people living in more deprived areas typically experience worse health than those living in less deprived areas (MHCLG 2019 ONS). Deprivation is associated with poorer health outcomes including a greater risk of poor mental health, chronic pain, cardiovascular disease, lung disease and diabetes, lower access to healthcare services and premature mortality (Kings Fund 2024).

Camden still has significantly higher levels of child poverty than London and England. In 2022/23, 14.8% (n=4,756) of children aged under 16 years in Camden were living in absolute low-income families, compared to 12.3% in London and 15.6% nationally. Meanwhile, during the same time period, 19% (n=6,085) of children in Camden were living in relative low-income families, compared to 15.8% in London and 19.8% nationally.

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Experience of poverty during childhood is linked to many short and long term negative health outcomes, including poorer early child development, educational attainment, employment opportunities and income, mental and physical health and premature mortality (RCPCH, 2020).

As of January 2025, 9,223 children and young people were eligible for free school meals in Camden. The Camden HAF programme reaches approximately 25% of the eligible pupil population.

HAF resource is targeted towards wards where there are higher rates of household deprivation on or two or more dimensions.

Although the nationally-determined primary eligibility criteria for the HAF programme is benefits-related FSM, the DfE allows flexibility in use of up to 15% of funding to support families who are otherwise vulnerable, which can include low-income working parents who don't qualify for FSM.

## **Refugees and asylum seekers**

Camden has a higher-than-average proportion of refugee and asylum-seeking families

Camden is a long-standing resettlement borough with significant refugee support infrastructure (Camden Refugee, Asylum Seeker and Migrant Support Services, 2024). Many asylum-seeking families fall under No Recourse to Public Funds (NRPF), making them eligible under the expanded FSM rules.

Actual uptake is likely lower than eligibility, due to:

- Lack of awareness of the NRPF FSM extension
- Manual verification processes
- Language and administrative barriers

The HAF programme accepts referrals from social workers for children and young people identified as vulnerable who would benefit from this support during school holidays.

## **Parents (of any gender, with children aged under 18)**

FSM eligible parents in Camden are likely to include:

- Low income working families (especially those on Universal Credit) (Camden Council – Benefits and Financial Support, 2024)
- Unemployed parents receiving income based benefits (Camden Council – Benefits and Support Services, 2024)
- Lone parents (who are statistically more likely to qualify) (Department for Education – FSM Eligibility Characteristics, 2024)
- Parents with NRPF or asylum seeker status (Camden Council – Refugee, Asylum Seeker and Migrant Support Services, 2024)
- Parents in precarious or low paid work who fall below the income threshold (Trust for London – Camden Poverty Profile, 2024)

HAF resource is targeted towards wards where there are higher rates of household deprivation on or two or more dimensions.

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## **People who are homeless**

Families experiencing homelessness in Camden are very likely to be eligible for Free School Meals (FSM), as FSM entitlement is tied to extremely low income, benefit dependency, and asylum-support status – all of which are common among households in temporary accommodation.

Camden has one of the highest levels of temporary accommodation (TA) use in London, with 5,109 households recorded in TA in 2025 Q1 according to national homelessness data.

Families living in temporary accommodation may have limited access to kitchen space and are more likely to depend on free school meals for nutritional content.

Some Camden families may be placed in temporary accommodation in other boroughs and although transport costs are not funded through the programme, they may be able to access HAF provision within those boroughs.

HAF resource is targeted towards wards where there are higher rates of household deprivation on two or more dimensions. The HAF programme accepts referrals from social workers for children and young people identified as vulnerable who would benefit from this support during school holidays.

## **Private rental tenants in deprived areas**

Families living in Camden's private rented sector—especially in the borough's most deprived areas—face high housing costs, financial insecurity, and greater reliance on benefits, which means they are significantly more likely to meet the income-based criteria for Free School Meals compared with families in other tenures (Trust for London – Camden Poverty & Inequality Indicators)

HAF resource is targeted towards wards where there are higher rates of household deprivation on or two or more dimensions.

## **Single parent households**

Lone parent households are statistically more likely to be FSM eligible (Department for Education – FSM Eligibility Characteristics, 2024).

National research consistently shows that single parent families have higher rates of:

- Low income (Joseph Rowntree Foundation – UK Poverty Report, 2024)
- Benefit receipt (Department for Work and Pensions – Households Below Average Income, 2023/24)
- Food insecurity (Food Foundation – UK Food Insecurity Tracker, 2024)

These factors strongly correlate with FSM eligibility.

Housing costs in Camden are among the highest in the UK, increasing the likelihood that single-parent households fall below FSM income thresholds.

HAF resource is targeted towards wards where there are higher rates of household deprivation on or two or more dimensions.

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## **Social housing tenants**

Households living in social housing in Camden are very likely to have higher rates of Free School Meal (FSM) eligibility (Trust for London – Camden Poverty Profile, 2024). Social housing in the borough is allocated primarily to low-income families facing significant economic need (Camden Council – Housing Allocation Scheme, 2024), and Camden’s extremely high housing costs mean that many tenants rely on benefits or have incomes low enough to fall within FSM thresholds (Trust for London – Housing & Poverty Indicators, 2024).

National patterns also show that children in social housing experience higher rates of poverty and benefit dependency, both of which strongly correlate with FSM eligibility (Department for Work and Pensions – Households Below Average Income, 2023/24; Department for Education – FSM Eligibility Characteristics, 2024).

Taken together, these factors make it highly probable that a substantial proportion of Camden’s social-housing households include children who qualify for FSM.

HAF resource is targeted towards wards where there are higher rates of household deprivation on one or two or more dimensions.

## **Any other, please specify**

N/A

## **2.c Have you found any data or evidence about intersectionality. This could be statistically significant data on disproportionality or evidence of disadvantage or discrimination for people who have a combination, or intersection, of two or more characteristics.**

Children on Free School Meals (FSM) in Camden tend to experience overlapping forms of disadvantage shaped by poverty, ethnicity, language, disability, and neighbourhood inequality (Trust for London Camden Poverty Profile; DfE FSM/Ethnicity/Language dataset).

They are more likely to come from low income or benefit dependent households (Education Policy Institute FSM analysis), live in Camden’s most deprived wards (Trust for London Camden indicators), and belong to ethnic groups that face structural barriers, including Black, Bangladeshi, Somali, and some Asian communities (DfE FSM by ethnicity dataset).

Many have English as an Additional Language, come from single parent or larger families, or have Special Educational Needs and Disabilities, all of which increase vulnerability to economic strain (DfE FSM/EAL/SEND dataset; Camden SEND JSNA 2024).

Migration related factors—such as asylum support or having no recourse to public funds—further compound hardship, while food insecurity and emotional stress are more common among FSM eligible children due to wider health and wellbeing inequalities in the borough (Trust for London Camden Poverty Profile).

The profile of FSM eligible children in Camden shows that they face multiple, overlapping disadvantages—including poverty, overcrowded housing, language barriers, SEND needs, and structural inequalities linked to ethnicity and migration status. These factors increase the

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risk of food insecurity, social isolation, and reduced access to enrichment opportunities during school holidays. Because HAF is specifically designed to support children who are most vulnerable to these pressures, understanding this pattern of disadvantage demonstrates why FSM eligible children in Camden are a priority group for the programme.

The HAF programme can help address inequalities by providing nutritious food, safe activities, social connection, and targeted support to children who are disproportionately affected by economic strain and wider wellbeing challenges.

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## Step 3: Impact

Given the evidence listed in step 2, consider and describe what potential **positive and negative impacts** this work could have on people, related to their **protected characteristics** and the **other characteristics** about which the Council is interested.

Make sure you think about all three aims of the public sector equality duty. Have you identified any actual or potential discrimination against one or more groups? How could you have a positive impact on advancing equality of opportunity for a particular group? Are there opportunities within the activity to promote “good relations” – a better understanding or relationship between people who share a protected characteristic and others?

### 3.a Potential negative impact on protected characteristics

Protected Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Age	No	
Disability including carers	No	
Gender reassignment	No	
Marriage/civil partnership	No	
Pregnancy/ maternity	No	
Race	No	
Religion or belief	No	
Sex	No	

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Sexual orientation	No	
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## 3.b Potential positive impact on protected characteristics

Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Age	Yes	The project will offer opportunities for children/young people from reception to year 11 whose families may otherwise be unable to afford holiday activities.
Disability including carers	Yes	SEND spaces at HAF provision offer much-needed holiday activities for children and young people with SEND and respite for parents/carers.  Specialist provision and additional staffing support at inclusive provision is provided through supplementary Camden funding.
Gender reassignment	No	
Marriage/civil partnership	No	
Pregnancy/ maternity	No	
Race	Yes	The HAF programme supports children and young people from a broad range of demographics, reflecting the diverse make-up of the Camden population.  HAF provision is commissioned at community organisations who serve the needs of specific local communities (e.g. Somali Youth Development Resource Centre).  As evidence suggests a disproportionate potential for Black children and young people to benefit from HAF, we should be aiming for over-representation in

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		attendees.
Religion or belief	Yes	<p>The HAF programme supports children and young people from a broad range of demographics, reflecting the diverse make-up of the Camden population.</p> <p>HAF providers are required to ensure that food that is provided is culturally appropriate and adheres to religious standards.</p> <p>Many providers also have themed activities celebrating cultural and religious festivals.</p>
Sex	Yes	HAF provision offers girls more opportunities to engage in sports during school holidays.
Sexual orientation	No	

## 3.c Potential negative impact on other characteristics

Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Foster carers	No	
Looked after children/care leavers	No	

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Low-income households	No	
Refugees and asylum seekers	No	
Parents (of any gender, with children aged under 18)	No	
People who are homeless	No	
Private rental tenants in deprived areas	No	
Single parent households	No	
Social housing tenants	No	
Any other, please specify.	N/A	

## 3.d Potential positive impact on other characteristics

Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Foster carers	No	

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Looked after children/care leavers	Yes	The HAF programme benefits looked-after children referred to the programme by offering discretionary places to vulnerable children and young people access to enriching activities during school holidays.
Low-income households	Yes	The programme supports children and young people who are eligible for benefits-related free school meals by providing access to enriching activities which families may otherwise be unable to afford, as well as providing a nutritious meal each day and activities designed to improve nutritional education.
Refugees and asylum seekers	Yes	The HAF programme benefits refugees and asylum seekers children referred to the programme by offering discretionary places to vulnerable children and young people access to enriching activities during school holidays.
Parents (of any gender, with children aged under 18)	Yes	<p>The programme supports parents of children and young people who are eligible for benefits-related free school meals by providing access to enriching activities which families may otherwise be unable to afford, as well as providing a nutritious meal each day and activities designed to improve nutritional education.</p> <p>It can also act as a gateway to wider support services, helping families who may be isolated or unsure where to seek help.</p>
People who are homeless	Yes	<p>HAF can support families experiencing homelessness by giving children a safe, stable place to play, learn, and eat during school holidays—something that's often impossible in temporary or overcrowded accommodation. By providing free nutritious meals, structured activities, and a predictable routine, HAF reduces financial strain on parents while supporting children's wellbeing, confidence, and opportunities for socialisation.</p> <p>It can also act as a gateway to wider support services, helping families who may be isolated or unsure where to seek help.</p>

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Private rental tenants in deprived areas	Yes	HAF can support families living in private rented accommodation in deprived areas by easing the financial pressures created by high rents, food costs, and limited access to affordable childcare. By providing free meals, structured activities, and safe spaces for children during school holidays, HAF reduces household stress and supports children's wellbeing, learning, and opportunities for socialisation. It may also help connect families to wider community support that they might otherwise struggle to access.
Single parent households	Yes	<p>The programme supports parents of children and young people who are eligible for benefits-related free school meals by providing access to enriching activities which families may otherwise be unable to afford, as well as providing a nutritious meal each day and activities designed to improve nutritional education.</p> <p>It can also act as a gateway to wider support services, helping families who may be isolated or unsure where to seek help.</p>
Social housing tenants	Yes	<p>The programme supports parents of children and young people who are eligible for benefits-related free school meals by providing access to enriching activities which families may otherwise be unable to afford, as well as providing a nutritious meal each day and activities designed to improve nutritional education.</p> <p>It can also act as a gateway to wider support services, helping families who may be isolated or unsure where to seek help.</p>
Any other, please specify	N/A	

**3.e Consider intersectionality.**<sup>4</sup> Given the evidence listed in step 2, consider and describe any potential **positive and negative impacts** this activity could have on people who have a **combination, or intersection, of two or more characteristics**. For example, people who are young, trans and homeless, disabled people on low incomes, or Asian women.

The Holiday Activities and Food (HAF) programme can support people who sit at the intersection of multiple characteristics, such as being from a low-income household, having a disability, being a single parent, or belonging to a minority ethnic group.

HAF can reduce compounded disadvantage by providing nutritious meals, safe activities, social connection, and respite for families who face overlapping barriers, while also helping children build confidence and inclusion in ways that mainstream provision often fails to reach.

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The programme is designed to mitigate as far as possible challenges families may face in terms of accessibility, cultural relevance, transport costs, stigma, or limited availability of specialist support caused by reduced DfE resource for Camden.

Although the nationally-determined primary eligibility criteria for the HAF programme is benefits-related FSM, the DfE allows flexibility in use of up to 15% of funding to support families who are otherwise vulnerable, which can include low-income working parents who don't qualify for FSM.

Other Camden initiatives support families on low incomes during school holidays including supermarket vouchers distributed to families living in Camden with children aged up to 18 who are receiving Housing Benefit or Council Tax Support. Any child attending a Camden school and receiving free school meals will also receive vouchers.

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2 Intersectionality refers to the interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

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## Step 4: Engagement - co-production, involvement or consultation with those affected

### 4.a How have the opinions of people potentially affected by the activity, or those of organisations representing them, informed your work?

List the groups you intend to engage and reference any previous relevant activities, including relevant formal consultation? <sup>5</sup>	If engagement has taken place, what issues were raised in relation to one or more of the protected characteristics or the other characteristics about which the Council takes an interest, including multiple or intersecting impacts for people who have two or more of the relevant characteristics?
<p>Children, young people and parents/carers were surveyed on their experience of the HAF programme in Summer 2025.</p>	<p>Very high levels of service user satisfaction. The programme is widely valued by children &amp; young people and their parents/carers.</p> <p>Of all respondents to the Summer 2025 feedback survey:</p> <ul style="list-style-type: none"> <li>• 80% rated 5/5 stars, and 96% rated 4 stars and above</li> <li>• 96% would book onto future HAF programmes</li> <li>• 99% were 'Happy' or 'Very happy' with the Summer HAF programme</li> <li>• 81% felt more knowledgeable about food and nutrition after participating</li> <li>• 99% were 'Satisfied' or 'Very Satisfied' with activities provided</li> <li>• 90% were 'Satisfied' or 'Very Satisfied' with the quality of the food</li> <li>• 92% were 'Satisfied' or 'Very Satisfied' with the online booking process</li> <li>• 97% were 'Satisfied' or 'Very Satisfied' with their child/children's safety</li> <li>• 97% were 'Satisfied' or 'Very Satisfied' with staff support from HAF provider</li> <li>• 91% were 'Satisfied' or 'Very Satisfied' with the information pack about the support available for parents in Camden</li> <li>• 83% were 'Satisfied' or 'Very Satisfied' with support received from the school (HAF information / booking a HAF place)</li> </ul> <p>"We are so grateful for this provision and the opportunity for our children to attend. the staff at the farm were helpful, kind and caring, the activities were fun and somewhat educational. the children tried new foods, activities and met new friends. Thank you so much!" Parent, Kentish Town City Farm</p> <p>"Castlehaven provided an excellent service to the children and the families. they make everyone feel welcomed and valued. My children love attending the club." Parent, Castlehaven Community Association</p> <p>"I loved using my own camera, it was so cool" Young person, HvH ARTS</p>

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	<p>“Excellent half term club run by amazing people. Very focused on child development and understanding of the world around them and really focuses on working together as a community.” Parent, Sankofa Storytelling Arts</p> <p>“The whole team crew members are great. They look after us all and make sure we are having fun and we are fed. They’re all nice people and we enjoy going there to go out chill out or even play indoors. Everything is fun.” Young Person, KCB Youth</p> <p>“My son is autistic with a high level of support need and the LISA team are incredible for him.” Parent, London Inclusion Sports Academy (LISA)</p>
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3 This could include our staff networks, advisory groups and local community groups, advice agencies and charities.

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**4.b. Where relevant, record any engagement you have had with other teams or directorates within the Council and/or with external partners or suppliers that you are working with to deliver this activity. This is essential where the mitigations for any potential negative impacts rely on the delivery of work by other teams.**

Engagement with Cost of Living and Financial Resilience Team, Family Help & Safeguarding, Children and Young People Disability Service, SEN, Children's Commissioning, the Parents Forum and providers to review how inclusivity of provision can be optimised.

## Step 5: Informed decision-making

**5. Having assessed the potential positive and/or negative impact of the activity, what do you propose to do next?**

Please select one of the options below and provide a rationale (for most EqlAs this will be box 1). Remember to review this and consider any additional evidence from the operation of the activity.

<b>1. Change the activity to mitigate potential negative impacts identified and/or to include additional positive impacts that can address disproportionality or otherwise promote equality or good relations.</b>	Ongoing review of the HAF programme including through use of the Equitable Services Programme toolkit to identify inequities in service provision including access and uptake, better understand the reasons for inequities identified and design solutions to address these.
<b>2. Continue the work as it is because no potential negative impacts have been found</b>	
<b>3. Justify and continue the work despite negative impacts (please provide justification – this must be a proportionate means of achieving a legitimate aim)</b>	
<b>4. Stop the work because discrimination is unjustifiable and there is no obvious way to mitigate the negative impact</b>	

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## Step 6: Action planning

**6. You must address any negative impacts identified in steps 3 and/or 4. Please demonstrate how you will do this or record any actions already taken to do this.**

Please remember to add any positive actions you can take that further any potential or actual positive impacts identified in step 3 and 4.

Make sure you consult with or inform others who will need to deliver actions.

Action	Due	Owner
Review data collection of the minimum equity data set for completeness and accuracy (including religion or belief)	March 2026	HAF Steering Group
Review uptake data against localised population demographics	April 2026	HAF Steering Group
Engage with providers and stakeholders to establish possible reasons for underrepresentation of certain groups (including Black children and young people and refugees/asylum seekers)	May 2026	HAF Steering Group
Develop a quality improvement plan to adapt provision to better meet the needs of underrepresented groups (including Black children and young people and refugees/asylum seekers)	July 2026	HAF Steering Group
Ongoing review of impact of quality improvement plan based on uptake data and service user feedback	Ongoing	HAF Steering Group

## Step 7: EqlA Advisor

Ask a colleague, preferably in another team or directorate, to 'sense check' your approach to the EqlA and ask them to review the EqlA form before completing it.

They should be able to clearly understand from what you have recorded here the process you have undertaken to assess the equality impacts, what your analysis tells you about positive and negative actual or potential impact, and what decisions you have made and actions you have identified as a result.

They may make suggestions for evidence or impacts that you have not identified. If this happens, you should consider revising the EqlA form before completing this version and setting a date for its review.

If you feel you could benefit from further advice, please contact the Equalities service at [equalities@camden.gov.uk](mailto:equalities@camden.gov.uk)

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## Step 8: Sign-off

<b>EqlA author</b>	Name: Henry Purkis Job title: Commissioning Manager Date: 22/12/2025
<b>EqlA advisor / reviewer</b>	Name: Abigail Knight Job title: Public Health Consultant Date: 24/12/2025
<b>EqlA advisor / reviewer</b>	Name: Jack Kilker Job title: Equality Impact Quality Assurance Lead Date: 29/12/2025
<b>Senior accountable officer</b>	Name: Kirsten Watters Job title: Director of Health & Wellbeing Date: 30/12/25