

Camden Council Equality Impact Assessment Form

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Before beginning this equality impact assessment (EqIA) form, you should use the [EqIA screening tool](#) to decide whether you need to complete an EqIA for your activity and read the [EqIA guidance](#).

The term “activities” is used by the Council to mean a range of things, such as policies, projects, functions, services, staff restructures, major developments or planning applications.

Most significant activities that affect Council stakeholders will require an EqIA when they are in the planning stage. Many will also require an EqIA to monitor their impact on equality over time or if there is a significant change that prompts a review, such as in local demographics.

EqIAs help the Council to fulfil its legal obligations under the Equality Act’s public sector equality duty. The duty requires the Council to have due regard¹ to the need to:

- eliminate unlawful behaviour, such as discrimination, harassment and victimisation;
- promote equality of opportunity between those who share a protected characteristic and those who don’t; and
- promote good relations between people who share a protected characteristic and those who don’t.

The way that we demonstrate that we have due regard for these three aims, and therefore that we are complying with the public sector equality duty, is by undertaking an EqIA.

EqIAs will almost certainly be required when a new activity affecting people who share the protected characteristics is being developed and when reviewing or changing such activities.

They will also be likely required before and during any staff re-organisations.

An EqIA should be started at the beginning of a new activity and developed in parallel with it. Activities such as services and projects should also be regularly reviewed for their impact.

An EqIA should be revisited and updated to determine whether any planned positive impacts have been achieved and whether any identified negative impacts have been mitigated. You can indicate the version of the EqIA below.

For more complex enquiries on EqIAs, in the first instance please contact equalities@camden.gov.uk where you will be able to receive dedicated support.

EqIAs should be signed off by the relevant sponsor, director or Head of Service.

¹ [Due regard](#) is a legal requirement and means that decision makers have to consider the equality implications of a proposal before a commissioning or policy decision has been made that may affect people who share each of the protected characteristics. Paying ‘due regard’ means giving a proportionate amount of resource to this analytical exercise relevant to the potential impact on equality.

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Title of the activity	
Review of Camden Statement of Licensing Policy under the Licensing Act 2003.	
Officer accountable for the EqlA (e.g. director or project sponsor)	
Full name:	Oliver Jones
Position:	Director of Recreation & Public safety
Directorate:	Investment, Place and opportunity
Email:	oliver.jones@camden.gov.uk
Lead person completing the EqlA (author)	
Full name:	Afshar Ahmad
Position:	Licensing Team Leader
Directorate:	Investment, Place and Opportunity
Email:	Afshar.ahmad@camden.gov.uk
Person reviewing the EqlA (reviewer)	
Full name:	William Sasu
Position:	Public Protection and Licensing Manager
Directorate:	Investment, Place and Opportunity
Email:	William.sasu@camden.gov.uk
Version number and date of update Version 1 (13/01/2026)	

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):

Visitors, workers, licensed venue operators, disabled people and people with access needs, marginalised and protected groups including LGBTQ+ communities.

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 Camden Accessibility Pledge is a voluntary framework encouraging licensed premises to improve accessibility, inclusion, communication and staff awareness for disabled people and those with access needs. The pledge supports compliance with the Equality Act 2010, promotes good practice beyond minimum legal requirements, and aims to make Camden's night-time economy safer, more inclusive and welcoming for all.

The Council recognises that accessibility in licensed venues is an essential part of this ambition.

While the Licensing Act 2003 does not explicitly list accessibility as one of the four licensing objectives, the Council's responsibilities under the Equality Act 2010, along with its wider corporate priorities on equality, diversity and inclusion, is a key consideration in how licensed premises are designed, managed and operated. To ensure that residents visitors and workers with disabilities or other access needs can safely and comfortably enjoy Camden's licensed venues.

To promote accessibility in licensed venues and to encourage and support licensed venues to address accessibility concerns, the council is proposing the development of a local accessibility pledge.

Officers have considered the proposal to develop a local accessibility pledge and assessed the potential impact this may have on protected groups. The considerations are set out in this EIA.

Continue on next page if more space is needed.

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Step 2: Data and evidence

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 carers²
- ☒ Gender reassignment³
- ☒ Marriage and civil partnership
- ☒ Pregnancy and maternity
- ☒ Race
- ☒ Religion or belief
- ☒ Sex
- ☒ Sexual orientation

Age

The table below illustrates Camden's population by age group. (2021 Census data)

All Ages (years)	210,145	100%
0-9 years	19,875	9.40%
10-19 years	24,126	11.40%
20-29 years	42,196	20.10%
30-39 years	37,075	17.60%
40-49 years	27,818	13.20%
50-59 years	25,015	11.90%
60-69 years	16,265	7.70%
70-79 years	11,347	5.40%
80+ years	6,287	3.00%

Older people may face mobility, sensory or confidence barriers when accessing licensed venues.

² This is the legal term in the Equality Act. In practice there are specific legal protections for a diverse range of people who have physical, mental and sensory impairments, long-term health conditions and/or neurodivergence, as well as carers who provide unpaid care for a friend or family member who cannot function without their support. Census and local datasets use the Equality Act definition and will include people who may not use the language of disability to describe themselves.

³ This is the legal term in the Equality Act. In practice there are specific legal protections for anyone whose gender identity does not match the sex they were assigned at birth. This means, for example, that people who are trans and people who are non-binary or gender fluid are considered a specific protected group under the Equality Act.

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Disability, including invisible disabilities and learning disabilities

In the 2021 ONS Census, of 210,145 residents, 15.2% were disabled under the equality act. Broken this group down further, 6.7% of the population stated that their disability limited their day-to-day activities a lot, 8.5% said their disability impacted their day to day activities a little. A further 5.7% of the population did not qualify as disabled under the equality act but had long term physical or mental health conditions that did not limit their day to day activities.

2021 ONS Census

Neurodivergence such as Autism, ADHD, dyslexia and dyspraxia, whether or not the resident identifies themselves as disabled

In the Adult Social Care Activity and Finance Report, in 2023/24, an estimated 435 adults aged 18-64 received support for a learning disability during the 23/24 reporting year.

[Adult Social Care Activity and Finance Report](#)

Disabled people and carers experience disproportionate barriers in accessing licensed venues.

Gender reassignment

No data is available in respect of gender reassignment.

Trans and non-binary people may face compounded exclusion where venues lack inclusive policies and trained staff.

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Marriage and civil partnership

The table below illustrates Camden's population by marital and civil partnership status.

All usual residents aged 16 and over	177,909	100%
Single	99,156	55.7%
Married	54,665	30.7%
In a registered civil partnership	1,033	0.6%
Separated, still legally married/ civil partnership	3,933	2.2%
Divorced or civil partnership dissolved	13,124	7.4%
Widowed or surviving civil partnership partner	5,998	3.4%

Officers have considered that people in this group are likely to have more than one protected characteristic.

Pregnancy and Maternity

There were 3,024 conceptions in Camden in 2021. It was down from 3,127 the year before. The rate climbed from 47 conceptions per 1,000 women in 2020 to 52.9 conceptions per 1,000 women in 2021. This is low compared with greater London and nationally and has been slowly declining since 2011.

Officers have not identified specific issues that will affect this protected characteristic.

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Race

Camden's population is ethnically diverse. In 2021, 40% of Camden residents were from black or minority ethnic (BME) groups. The needs and experiences of residents from different races in Camden will vary considerably. The issues identified that relate to the current Statement, are:

- Communication barriers: some people are unable to access our services due to the lack of appropriate resources such as translation or interpretation materials for speakers of other languages.
- Community safety: this includes racial harassment, violence and hate crime against people from different races. BME groups are more likely to be the victims of personal crime.
- Hate crime: any incident or crime, which the victim or any other person perceives to be motivated because of a person's race, is a hate crime. Research shows that many hate crimes go unreported.

Ethnicity, identity, language & religion	Number	%
All ethnic groups	210,145	100%
White	125,064	59.5%
Mixed/Multiple Ethnic Groups	13,938	6.6%
Asian or Asian British	38,042	18.1%
Black or Black British	18,892	9.0%
Other Ethnic Group	14,200	6.7%

Some communities may experience barriers linked to cultural inclusion and safety.

Religion or belief

The table below illustrates Camden's population by religion or belief.

All (including "not stated" and "no religion")	220,338	100%
Christian	65,980	34.0%
Buddhist	2,410	1.3%
Hindu	3,991	1.4%
Jewish	10,079	4.5%
Muslim	33,830	12.1%
Sikh	487	0.2%
Other religion	1,842	0.6%
No religion	72,776	25.5%
Religion not stated	18,743	20.5%

Some communities may experience barriers linked to cultural inclusion and safety.

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Sex

The information below illustrates Camden's population by sex.

Male	99,424	47.0%
Female	110,580	53.0%

Officers have not identified specific issues that will affect this protected characteristic.

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Sexual orientation

The Office for National Statistics (ONS) (2021 Census) suggests that in Camden, 82.6% of the population identify as heterosexual/straight; 6.2% identify as gay, lesbian, or bi-sexual; 0.7% have an alternative sexual identity and 10.5% did not answer.

LGBTQ+ communities benefit from inclusive, well-managed and accessible venues.

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Intersectional Groups

Evidence suggests that disabled people who are older, on low incomes, from minority ethnic backgrounds or LGBTQ+ communities may face multiple and reinforcing barriers when accessing licensed venues.

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

N/A

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Looked after children/care leavers

N/A

Low-income households

By improving equitable access to cultural and social life.

Refugees and asylum seekers

N/A

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

N/A

People who are homeless

by improving equitable access to cultural and social life.

Private rental tenants in deprived areas

By improving equitable access to cultural and social life.

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Single parent households

N/A

Social housing tenants

By improving equitable access to cultural and social life.

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.

No evidence or data found

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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	Across all protected characteristics: No significant negative impacts identified. The pledge is voluntary, supportive and proportionate. There is a minor risk that smaller or historic venues may perceive participation as challenging; this is mitigated by flexibility and support.
Disability including carers	No	The pledge is voluntary, supportive and proportionate.
Gender reassignment	No	The pledge is voluntary, supportive and proportionate.
Marriage/civil partnership	No	N/A

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Protected Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Pregnancy/ maternity	No	The pledge is voluntary, supportive and proportionate.
Race	No	The pledge is voluntary, supportive and proportionate.
Religion or belief	No	The pledge is voluntary, supportive and proportionate.
Sex	No	The pledge is voluntary, supportive and proportionate.
Sexual orientation	No	The pledge is voluntary, supportive and proportionate.

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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	Reduced risk and increased confidence for older patrons.
Disability including carers	Yes	Improved physical access, clearer information, better staff awareness and safer experiences.
Gender reassignment	Yes	Safer, more welcoming environments through inclusive practice and staff training.

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Marriage/civil partnership	No	N/A
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Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Pregnancy/ maternity	Yes	Reduced risk and increased confidence.
Race	Yes	Improved management practices and clearer communication promote inclusion and understanding.
Religion or belief	Yes	Improved management practices and clearer communication promote inclusion and understanding.

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Sex	Yes	N/A
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Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Sexual orientation	Yes	Safer, more welcoming environments through inclusive practice and staff training.

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	N/A
Looked after children/care leavers	No	N/A

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Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Low-income households	No	N/A
Refugees and asylum seekers	No	N/A
Parents (of any gender, with children aged under 18)	No	N/A

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Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
People who are homeless	No	N/A
Private rental tenants in deprived areas	No	N/A
Single parent households	No	N/A

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Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Social housing tenants	No	N/A
Any other, please specify	No	N/A

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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	N/A
Looked after children/care leavers	No	N/A
Low-income households	Yes	by improving equitable access to cultural and social life.

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Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Refugees and asylum seekers	No	N/A
Parents (of any gender, with children aged under 18)	No	N/A
People who are homeless	Yes	By improving equitable access to cultural and social life.

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Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Private rental tenants in deprived areas	Yes	By improving equitable access to cultural and social life.
Single parent households	No	N/A
Social housing tenants	Yes	By improving equitable access to cultural and social life.
Any other, please specify	No	N/A

3.e Consider intersectionality.⁴ 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 pledge has the potential to significantly benefit people with multiple protected characteristics, particularly disabled people who are older, LGBTQ+, or on low incomes, by addressing overlapping barriers.

⁴ 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? ⁵	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?
<ul style="list-style-type: none"> •Disability access organisations (including Attitude is Everything). •Licensed venue operators and trade representatives. •Residents' groups. •Licensing responsible authorities and London-wide licensing forums. 	<p>Key issues raised included inconsistent accessibility information, lack of proactive planning for reasonable adjustments, and the need for staff confidence and training.</p>

⁵ 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.

Internal engagement has taken place with licensing officers, legal services and corporate equalities colleagues.

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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.

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.	The pledge will be developed as a flexible, supportive and voluntary framework, recognising different venue constraints while maximising positive equality impacts.
2. Continue the work as it is because no potential negative impacts have been found	See 1 above

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3. Justify and continue the work despite negative impacts (please provide justification – this must be a proportionate means of achieving a legitimate aim)	See 1 above
4. Stop the work because discrimination is unjustifiable and there is no obvious way to mitigate the negative impact	See 1 above

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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
Develop accessibility pledge checklist and guidance	Within 3 months	Licensing Team
Pilot pledge with volunteer venues	June 2026	Licensing Team
Publish accessible information for customers	October 2026	Licensing Team & Communication Team
Review uptake and equality impact	12 Months post launch	Licensing Team

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

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Step 8: Sign-off

EqlA author	Name: Afshar Ahmad Job title: Licensing Team Leader Date 14/01/2026
EqlA advisor / reviewer	Name: William Sasu Job title: Public Protection & Licensing Manager Date: 14/01/2026
Senior accountable officer	Name: Oliver Jones Job title: Director of Recreation & Public Safety Date: 14/01/2026