

Camden Council Equality Impact Assessment Form

Camden Council Equality Impact Assessment Form

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	
Street Trading and Markets Strategy	
Officer accountable for the EqIA (e.g. director or project sponsor)	
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Version number and date of update	
Version 3, 24/12/2025	

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.)

In Camden, there are nine outdoor street markets managed by the Council; the other markets across the borough are privately managed. Markets in the borough offer residents and visitors a range of social, economic, and environmental benefits. These benefits are collectively known as social value. Markets and street trading play a key role in Camden and are an important part of how we deliver on inclusive growth and the ambitions of We Make Camden.

Camden's markets are at the heart of our communities. They are more than spaces to shop. Markets are where residents meet, dwell, and feel part of the community. Markets give residents access to diverse, affordable goods and create welcoming places for families, older people, and neighbours to spend time and interact. Markets are free to access and they are often located in neighbourhoods. They are also places where people from different backgrounds can come together. They help reduce isolation and strengthen the sense of belonging.

Markets provide opportunities for residents and entrepreneurs who want to start a business. They represent an affordable incubation space for self-employed people to test ideas and grow. They contribute to our local economy and benefit local businesses as they increase footfall and spending in local shops. Street trading can also be the first step on the ladder for many entrepreneurs who may later go on to expand into shop premises within that community and/or scale up online operations. In addition, markets are an opportunity for the Council and traders to improve the environment and help tackle climate change.

In recent years, market license holders have shown resilience in the face of challenges, from the Covid-19 pandemic, lockdown, the rise of online shopping, to the rising cost of living. However, we know there are disparities between markets in Camden: some are flourishing, whereas others are facing challenges, with fewer traders and visitors.

In Camden, we want to retain, enhance and develop our markets. We want to embrace the opportunity that we have as a local authority and leader of place to provide affordable and inclusive shopping for residents and the wider community, while promoting social enterprise and fighting climate change.

Hence, we have developed a strategy, based on previous research and findings from engagement with residents, traders and stakeholders.

This strategy sets out our plan to revitalise Camden's markets and street trading sites in the next five years (from 2026 to 2031) by focusing on the economic, environmental, social and cultural aspects of markets.

The last adopted market strategy covered the period 2012-15. It set out the borough's approach to street trading with the aim of promoting and protecting markets in the borough.

In 2018, the Council commissioned a consultant to develop a market vision and delivery approaches for Inverness Street Market with development links to Camden's wider street markets portfolio. A report including recommendations and key principles was produced in 2019. Alas, with Covid-19 and the introduction of lockdown, the approach wasn't implemented or only partially.

When lockdown was lifted, the market team focused on bringing back traders and customers to the markets. The team applied some of the changes recommended. However, with recent and further challenges such as online shopping or the cost of living, the need to have a renewed vision and, particularly, a borough-wide strategy as per We Make Camden has led to reviewing the ambition for market and trading in the borough.

The Market Team has carried out engagement activities to inform the development of the Street Trading and Markets Strategy 2026-2031. The engagement process involved residents, traders, partners, and stakeholders. Between 2019 and 2023 engagement was undertaken pre and post Covid-19 with a focus on specific markets. The proposed Street Trading and Markets Strategy 2026-2031 was consulted on between 2 - 29 September 2025. The consultation was undertaken with traders, residents and visitors to the markets, Members, partners, and wider stakeholders (e.g. Representatives from the Business Improvement Districts, National Market Traders' Federation, Somers Town Neighbourhood Forum, etc.)

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How we consulted:

- Via Commonplace: 87 respondents and 248 contributions
- Orally: face-to-face engagement with traders and visitors in markets (discussions with over 200 people)
- Strategy document and survey in libraries
- Meeting with Council services
- Members' session
- By email.

Any changes to our markets will be to help deliver the following objectives:

- Objective 1: Markets are economically viable, provide self-employment and stimulate inclusive growth
- Objective 2: Markets are sustainable and contribute to the climate response, supporting the circular economy
- Objective 3: Markets are vibrant, safe, inclusive, diverse and social spaces
- Objective 4: Markets are spaces for artists, creatives and makers.

In addition to the strategy, we have developed an action plan which details which actions are needed to reach the objectives and who will be leading the actions, etc.

To underpin the Street Trading and Markets Strategy, the Council is developing a detailed action plan which sets out the practical commitments we are making in support of our four strategic objectives. We believe that many of our high-level actions will have positive impacts for people with the protected and additional characteristics explored in this EqIA, including people with intersectional identities and experiences. For instance, we will be committing to:

- 1.2 Develop the offer and support to maintain traders in Camden
- 1.3 Support traders in their business journey
- 1.4 Attract new traders to Camden
- 1.6 Proactively identify new opportunities for trading sites
- 2.1 Improve our infrastructure
- 2.4 Promote a circular economy
- 3.1 Enhance the quality of life of residents near markets mitigating the impact of the activity of trading
- 3.2 Enhance the public realm and create a welcoming environment
- 3.3 Improve accessibility of markets for visitors and support traders who have disabilities or health conditions
- 3.4 Create a safe environment
- 3.5 Encourage affordable, diverse and a variety of products in community markets
- 3.6 Work in partnership with public health to promote mental and physical health
- 3.7 Create a pitch for the community

Through the action plan (Step 6) set out in this EqIA, we're committing to collecting diversity information from market traders, so that in the future we can better understand the impact of this strategy on different groups amongst our traders.

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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 strategy concerns both traders and residents/visitors.

We don't ask traders their age. However, as part of the application process, traders have to provide a copy of their ID which includes their date of birth. The strategy won't discriminate any age groups - anyone who wants to become a trader will be encouraged to do so.

Markets are open to residents and visitors of all ages. We don't collect data on the number of visitors and their age.

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 family carers

We do not currently collect data on disability, but we will start asking traders if they have a disability or health condition in the application form and ask if they need support.

The implementation of the strategy is intended to have a positive impact on people with disabilities, including traders.

Specific objectives and actions are aimed at facilitating the activity of trading and improving the accessibility of markets, i.e. the objective "Improve accessibility of markets for visitors and support traders who have disabilities or health conditions".

Gender reassignment

We do not record data on gender reassignment.

Marriage and civil partnership

We do not record data on marriage and civil partnership.

In the table below, we collated the marital status of residents living within a 500-meter radius of each market:

Marital status	Single	Married	Civil partnership	Separated	Divorced	Widowed
Birchington Road	55%	30%	0%	3%	8%	3%
Chalton Street	66%	22%	0%	2%	7%	3%
Earlham street	66%	21%	2%	2%	7%	3%
Eton Avenue	47%	38%	1%	2%	8%	4%
Goodge Place	72%	18%	1%	1%	5%	2%
Inverness Street	61%	26%	0%	2%	7%	3%
Leather Lane	59%	26%	1%	2%	8%	3%
Plender street	62%	25%	1%	2%	7%	3%
Queens Crescent	56%	28%	0%	3%	8%	4%

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Pregnancy and maternity

We do not record data on pregnancy and maternity.

Race

We do not record data on race. We will now ask traders about their ethnicity in the application form.

In the table below, we collated ethnicity data for residents who live within a 500-meter radius of each market:

Ethnic groups	Asian	Black	Mixed or Multiple ethnic groups	White: English, Welsh, Scottish, Northern Irish or British	White other	Arab	Any other ethnic group
Birchington Road	16%	12%	7%	29%	26%	5%	5%
Chalton Street	30%	13%	7%	25%	18%	2%	4%
Earlham street	25%	5%	7%	33%	25%	3%	4%
Eton Avenue	16%	6%	6%	35%	30%	2%	5%
Goodge Place	23%	3%	7%	30%	29%	3%	4%
Inverness Street	17%	9%	7%	38%	25%	2%	4%
Leather Lane	25%	10%	6%	30%	21%	2%	4%
Plender street	22%	12%	7%	33%	21%	2%	4%
Queens Crescent	18%	13%	7%	38%	20%	1%	5%

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Religion or belief

We do not record data on religion or belief from market traders.

In the table below, we collated religion data for residents who live within a 500-meter radius of each market:

Religion	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	No religion
Birchington Road	33%	1%	2%	5%	22%	0%	38%
Chalton Street	29%	1%	2%	1%	27%	0%	40%
Earlham street	32%	2%	2%	2%	13%	0%	49%
Eton Avenue	31%	2%	3%	9%	11%	0%	44%
Goodge Place	31%	2%	3%	2%	8%	0%	53%
Inverness Street	31%	1%	1%	3%	17%	0%	47%
Leather Lane	32%	1%	1%	1%	22%	0%	43%
Plender street	31%	1%	1%	2%	22%	0%	43%
Queens Crescent	33%	1%	1%	3%	21%	0%	41%

Sex

We do not record data on sex. We will now start collating this data for traders.

In the table below, we collated the sex data of residents who live within a 500-meter radius of each market.

Market	Usual resident - Female	Usual residents – Male
Birchington Road	53%	47%
Chalton Street	53%	47%
Earlham street	49%	51%
Eton Avenue	53%	47%
Goodge Place	50%	50%
Inverness Street	52%	48%
Leather Lane	50%	50%
Plender street	52%	48%
Queens Crescent	54%	46%

Sexual orientation

We do not record data on sexual orientation.

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Intersectional Groups

We do not record data on intersectional groups; however, we will start collating data on age, gender, disability and ethnicity. This data will help better understand intersectional groups.

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

We will collect this information from market traders. One of our actions is to attract new traders to Camden. This includes approaching established and experienced license holders to see if they would provide work experience to local residents as assistants so that they can build up skills and learn how to run and potentially start their own business, and working with Good Work Camden and specialist training and employment organisations, prioritising local people who need additional support to get into employment.

Low-income households

We don't know the income of residents and visitors to the market. We have the data on household income. In the table below, we collated the income of households who live within a 500-meter radius of each market. Some residents and households may feel excluded from the market if they can't afford the products on offer. Some markets or traders are known for offering affordable products, e.g. fruits and vegetables or household items. The strategy also aims to attract traders who offer a variety and range of products.

Income (k)	0-15	15-30	30-50	50-70	70-90	90-120	120+
Birchington Road	4%	19%	31%	22%	12%	8%	5%
Chalton Street	6%	27%	34%	19%	8%	4%	2%
Earlham Street	2%	15%	30%	24%	14%	9%	6%
Eton Avenue	2%	12%	25%	23%	16%	12%	10%
Goodge Place	2%	14%	29%	24%	15%	10%	6%
Inverness Street	4%	20%	31%	21%	12%	7%	5%
Leather Lane	3%	19%	31%	22%	12%	8%	5%
Plender Street	5%	24%	33%	20%	10%	6%	4%
Queens Crescent	5%	24%	33%	20%	10%	5%	3%

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

N/a.

Private rental tenants in deprived areas

N/a.

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Single parent households

N/a.

Social housing tenants

N/a.

Any other, please specify

N/a.

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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.

We don't have data on intersectionality as it is difficult to collect data on visitors to the markets as these operate at various locations across the borough and they are open and free to access.

However, one action included in the action plan is to start collecting diversity information from market traders. This data will help measure if markets are inclusive.

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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	

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Protected Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Pregnancy/ maternity	No	
Race	No	
Religion or belief	No	
Sex	No	
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	<p>We intend that all residents, traders and visitors will benefit from economic, environmental, social and cultural benefits that the strategy will bring.</p> <p>We will provide seating in some markets; this will allow people who need such as older people to rest and pause.</p>
Disability including carers	Yes	<p>We intend that all residents, traders and visitors will benefit from economic, environmental, social and cultural benefits that the strategy will bring.</p> <p>We will improve the support we offer to traders who may have a disability or health condition so that their activity is made easier for them or to allow them to trade.</p>
Gender reassignment	No	
Marriage/civil partnership	No	

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Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Pregnancy/ maternity	Yes	<p>We intend that all residents, traders and visitors will benefit from economic, environmental, social and cultural benefits that the strategy will bring.</p> <p>We will provide seating in some markets; this will allow women who are pregnant to rest if needed.</p>
Race	No	
Religion or belief	No	
Sex	No	

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

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

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

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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	
Looked after children/care leavers	No	
Low-income households	Yes	<p>Markets are free and open to all. Some markets and traders offer affordable products such as fruits and vegetables, clothes or household items.</p> <p>The high-level actions included in our action plan are likely to support people on low income, such as:</p> <ul style="list-style-type: none"> 2.4 Promote a circular economy 2.5 Influence traders / behaviour change incentives 3.5 Encourage affordable, diverse and a variety of products in community markets 3.7 Create a pitch for the community

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Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Refugees and asylum seekers	No	
Parents (of any gender, with children aged under 18)	No	
People who are homeless	No	

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Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Private rental tenants in deprived areas	No	
Single parent households	No	
Social housing tenants	No	
Any other, please specify		

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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 strategy may have a positive impact on people who have a combination of characteristics in particular. For instance, an older person on a low income may value the market to be a place where they are able to purchase affordable products and spend time in, reducing at the same time social isolation. Bengali residents may also value Chalton Street market as a place where they can find specific products such as clothing material and at the same time meet members of the Bengali community and other communities.

We believe that the implementation of the strategy is likely to have positive impacts for people with protected characteristics, including people with intersectional identities and experiences (e.g. older people, low-income households). We won't be able to collect visitors' data; however, we commit to collecting traders' data to be able to measure and understand the impacts.

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?
<p>Traders and residents</p> <p>Survey via the online Commonplace platform</p> <p>In-person engagement in eight markets (with over 200 traders) to promote the survey and gather feedback</p>	<p>The issue raised related to one characteristic is accessibility. One of the questions of the survey asked respondents to state their top three priorities among others. 14 respondents said that "Improve accessibility for traders and visitors with disabilities, mobility challenges, older people, and pushchairs" is one of their top three priorities.</p> <p>This issue has been addressed in the strategy. See below for details.</p> <p>In the free text section of the survey, one person said that markets are "not a safe or inclusive space for the very young or the elderly and disabled".</p>
<p>Members</p> <p>In-person session</p>	<p>The issue raised related to one characteristic is accessibility. Improving accessibility for traders and for residents, e.g. to support traders in their activity. This issue has been addressed in the strategy. See below for details.</p>
<p>Stakeholders</p> <p>Feedback collected in meetings and via emails</p>	<p>All the issues raised focused on the markets or the role of the Council in supporting trading. No issues directly concerning one characteristic or intersectionality were raised.</p> <p>Please see Appendix 2 - Street Trading and Markets Strategy Engagement Report, of the Cabinet report for key results from the engagement.</p>

⁵ This could include our staff networks, advisory groups and local community groups, advice agencies and charities.

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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?

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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?

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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.

We have engaged with other Council teams on the development and delivery of the Street Trading and Markets Strategy and the delivery of the strategy.

Particular sessions will be developed with Council teams to seek their expertise and support in delivering the strategy, i.e. to improve, where needed, the infrastructure to allow all markets and trading sites to be accessible to people with mobility issues. We will seek expertise from the Equalities and Social Purpose Team and the Highways Team, for instance.

Further engagement will be carried out with services to gain insights into how their areas of work do or would contribute to the delivery of the Market and Street Trading Strategy once it has been adopted by the Council.

The draft strategy has also been presented to the Supporting Communities Directors Management Team (DMT).

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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.

<p>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.</p>	<p>By engaging with people, we made some changes. We amended the Market and Street Trading Strategy to address the accessibility concern. Under the objective 3, one of the things we will do to achieve the objective is "Improve accessibility for traders and visitors with disabilities, mobility challenges, older people, and pushchairs".</p>
<p>2. Continue the work as it is because no potential negative impacts have been found</p>	<p>●</p>

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

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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
Data collection Collate data about age, gender, ethnicity and socio-economic indicators from traders	Ongoing Data will be collected as part of the application process	Market Team
Implementation of the strategy and monitoring & evaluation We will gather data and develop insights to understand the impact of the strategy for different groups and, if needed, address any negative impact. This will include reviewing and updating this EqlA.	Yearly	Market team Other relevant teams across the Council

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Action	Due	Owner

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Step 7: EqIA Advisor

Ask a colleague, preferably in another team or directorate, to 'sense check' your approach to the EqIA and ask them to review the EqIA 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 EqIA 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

Camden Council Equality Impact Assessment Form

Step 8: Sign-off

EqIA author	Name Sofia Bouceddour Job title Principal Policy and Projects Officer Date 29/12/2025
EqIA advisor / reviewer	Name Jack Kilker Job title Equality Impact Quality Assurance Lead Date 29/12/2025
Senior accountable officer	Name Rachel Bailey Job title Head of Environment Services Date 07/01/2026