

# **Camden Council Equality Impact Assessment Form**

# Camden Council Equality Impact Assessment Form

Title of the activity	
Setting of revenue budgets and proposal to increase council tax by 4.99% for 2026/27 (including 2% for the adult social care precept). A small number of recommendations for capital budgets	
Officer accountable for the EqIA (e.g. director or project sponsor)	
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Position:	Equality Impact Quality Assurance Lead
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Version number and date of update	
Version 1, 04/02/2026	

## 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): Organisational-wide budget

### 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 recommendations for Council Tax increase are part of the Council's overall financial strategy with income raised from Council tax used to fund a wide range of services.

The setting of Council Tax is an annual statutory duty of the Council. It must set a balanced budget and a council tax by 6 March each year.

The proposed increase is expected to generate an additional £7.8million, helping to safeguard essential council services over the medium term.

The recommendation will reduce the level of budget savings the council will need to deliver. Within the increase is a specific levy of 2% which will raise an expected c£3.1m that will be earmarked for adult social care.

Council Tax forms a key component of the Councils funding strategy and allows the Council to fund a range of services to support residents and businesses across the borough.

Council Tax is a national system dictated by national legislation, including the provision of discounts and exemptions. The Council is able to make decisions on the level of council tax to levy within strict parameters set by the national government.

The government's assessment of the relative need for funding to deliver services is based on the assumption that Councils will increase council tax by 4.99% this year.

The new council tax will be levied from 1 April 2026 and will be levied on all eligible properties in the borough.

Tax demands will be sent to all properties in March 2026 and will include details of how to apply for support if people are having difficulty in making payments. payment of council tax can be made in ten monthly installments.

The Council provides a wide range of support for people unable to pay their council tax from the Council Tax Support Scheme, the cost of living fund and a wide range of other support - some of which is outline in the body of the report.

The design of the support via Council Tax support scheme and the discounts and exemptions for council tax liability do not form part of the recommendations in this report - but do act as mitigations for some of the potential negative impacts as a result of the recommendation to increase the annual tax charge.

## 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?

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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

Council Tax is levied based on a property rather than an individual, with some adjustments made via exemptions and discounts based either on the people living in the property and any changes made to the property.

We know that the population of people over 65 is growing in Camden (in the 2021 Census, 16.3% of Camden residents were aged over 60, although the highest representation of any age group was 25 – 44 years old which accounted for 35.0% of Camden residents). 10.8% of Camden residents were retired.

There is a specific element of the Council Tax support scheme that covers people of pensionable age that are on a low income – providing reductions in council tax based on income, with a number of pensioners paying no council tax at all.

### Disability, including family carers

As of 19 January 2026, 299 households receive a council tax reduction because of a disabled adaptation to their home. In the 2021 Census, 15.2% of all Camden residents were disabled and 4.6% of Camden residents were considered to be economically inactive due to long-term sickness or disability.

There are no specific council tax reductions for disabled people however the council provides range of support for people on low income who may not be able to pay for council tax. The Council also offers some grants to help people make adaptations to make their homes more accessible where they are disabled.

If a household has a low income, they may also get extra help through our Council Tax Support scheme, subject to approval.

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## Gender reassignment

Information on gender reassignment is not collected in council tax data.

## Marriage and civil partnership

The marital status of the liable person is not recorded in council tax records.

Census 2021 data showed that 56.5% of Camden residents were not living in a couple, and that of these residents; 42.3% were single, 2.0% were separated, 6.5% were divorced (or had dissolved a Civil Partnership) and 3.4% were widowed. There is no direct correlation between current marital status and household occupancy and so this will not be directly relevant to council tax liability.

There is no specific support offered for people depending on their marriage or civil partnership status.

Support may be available through the council tax support scheme and cost of living fund along with a range of other support, dependent on individual circumstances.

## Pregnancy and maternity

We do not collect data relating to council tax liability and pregnancy.

However, the council does offer specific grants of £500 as well as support via the family hubs for women who are pregnant and on low incomes. The pregnancy grant is available to those who:

- Live in Camden or in housing provided by Camden Council (including temporary accommodation or a refuge)
- Had their 20-week scan between Tuesday 1 April 2025 and Tuesday 31 March 2026
- Are receiving or eligible for Universal Credit (even if you're listed as a spouse or non-dependant on someone else's claim), Housing Benefit, or Council Tax Support.

The increase in council tax is a key component for being able to resource the payment of pregnancy grants. As a non-statutory service the pregnancy grants would be at risk if the council did not raise money through council tax.

The ability to fund this work is supported by the council tax increase

## Race

Council tax records do not include information about a person's race. In the 2021 Census, we know that 40.5% of Camden residents were from Black, Asian and other ethnic groups – 18.1% were Asian, 9.0% were Black, 6.6% were Mixed or from multiple ethnic groups, and 6.8% were from another ethnic group.

In Camden, some groups from Black, Asian, and other minority ethnic communities can face differences in income and educational opportunities. Free, independent advice on money, benefits, and debt is available through the Camden Advice Network. The Council tax increase supports the council's ability to fund this work.

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## Religion or belief

This is not recorded for council tax purposes. In the 2021 Census we know that the most represented group was 'No religion' at 34.6%, followed by Christian at 31.4%, Muslim at 16.1% and Jewish at 4.8%.

There is no reason to believe that any specific religious group would be disproportionately impacted by the proposed council tax changes.

## Sex

There is no council tax data regarding sex. In the 2021 Census, 52.7% of Camden residents were female and 47.3% were male.

## Sexual orientation

There is no council tax data regarding sexual orientation.

## Intersectional Groups

Age and disability can affect how much council tax someone pays, and there are measures in place to help certain groups:

- Pensioners: People of state pension age may be eligible for Council Tax Support or exemptions depending on their circumstances. Camden, like many areas in the UK, has a growing older population.
- Students: Full-time students under 25 usually are not counted as adults in a household, which can lower the overall council tax bill.
- Young Adults: Those aged 18 or 19 who are in full-time education or on certain apprenticeships may also be excluded from council tax calculations.
- Disabled People: Discounts are available to individuals with disabilities to help ease financial pressure.

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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

In Camden, Foster Carers have been exempted from paying council tax since 1 April 2014. This exemption only applies to foster carers who have taken on children placed by Camden Council. The council tax data indicates that there are 13 foster carers who are entitled for this exemption.

### Looked after children/care leavers

From 1 April 2018, the same exemption has been applied to the Camden Care Leavers who were in care in Camden and choosing to live within the London borough of Camden up to the age of 25 years.

We currently have 80 care leavers who receive this exemption.

### Low-income households

Council Tax Support (CTS) scheme allows residents to receive up to 100% support for their council tax, though some may still need to make a partial payment depending on their circumstances.

As of January 2026:

- 114,080 households were liable for council tax.
- 22,071 households received Council Tax Support, including 15,087 working-age households.
- 16,003 households received full support, of which 10,583 were working age.

The CTS scheme helps ensure that households on lower incomes get the support they need. If you are not working or earn less than £110.80 a week, you will not have to pay Council Tax.

If you earn more than that amount, the following income bands apply. You will not receive Council Tax Support if you earn above the top income band.

If you **do not have children** and earn between:

- £110.80 to £221.59 per week: You get **55%** off your bill
- £221.60 to £498.59 per week: You get **35%** off your bill

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If you **have children** and earn between:

- £110.80 to £221.59 per week: You get **65%** off your bill
- £221.60 to £498.59 per week: You get **45%** off your bill
- £498.60 to £548.45 per week: You get **30%** off your bill
- £548.46 to £623.25 per week: You get **15%** off your bill

If you are disabled or a carer, you or your partner must receive the daily living component of Personal Independence Payment, the care component of Disability Living Allowance, or Carer's Allowance. If you earn between:

- £110.80 to £221.59 per week: You get **85%** off your bill
- £221.60 to £498.59 per week: You get **55%** off your bill
- £498.60 to £548.45 per week: You get **45%** off your bill
- £548.46 to £623.25 per week: You get **30%** off your bill

## **Refugees and asylum seekers**

No relevant council tax data exists regarding refugees and asylum seekers, although we note that many people in this group may be at risk of having lower incomes.

However, no discounts can be applied for asylum seekers as until they are granted leave to remain, etc. they are not entitled to public funds. Our understanding is that the Home Office support them financially until then and once they are given leave to remain they can claim council tax support

The Council has a number of asylum seekers in the borough. Households will only become liable for Council tax when they are in a self-contained property.

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

We have no specific data on parental status and council tax. We have set out more information on our support arrangements, which may be relevant to people in this group, under 'Any other'.

## **People who are homeless**

People who are homeless would not be subject to Council Tax and so will not be affected by any changes to council tax charges.

The Council tax increase supports the provision of services to homeless people.

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

Council Tax is levied based on a historic valuation of a property – there are support along with discounts and exemptions for a range of personal circumstances for individual tax payers.

## **Single parent households**

Some households may qualify to apply for Council Tax Support (CTS) or a discretionary reduction due to financial hardship (section 13A), although not all will be eligible.

Regardless of income, every household is entitled to a 25% single person discount on their council tax. As of 19 January 2026, council tax records show that 42,930 households are receiving this discount. Additional support available to these households may include CTS and/or a discretionary reduction for financial hardship.

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<b>Social housing tenants</b> According to the 2021 Census, 33.7% of Camden residents lived in socially-rented housing – 22.7% of these residents live in social housing rented from the Council.  We have set out more information on our support arrangements, which may be relevant to people in this group, under ‘Any other’.
<b>Any other, please specify</b> One-person households are eligible for a reduction in council tax of 25.0%. In the 2021 Census, 38.7% of Camden residents were living in a one-person household.  COUNCIL TAX DISCRETIONARY REDUCTION POLICY: Under Section 13A(1) (c) of the Local Government Finance Act 1992 (as amended by the Local Government Finance Act 2012), the Council has the power to reduce liability for council tax in relation to individual cases or class(es) of cases that it may determine and where national discounts and exemptions cannot be applied.  The legislation allows councils some discretion to reduce council tax in cases where a reduction may be appropriate, even if the situation is not covered by existing rules on exemptions, discounts, or council tax support schemes. In exceptional circumstances, the Council may reduce or cancel a person’s council tax liability, taking into account their individual circumstances. In some cases, people who have already received all available statutory discounts may still be eligible for additional support.  More information about the Discretionary Council Tax discounts can be found in Camden Website: <a href="https://www.camden.gov.uk/home">https://www.camden.gov.uk/home</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.**

<p>The intersectionality between age and increase in council tax primarily involves discounts and exemptions available to certain age groups.</p> <p>Pensioners: Individuals who have reached the state pension age may qualify for a Council Tax discount or exemption, according to made by the government, with one exception. In Camden, War Disablement, War Widows and War Widowers Pensions are disregarded in full.</p> <p>Full time Students: Subject to approval, Full-time students do not have to pay Council Tax. If you pay Council Tax on a property and you live with full time students, you may qualify for a discount.</p> <p>Young Adults: Individuals aged 18 or 19 who are in participating in certain apprenticeship</p>
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schemes may be able to get a Council Tax discount or exemption if you are an apprentice, trainee or student aged 18 or 19.

Disabled Individuals: Specific reductions are available for people with disabilities. These measures aim to provide financial relief to individuals who may be financially vulnerable or engaged in full-time education.

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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	Yes	Older people may be more likely to have lower incomes, particularly when reaching retirement age.  Legislation dictates that people of the pensionable age must be assessed on the national scheme which allows Council Tax Support awards up to 100%.
Disability including carers	Yes	Carers and people who are disabled may be more likely to have lower incomes and be impacted by tax rises.  The Council provides a range of support including the council tax support scheme.
Gender reassignment	No	No specific negative impact identified.
Marriage/civil partnership	No	No specific negative impact identified through consideration of available data.

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Pregnancy/ maternity	Yes	<p>Pregnant women may be more likely to be on lower incomes due to career breaks and maternity pay. We do not have data matching pregnancy with tax liability and so have not explored this further.</p> <p>We provide a range of support for-low income households and for pregnant women on low incomes to help address negative impacts.</p>
Race	No	No specific negative impact identified.
Religion or belief	No	No specific negative impact identified.
Sex	No	No specific negative impact identified, although we know that women are more likely to carry the financial cost of parenting or caring responsibilities and so could be slightly more impacted than men by a rise in council tax.
Sexual orientation	No	No specific negative impact identified.

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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 council provides a range of services for older people in the borough – the tax increase will support the provision of these services. Without the tax increase, the council may need to reduce some of the support we have in place for older people.
Disability including carers	Yes	The council provides a range of services for disabled people in the borough – the tax increase will support the provision of these services. Without the tax increase, the council may need to reduce some of the support we have in place for disabled people.
Gender reassignment	No	No specific positive impact identified.
Marriage/civil partnership	No	No specific positive impact identified.
Pregnancy/ maternity	No	No specific positive impact identified.

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Race	No	No specific positive impact identified.
Religion or belief	No	No specific positive impact identified.
Sex	No	No specific positive impact identified.
Sexual orientation	No	No specific positive impact identified.

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## 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	No negative impact identified. Exemption to council tax applied for those who have taken on children placed by Camden Council.
Looked after children/care leavers	No	No negative impact identified. Exemption to council tax applied.
Low-income households	Yes	<p>Those in low-income households may find it more difficult to manage the increase to their council tax rates, compared to those on higher incomes.</p> <p>All residents who are not working or earn less than £118.39 a week will not have to pay Council Tax, therefore they will be shielded from a rise in Council Tax. Residents earning more the £118.39 will receive a discount.</p> <p>The national council tax scheme is also available to those on lower incomes or who are claiming benefits. Bills could be reduced by up to 100% depending on where residents live, household income as well as considering the presence of children or other adults.</p>
Refugees and asylum seekers	Yes	<p>Refugees and asylum seekers may be ineligible for council tax support or face difficulties accessing it.</p> <p>As a borough of sanctuary, we are committed to helping refugees and asylum seekers living or arriving in Camden to access support.</p>

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Parents (of any gender, with children aged under 18)	Yes	<p>Working parents with young children may face difficulties with increasing rates of council tax, due to other financial obligations such as childcare costs.</p> <p>Our Council Tax Support allows parents to deduct childcare costs from their earnings when we calculate any council tax discount they may receive.</p>
People who are homeless	No	Not applicable to council tax analysis.
Private rental tenants in deprived areas	No	<p>No specific negative impacts identified.</p> <p>People in this group potentially may qualify for Council Tax Support or discretionary reduction in exceptional cases.</p>
Single parent households	Yes	<p>No specific negative impacts identified.</p> <p>People in this group potentially may qualify for Council Tax Support or discretionary reduction in exceptional cases.</p>
Social housing tenants	Yes	<p>Households in social housing may be more likely to have lower incomes on average and so may be more significantly impacted than other groups by a rise in council tax.</p> <p>Those on low incomes may qualify for Council Tax Support or discretionary reduction in exceptional cases.</p>
Any other, please specify.	No	

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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	Foster carers receive a council tax exemption.
Looked after children/care leavers	Yes	Care leavers up to the age of 25 receive a council tax exemption.  The council tax increase will help to fund services for looked after children and care leavers.
Low-income households	Yes	The Council Tax increase will help to fund services that should support low-income households.
Refugees and asylum seekers	No	No direct positive impact identified.  The cost of supporting refugees is met from a direct government grant.
Parents (of any gender, with children aged under 18)	Yes	The additional income raised from the council tax rise will help to fund services for parents.

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People who are homeless	Yes	The additional income raised from council tax will support the provision of services to people who are homeless.
Private rental tenants in deprived areas	Yes	The additional income raised from council tax will support the provision of services to people who are in deprived areas.
Single parent households	Yes	The additional income raised from council tax will support the provision of services to people who are in single parent households.
Social housing tenants	Yes	No direct positive impact identified. Social housing tenants may rely more on council services which will be funded by the recommended tax rise.
Any other, please specify	No	

**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.

We have no reason to believe there will be any disproportionate positive or negative impact on any people who have a combination, or intersection, of two or more characteristics. We do acknowledge, however, that there may be financial implications for households arising from the council tax increase and that these may impact those on lower incomes more than others.

The council tax increase applies uniformly across all residents, and it's not designed to impact any protected group differently. However, some residents may be eligible for discounts based on their circumstances, such as disabled individuals or older people. These discounts are not based on protected group status but rather on individual factors, like student status, ensuring that the tax increase remains equal for everyone, with only specific

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reductions for qualifying circumstances.

The increase in council tax in Camden is based on local authority decisions and follows statutory guidance meant to treat all residents equally. Exemption or discounts would apply to everyone based on their specific circumstances. Council tax support can be applied by all households on our website for an exemption and reduction and is included in the council tax notification. There are other advice and support available to apply on our website such as money advice to help residents should they need assistance with money, bills or debt, subject to eligibility.

<sup>2</sup> 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?
We Make Camden	<p>All financial budget decisions are taken in line with our strategic objectives as set out in We Make Camden, the authority's vision for the future, published in March 2022. All policy aims set out via We Make Camden have been arrived at in consultation with numerous residents, partners and community leaders.</p> <p>Consultation with residents also takes place to develop the We Make Camden mission objectives.</p> <p>The Tax increase is a key element in the council's ability to fund services that help to meet the We Make Camden objectives.</p>
All residents	<p>All residents will receive letters ahead of April 2026 to inform them about the Council Tax increase for the 2026 – 27 Financial Year. All residents will be able to call us on 020 7974 4444 to understand this letter.</p> <p>More information can be found on the Camden website: <a href="https://www.camden.gov.uk/council-tax">https://www.camden.gov.uk/council-tax</a></p> <p>Information on how to translate information can be found here: <a href="https://www.camden.gov.uk/translation">https://www.camden.gov.uk/translation</a></p>
Residents who are neurodivergent or have learning disabilities	<p>We work with authorised third parties such as Social/Support Workers, Charities and Welfare groups to provide information in writing, by telephone and face to face in order to adapt to someone's personal requirements. We also extend timescales on internal processes to enable resident to seek support or help and to give time to understand information provided. Council tax accounts may be given an indicator or notes to show that a resident might need more support than others so Camden officers are aware when dealing with such residents.</p>

<sup>3</sup> 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.**

Mark Stewart & Leigh Wood - (Head of Council Tax, Business Rates & Benefits & Council tax and Benefits Service Manager) - provided updated figures, comments and review of council tax schemes.

## 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><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></p>	
<p><b>2. Continue the work as it is because no potential negative impacts have been found</b></p>	
<p><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></p>	<p>The raising of Council Tax is a key element of the Council's financial strategy and is key to funding a range of services that support residents in the borough.</p> <p>Negative impacts of increased charges are mitigated through the Council Tax support scheme and through a wide range of council services that are designed to support the least well off in the borough.</p>

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<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
Look to improve our data on Council Tax to ensure we can assess the impact of Council Tax decisions in future years	Sept 2026	Jason Blackhurst
Monitor complaints about Council Tax increase	ongoing	Jason Blackhurst

## 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: Thomas Brhane Job title: General Fund Strategy Accountant Date: 04/02/2026
<b>EqlA advisor / reviewer</b>	Name: Jack Kilker Job title: Equality Impact Quality Assurance Lead Date: 09/02/2026
<b>Senior accountable officer</b>	Name: Jason Blackhurst Job title: Head of Strategic Finance and Business Partnering (interim Deputy S151 Officer) Date: 04/02/2026