

Camden Council Equality Impact Assessment Form

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Title of the activity	
Contract to deliver an evidence base for the London Borough of Camden Housing Taskforce	
Officer accountable for the EqIA (e.g. director or project sponsor)	
Full name:	David Burns
Position:	Director of Economy, Regeneration and Investment
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Lead person completing the EqIA (author)	
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Person reviewing the EqIA (reviewer)	
Full name:	
Position:	
Directorate:	
Email:	
Version number and date of update	

Step 1: Clarifying aims

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

- New
- Under review
- Being changed

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

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

1.c Which Directorate does the activity fall under:

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

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

The aim is to develop an independent, evidence-based review of the social and economic impact of how Camden has delivered housing developments over the past decade. The work will explore future scenarios, compare Camden with other boroughs, and inform practical recommendations for future housing strategy. It will combine data analysis with resident engagement to ensure the findings reflect lived experience and support meaningful policy change.

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

Based on 2021 Census data

Camden's demographic profile corresponds to a typical metropolitan city with a university presence: a large proportion of students and younger adults, relatively few children and older people compared to the national average: according to the latest

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2022 mid-year estimates 43% of residents are aged under 30, 66% are aged under 45. 17% of the population are children and young people aged under-18. Average age in Camden is 37.2 years, compared to 37.5 in London and 41.2 nationally.

Disability, including family carers

Based on 2021 Census data and the Office for Statistics Wellbeing Survey (2020-21)

43,933 people in Camden have a disability, equating to 17.7% of the total population. 9.2% of residents have a disability that limits their day-to-day activities a little and 8.3% have a disability that limits their day-to-day activities a lot.

Personal wellbeing measures average 'satisfaction with life'; how 'worthwhile' life is; 'happiness'; and 'anxiety', marked out of 10. Camden in 2022-23 was estimated to be 7.3, a slight fall from 2021-22. The London average was 7.4 and UK average 7.5. People in rural areas have higher wellbeing scores than Londoners.

51.3% of Camden residents described their health as "very good", increasing from 47.1% in 2011

93.5% of residents described their health as fair, good, and very good

Gender reassignment

Based on 2021 Census data

Gender identity asked whether people had the same sex as at birth. In Camden, 91% of residents had the same sex as at birth, and 0.7% who had a different sex from birth and identified as either Trans Women, Trans Men, or who provided other gender identities.

Marriage and civil partnership

Based on Census data

The rate of marriage and civil partnerships in the London Borough of Camden is 31.3%, which is significantly lower than that of Greater London (40.2%).

Pregnancy and maternity

Based on 2021 Census data

In Camden overall, 22.7% of households have dependent children. The rate for Greater London is 30.9%.

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Race

Based on 2021 Census data

In 2021, 40.5% of Camden's residents were from Black, Asian, or other minority ethnic groups (increased from 27% in 2001; 34% in 2011). A further 24.1% were non-British *White* residents including those from the EU, other Europe, and the rest of the world.

According to the 2021 Census ethnic group categorisation, *Black African* form the largest minority ethnic group in seven Camden wards; *Bangladeshi* the largest minority in six, *Chinese* in one and *Indian* in one ward. Camden's largest communities with a distinctive cultural identity are *Bangladeshi, Indian, Chinese, Somali and Arab*.

Religion or belief

Based on 2021 Census data

Religion is asked in the 2021 Census as a voluntary question, though fewer than 9% failed to provide a response and a further 35% had no religion. The largest group with a religion were Christian (31%), followed by Muslim (16%), Jewish (5%), Hindu (2%), Buddhist (1%) and Sikh and other religions (<1%).

Main language spoken was recorded in the 2021 Consensus. Overall, in Camden, 21% of people aged 3 and above did not speak English as their main language. Of these, the most commonly spoken languages were French (10%); Bengali (9%); Spanish (8%); Italian (7%); Arabic and Portuguese (5%); Somali and Greek (4%); and Albanian (3%).

Sex

Based on 2021 Census data

Sex/Gender

Male 47.3% compared to 49.3% in Greater London

Female 47.3% compared to 50.7% in Great London

Sexual orientation

Based on 2021 Census data

Two new questions were asked in the 2021 Consensus on sexual orientation and gender identity. By sexual orientation, 83% of Camden residents aged 16 and over identified as heterosexual, 3.7% as gay or lesbian, 2.5% as bisexual and 0.3% as other sexual orientations.

Intersectional Groups

None

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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.

Due to the small number and data protection, we are unable to share information.

Looked after children/care leavers

Due to data protection, we are unable to share information.

Low-income households

Based on 2021 Census data

The estimated equivalised median household income in Camden for the year of 2023 is £45,000, varying across different wards. The range spans from £29,700 in St Pancras and Somers Town ward to £61,400 in Hampstead Town ward. Notably, 18% of households in Camden have an annual median income below £25,000.

Camden exhibits a relatively low employment rate and a comparatively high economic inactivity rate when compared to London and England & Wales. Although students residing in the borough contribute to this dynamic, certain Camden residents still encounter significant obstacles in accessing employment opportunities. Consequently, a smaller proportion of Camden residents are employed relative to the working-age population. As of June 2023, the Annual Population Survey estimated the Camden employment rate 70.7%, reflecting a 1.8% decrease from its peak of 72.5% in March 2020, prior to the onset of the pandemic.

Refugees and asylum seekers

None

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

None

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<p>People who are homeless</p> <p>None</p>
<p>Private rental tenants in deprived areas</p> <p>None</p>
<p>Single parent households</p> <p>None</p>
<p>Social housing tenants</p> <p>None</p>
<p>Any other, please specify</p> <p>Based on 2021 Census data</p> <ul style="list-style-type: none"> - Socio-economic deprivation <p>The 2021 Census categories deprivation into 1 to 4 dimensions, with 4 dimensions representing the most severe level.</p> <p>In comparison to London (48.1%) and England and Wales (48.3%), Camden had a slightly lower percentage of households unaffected by deprivation in any dimension (47.5%). Conversely, in the range of 2 to 4 deprivation dimensions, Camden had a slightly higher proportion of affected households (21.6%) compared to London (19%) and England and Wales (18.2%). Notably, in the most extreme category of 4 dimensions, 0.7% of households in Camden were affected, ranking the second highest in London.</p>

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.

Income & Employment: Many residents work in low-paid, essential sectors such as health care, cleaning, retail, and education. Rising rents in the private sector and cost-of-living pressures have disproportionately impacted on working residents, particularly single parents and caregivers.

Diversity: Camden is ethnically diverse, but individuals whose first language is not English often encounter language barriers, insecure employment, and limited housing options. For ethnic minorities living in overcrowded or temporary housing, the challenges are even more pronounced due to intersectional disadvantages.

Camden's housing strategy recognises that housing is not just about shelter, but about enabling access to employment, education, and community life. The council's transformation

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plans include relational services, like tenancy visits and neighbourhood support, to better understand and respond to tenants lived realities.
The Housing Transformation Update highlights how Camden is adapting to regulatory changes, rising poverty, and tenant feedback to improve services.

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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?

1.b Potential negative impact on protected characteristics

Protected Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Age	No	The rationale behind the project is to review how Camden has delivered housing to date through a comprehensive evidence base to help inform future decisions and our housing strategy. Given this, it is unlikely to have negative impacts, given it will be used to improve service provisions.
Disability including carers		See Age
Gender reassignment	N/A	
Marriage/civil partnership	N/A	

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Protected Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Pregnancy/ maternity	N/A	
Race	No	See Age
Religion or belief	N/A	
Sex	N/A	
Sexual orientation	N/A	

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1.c Potential positive impact on protected characteristics

Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Age	Yes	The rationale behind the project is to review how Camden has delivered housing to date through a comprehensive evidence base to help inform future decisions and our housing strategy. Given this, we strongly believe this will have positive impacts as it will improve service provisions.
Disability including carers	Yes	See Age
Gender reassignment	N/A	
Marriage/civil partnership	N/A	
Pregnancy/ maternity	N/A	

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Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Race	Yes	See Age
Religion or belief	N/A	
Sex	N/A	
Sexual orientation	N/A	

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1.d Potential negative impact on other characteristics

Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Foster carers	No	The rationale behind the project is to review how Camden has delivered housing to date through a comprehensive evidence base to help inform future decisions and our housing strategy. Given this, we firmly believe this will have positive impacts as it will improve service provisions.
Looked after children/care leavers	No	See Foster Carers
Low-income households	No	See Foster Carers
Refugees and asylum seekers	No	See Foster Carers
Parents (of any gender, with children aged under 18)	No	See Foster Carers

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Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
People who are homeless	No	See Foster Carers
Private rental tenants in deprived areas	N/A	
Single parent households	No	See Foster Carers
Social housing tenants	No	See Foster Carers
Any other, please specify.		

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1.e Potential positive impact on other characteristics

Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Foster carers	Yes	In 2019, Camden recognised care experience as a locally protected characteristic to ensure services are more responsive to the needs of looked-after and care-experienced individuals. A cross-Council working group meets regularly to drive ongoing improvements.
Looked after children/care leavers	Yes	See Foster Carers
Low-income households	Yes	Overall, the aim of the project is to improve how Camden delivers housing, which could benefit low-income families by increasing the availability of affordable and social housing.
Refugees and asylum seekers	Yes	Refer to low-income household
Parents (of any gender, with children aged under 18)	Yes	Refer to low-income household

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Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
People who are homeless	N/A	
Private rental tenants in deprived areas	N/A	
Single parent households	Yes	Refer to low-income families
Social housing tenants	Yes	Refer to low-income families
Any other, please specify		

1.f 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.

Please refer to 2C on page 18

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

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

2.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?
Portfolio for New Homes and Community Investment	<p>Conversations around taking stock of what's working and what potentially is not working. After a decade of Council-led development it's important to assess the impact of the Council's approach and understanding who has benefited.</p> <p>We have decided to commission an external contractor to develop the evidence base, and the advisory group will be made up of a range of experts spanning the public, private and voluntary sectors to ensure Camden's housing strategy is guided by evidence, best practice, and resident voice.</p>
Internal project team	Conversations about how we can support the external contractor to gather all the relevant data, documents and proper introductions to ensure the efficacy and comprehensive report to support the advisory group.
CIP/Economy, Regeneration & Investment/Housing	Sessions around the rising housing demand and affordability challenges.
Advisory Group	This engagement centres around using the comprehensive evidence base gathered by the contractors and using it to inform Camden's future on housing developments and leading to a new housing strategy.

³ This could include our staff networks, advisory groups and local community groups, advice agencies and charities.

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

Follow up sessions with residents in focus groups will be taking place – we expect these to be over August – October
 Formal procurement process taking place to select/appoint a contractor to deliver the evidence base

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 EqIAs 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.	
2. Continue the work as it is because no potential negative impacts have been found	Yes – we do believe this project would improve service provision, given the fact there hasn't been any identified any negative impacts of the protected characteristics – project will go ahead
3. Justify and continue the work despite negative impacts (please provide justification – this must be a proportionate means of achieving a legitimate aim)	
4. Stop the work because discrimination is unjustifiable and there is no obvious way to mitigate the negative impact	

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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
Liaising with contractors to ensure effective collation of evidence base	Aug - October	A contractor will be appointed, and Tiegan Mercer will be overseeing
Advisory Group	October – February 2026	Tiegan Mercer

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

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Step 8: Sign-off

EqIA author	Name Tiegan Mercer Job title Principal Policy and Projects Officer Date 29 July 2025
EqIA advisor / reviewer	Name Liya Habte Job title Senior Policy and Project Officer Date 29 th July 2025
Senior accountable officer	Name David Burns Job title Director of Economy, Regeneration and Investment Date 29 July 2025