

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	
Youth Justice Plan including new priorities for 2025 – 2028	
Officer accountable for the EqlA (e.g. director or project sponsor)	
Full name:	Tim Cosh
Position:	Head of Service, Integrated Youth Support Services
Directorate:	Children & Learning
Email:	Tim.Cosh@camden.gov.uk
Lead person completing the EqlA (author)	
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Position:	Quality Improvement Officer
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Person reviewing the EqlA (reviewer)	
Full name:	Jack Kilker
Position:	Equality Impact Quality Assurance Lead
Directorate:	Homes and Communities
Email:	Jack.Kilker@camden.gov.uk
Version number and date of update	
20 th Jan 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):

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.)

Each year the Youth Justice Service is required to complete a Youth Justice Plan demonstrating its achievements and performance over the past year and its priorities for the coming year as a condition of its grant from the Youth Justice Board (YJB). It supports the Council's We Make Camden ambitions by ensuring that Camden actively tackles injustice and inequality, creating safe, strong and open communities where everyone can contribute, is aligned with the Community Wealth Fund objectives and supports the Youth Mission where every young person has access to economic opportunity that enables them to be safe and secure by 2025.

Youth Justice Services (YJS) were created by the Crime and Disorder Act 1998 with the purpose of preventing offending by children. Camden's YJS works with its key partners - police, children's services, health services, probation, community safety and voluntary and private sector providers. The Youth Justice Board oversees all Youth Justice Services and requires the YJS to look at and address various key themes including children from groups who are over-represented, prevention, diversion, education, restorative approaches and victims, detention in police custody, remands and constructive resettlement. Each YJS has 3 main Key Performance Indicators – Reducing First Time Entrants (to the Youth Justice System), Reducing Re-Offending and Reducing Custody. The YJS works with children aged 10 – 17 who have either offended or are at risk of entering the Youth Justice System. Children on Statutory Orders come to the YJS via the Courts or the Police. Children can also be referred into the service via schools, police, and the Service will work with them on a voluntary basis. Work can take place from 12 weeks to months or years depending on the court order or custodial sentence. In 2024/25, the YJS worked with 61 children.

The YJS is based at the Crowndale Centre and serves the whole of Camden. The team is multi-disciplinary and includes YJS Case Managers that work alongside specialists from Connexions, Child Adolescent Mental Health Service, Sexual health, Speech and Language, substance misuse, Police. Children can access support from all these specialists.

Camden have been assessed by the Youth Justice Board oversight framework as performing to a strong standard. This is the highest ranking. Camden are in the top quartile nationally of relevant oversight metrics, have strong plans and standards, financial compliance and a good or outstanding inspection outcomes. As a result of this, Camden YJS are encouraged to share work with peers and partners.

Camden Youth Justice Service received a rating of Outstanding from His Majesty's Inspectorate of Probation in May 2025. The inspection found that Camden YJS has an authentic culture of care and innovation for the children, families, and victims it works with.

Following consultation with staff, children, parents, and board members, the following priorities will be in place for the next 3 years, whilst retaining some flexibility around changes from the Social Work National Reform. Previous priorities will continue to be embedded and become business as usual.

- Tackling Domestic Violence and Abuse (DVA)
- Supporting Victims of Youth Crime
- Addressing Disproportionality
- Enhancing Education, Training and Employment Offer (ETE)
- Continue to expand and improve on the YJS Prevention Offer
- Enhancing transitional safeguarding and reduce the risk of reoffending for children leaving our service

Business as usual/embed the following:

- Investment in the staff teams' development and wellbeing

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- Using feedback from children and families to improve the service
- Responding to social inequality
- Embed the 3-month re-offending tool to look at patterns and trends as they emerge
- We will also look at how best to use our own data alongside wider data collated throughout the directorate

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

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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Age

The Youth Justice Service works with children aged 10 -17

Age at year midpoint	2024/25
Ten	
Eleven	
Twelve	
Thirteen	3
Fourteen	4
Fifteen	9
Sixteen	20
Seventeen	24
Eighteen	1
Nineteen	
Total	61

Disability, including family carers

14 have Special Educational Needs - 23% of the cohort

11 have an Education Health Care Plan - 18% of the cohort

There are no physically disabled children known to the service. The service based in Crowndale Centre is accessible and staff also attend homes or other premises to meet the needs of children whether for access or safety purposes.

15% of Camden residents are disabled according to the census in 2021.

Gender reassignment

We have no children undergoing or have undergone gender reassignment in the cohort.

This can be recorded on ChildView the YJS database system

Marriage and civil partnership

N/A to the age of our cohort

Pregnancy and maternity

A small percentage of our cohort are girls, 4 of the 61 (7%). No children in the cohort were pregnant. Pregnant children would have access to our CAMHS worker, and we will soon be employing a YJS Nurse.

Race

Census data for Camden (2021) shows a decrease in the Black and Mixed population but an increase in the Other groups. Analysis of the YJS cohort shows that Global Majority children make up 70% of the cohort and are overrepresented in the Youth Justice Service.

	2011		2021		Camden YJS cohort 2024/25	
	10 - 17 yrs		10 - 17 yrs		10 - 17 yrs	
	Total	%	Total	%	Total	%
Asian	2,773	19%	3,367	20%	3	5%
Black	2,593	17%	2,503	15%	17	28%
Mixed	2,593	17%	1,987	12%	10	16%

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Other	592	4%	1,304	8%	13	21%
White	7,198	48%	7,444	45%	18	30%
Total	15,749		16,605		61	

Black and Mixed heritage children remain overrepresented in the YJS cohort with Asian and White children underrepresented. The 'other' category continues to increase and is also overrepresented. This group included children of Afghan, Arab, Iraqi, Lebanese and Moroccan heritage.

Religion or belief

33 of the cohort are Muslim (54%) over half of the cohort, 13 (21%) are Christian, the rest of the cohort is made up of Roman Catholics (4, 7%), Atheists (3, 5%), Agnostics (1, 2%), Jehovah Witness (1, 2%), Other (1, 2%), Unknown (2,3%)

Camden Census 2021:

- **No Religion:** 34.6%
- **Christianity:** 31.4%
- **Islam:** 16.1%
- **Jewish:** Around 5%
- **Hindu:** Around 2%
- **Buddhist:** Around 1%
- **Other Religions:** 1.2% (includes Sikhism, etc.)
- **Not Answered:** 8.9%

Sex

Of the 61, 4 are girls, (7%) and 57 are boys (93%). This is similar to other YJS's and is representative across the Youth Justice System.

There are significantly fewer girls in the Youth Justice System in England and Wales compared to boys—representing only about 20% of the caseload and less than 2% of the custodial population—due to a combination of lower offending rates for serious crimes, distinct welfare-based pathways into crime, and a greater emphasis on diversionary, community-based support for girls.

Camden Census 2021:

53% female

47% male

Sexual orientation

There is no way to currently record this information in ChildView (the YJS database). However, this would be covered in the identity and diversity section of their assessment would be recorded under wider family and other relationships section as well as the young persons self-identity section.

Intersectional Groups

Black boys who are SEN: 1

(2%)

(Black boys who are CLA: 4

(7%)

There are significantly fewer girls in the Youth Justice System in England and Wales compared to boys—representing only about 20% of the caseload and less than 2% of the custodial population—due to a combination of lower offending rates for serious crimes, distinct welfare-based pathways into crime, and a greater emphasis on diversionary, community-based support for girls.

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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

N/A

All the children we work with are 10 – 17 and not foster carers

Looked after children/care leavers

12 of the 61 children have been a Child Looked After; this represents 20% of the YJS cohort, and an over representation compared to the general population. It should be noted that some of these children may be in the care of the local authority due to their offending behaviour, so a child on remand automatically becomes a child looked after.

All children in the YJS have access to support via the service and specialists within the team.

Low-income households

N/A

We do not collate information on household incomes. All children in the YJS have access to support via the service and specialists within the team.

Refugees and asylum seekers

N/A

We record if children are refugees and asylum seekers.

All children in the YJS have access to support via the service and specialists within the team.

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

In 24/25 one child (male) became a parent (father) whilst working with the YJS. He was 18 at the time but had access to sexual health and our parenting and family support worker. Anyone under 18 becoming a parent would also have access to CAMHS via the YJS.

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People who are homeless

N/A

All children in the YJS have access to support via the service and specialists within the team. Suitability of accommodation forms part of the YJS assessment. Homeless children would also be referred to Social Care.

Private rental tenants in deprived areas

N/A

We do not collate information on this

Single parent households

N/A

This information would be gathered as part of the YJS assessment process but would not impact the service given. The YJS can provide vouchers to support economic needs within the home.

Social housing tenants

N/A

We do not collate information on this

Any other, please specify

Black boys who are SEN: 1

Black boys who are CLA: 4

Children who are looked after:

12

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.

Over the last 5 years Camden YJS have been reporting their disproportionality data to the YJS management board. Of note, the most current data tells us the proportion of White children in the YJS has reduced significantly from 41% to 29% in the last year. Positively, the overrepresentation of Black children receiving suspensions has reduced from 1.8 to 1.5 times than White children; though clearly there remains work to be done. Also, since we last reported to the board in March 2024, we have seen an increase in children being referred into the YJS through the Deferred Exclusion Programme, 89% of whom were Global Majority children. Another shift from the previous cohort is the increase in Black children committing more serious offences. In the 2024 the data showed us 0% of the Black children committed offences of 5-8 gravity, whereas in this report, they have committed 38% of serious offences. The small YJS cohort means that percentages must be viewed with some caution, however it remains important to understand and analyse this to understand the trends and what impact the work of the YJS, and more widely the partnership may be having on the overrepresentation of Black and Mixed children in Camden.

- Black and Mixed children make up 27% of Camden's youth population (10–17-year-olds) but represent 44% of the YJS cohort.
- 71% of the YJS cohort are Global Majority children, an increase from 2024 which was 55%.

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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	Camden Youth Justice Service works with children aged 10 -1 7 – this is the age of criminal responsibility. All children within that age group will have access to our services if they are within the youth justice system. Our new priorities will positively impact all children known to the service.
Disability including carers	No	Camden Youth Justice Service works with children aged 10 -1 7 regardless of any disability.
Gender reassignment	No	Camden Youth Justice Service works with children aged 10 -1 7 regardless of gender, and all services will be available to children known to the service
Marriage/civil partnership	No	Camden Youth Justice Service works with children aged 10 -1 7

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Protected Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Pregnancy/ maternity	No	Camden Youth Justice Service works with children aged 10 -1 7 Support is available via CNWL Sexual Health Services should children become pregnant
Race	No	Black boys are more likely to be the recipients of adultification bias, our priority on disproportionality will seek to redress this. although adultification often occurs prior to coming to our service, through systems such as the police and the courts
Religion or belief	No	Camden Youth Justice Service works with children aged 10 -1 7 regardless of religion, and all services will be available to children known to the service
Sex	No	Camden Youth Justice Service works with children aged 10 -1 7 regardless of sex, and all services will be available to children known to the service Although girls form a small part of the service, work is one to one so there are no risks of isolation
Sexual orientation	No	Camden Youth Justice Service works with children aged 10 -1 7 regardless of sexual orientation, and all services will be available to children known to the service

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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	Camden Youth Justice Service works with children aged 10 to 17 regardless of age, and all services will be available to children known to the service. Our older children, aged 16 plus will also benefit from our paid work experience placements enabling them to experience work and earning money legitimately
Disability including carers	Yes	Children with Special Educational Needs will have access to and support from our Speech and Language therapist and our Educational Psychologist
Gender reassignment	No	Camden Youth Justice Service works with children aged 10 to 17 regardless of gender, and all services will be available to children known to the service
Marriage/civil partnership	No	N/A
Pregnancy/ maternity	No	N/A

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Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Race	Yes	<p>Maintain and continue the work on tackling Disproportionality is one of the continuing YJS priorities.</p> <p>However, by the time children enter the Youth Justice Service they have already been through the police system and may have experienced discrimination at that point.</p> <p>The YJS is working closely with partners in Police, Court and CSSW to ensure global majority children receive fair treatment from the system.</p>
Religion or belief	No	Camden Youth Justice Service works with children aged 10 - 17 regardless of religion, and all services will be available to children known to the service
Sex	No	Camden Youth Justice Service works with children aged 10 - 17 regardless of sex, and all services will be available to children known to the service
Sexual orientation	No	Camden Youth Justice Service works with children aged 10 - 17 regardless of sexual orientation, and all services will be available to children known to the service

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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	N/A
Looked after children/care leavers	No	Children looked after will have access to various support such as paid work experience, and other resources within the YJS. Some of the Children Looked After only gain <i>looked after status</i> due to being Remanded into Local Authority care (RILLA) for example for committing a high gravity offence
Low-income households	No	N/A
Refugees and asylum seekers	No	
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	
Private rental tenants in deprived areas	No	N/A
Single parent households	No	N/A
Social housing tenants	No	N/A
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	
Looked after children/care leavers	Yes	Children looked after will have access to various support such as paid work experience, and other resources within the YJS.
Low-income households	Yes	YJS can offer support in terms of vouchers for families to assist with a variety of support such as, home improvements, family meals, shopping etc.
Refugees and asylum seekers	Yes	Any unaccompanied asylum seekers will have access to various support such as paid work experience, and other resources within the YJS
Parents (of any gender, with children aged under 18)	Yes	Parents/carers will have access to the YJS family support worker

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

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.

Black children are overrepresented in the Youth Justice System. Children Looked after and children with special educational needs are also overrepresented. Where children are all 3 their outcomes can be lower than their white counterparts. Our priority focusing on disproportionality will keep a focus on where these groups intersect to ensure better outcomes.

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?
YJS Staff Team (8/5/25, Priorities setting consultation event)	<p>Staff were brought together to discuss current YJS priorities to determine whether they should be continued or changed. Discussions took place as a team and in smaller groups.</p> <p>Outcomes agreed were:</p> <ul style="list-style-type: none"> Need to continue Prevention work. Continue disproportionality work as a stand alone priority area and not to embed as business as usual Positive masculinity work should be added to our priorities
Parents/Carers of children known to the service (April, May, early June via anonymous surveys and 15th May at the Board Consultation Event)	<p>Anonymous surveys were sent to parents/carers to consult with them on current YJS priorities to determine whether they should be continued or changed.</p> <p>Outcomes from the survey showed the following:</p> <ul style="list-style-type: none"> YJS should work with schools (primary - secondary transitions) YJS should invest in Prevention Work YJS should continue Disproportionality work
Children known to the service (April, May, early June via anonymous surveys and 15th May at the Board Consultation Event)	<p>Anonymous surveys alongside discussions took place with children already known to the service to consult with them on current YJS priorities to determine whether they should be continued or changed.</p> <p>Outcomes from the survey and discussion showed:</p> <ul style="list-style-type: none"> Children wanted continued Support for families Children wanted help with education, training and employment opportunities Children wanted the YJS to continue work on Disproportionality
Members of the YJS Management Board (5th May at the Board Consultation Event, and early June via anonymous surveys)	<p>Anonymous surveys alongside an event took place with Management Board members to consult with them on current YJS priorities to determine whether they should be continued or changed.</p> <p>Outcomes from the event and surveys showed the following:</p>

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	YJS should continue Prevention Work YJS should continue Disproportionality work YJS should add Positive masculinity work as a priority YJS should continue Victim work as a priority

5 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.

Throughout April, YJS Staff, Management Board Members, Partners, and children and families were sent and encouraged to complete an anonymous survey inviting views on what priorities should be for the service moving forwards. A Working Group with managers took place in April, followed by a YJS staff event held in May for Staff to look at current priorities from the 2023 - 25 plan and to discuss new ideas and themes that could form part of the new priorities set for 2025 onwards. Ideas and challenges were discussed in small groups and fed back to the team. This information was collated to produce a presentation for the second consultation event where Board members, partners, staff, children and parents were invited to discuss achievements and new priorities for the Service. The event focused on what the service would like to retain and discussions around current data. Participants were divided into two groups to look at the following ideas: Domestic Abuse/Toxic Masculinity/Work with girls and Transitions/Children who persistently re-offend/locality working & VCS relationships. The results from these events and the feedback surveys were used to produce the new priorities.

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.

<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>2. Continue the work as it is because no potential negative impacts have been found</p>	<p>Based on the Equality Impact Assessment, no specific protected group is expected to be disadvantaged by the new priorities agreed upon for the YJS for 2025- 2028</p>
<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>	

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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
Collect sexuality and gender reassignment information of children known to YJS	Ongoing	Rupinder Malli, Management Information Manager, Youth Justice Service
Review all priorities May 2026, as part of our Terms and conditions of funding	June 2026	Catherine Knowles, Quality Improvement Officer, Youth Justice Service
Review all priorities May 2027, as part of our Terms and conditions of funding	June 2027	Catherine Knowles, Quality Improvement Officer, Youth Justice Service
Review all priorities May 2028, as part of our Terms and conditions of funding	June 2028	Catherine Knowles, Quality Improvement Officer, Youth Justice Service
Youth Justice Plan and Priorities to be signed off by Cabinet	25th Feb 2026	Tim Cosh, Head of Service, Integrated Youth Support Service
Youth Justice Plan and Priorities to be signed off by Council	2nd March 2026	Tim Cosh, Head of Service, Integrated Youth Support Service
The YJS Action Plan that runs alongside the plan and the new priorities is updated regularly and is a live document shared with the Management Board every quarter	Ongoing	Charlotte Matthews, Service Manager, Youth Justice Service

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.

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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 Catherine Knowles Job title Quality Improvement Officer 13/1/26 Date
EqIA advisor / reviewer	Name: Jack Kilker Job title: Equality Impact Quality Assurance Lead Date: 29/01/2026
Senior accountable officer	Name Tim Cosh Job title Head of Service, Integrated Youth Support Services Date