

Appendix 3 Equality Impact Assessment

Camden Council Equality Impact Assessment Form

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

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

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

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

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

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

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

They will also likely be 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	
Kilburn Neighbourhood Plan (Regulation 16)	
Officer accountable for the EqIA (e.g. director or project sponsor)	
Full name:	Dan Pope
Position:	Chief Planning Officer
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Email:	Daniel.Pope@camden.gov.uk
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Person reviewing the EqIA (reviewer)	
Full name:	Brian O'Donnell
Position:	Strategic Lead – Planning Policy and Implementation
Directorate:	Supporting Communities
Email:	Brian.O'Donnell@camden.gov.uk
Version number and date of update	
May 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.)

The project involves the production of a Neighbourhood Plan. Kilburn Neighbourhood Forum is leading this project to produce a Neighbourhood Plan and have undertaken a formal consultation (Regulation 14) from 1st October to 31st January 2024. The Forum has submitted a final draft of the Plan to Camden and Brent Councils. Following a further period of consultation, the Plan will be subject to an independent examination to establish if it meets statutory tests ('the Basic Conditions').

The Neighbourhood Plan area mostly covers the two Kilburn Wards in Camden and Brent, but also includes in Brent, Paddington Old Cemetery, which is in the Queens Park Ward and Kilburn Underground Station, which is in Brondesbury Park Ward. It does not include the South Kilburn area in Brent as this growth area has its own designated Council Masterplan Supplementary Planning Document and strategic Local Plan policies.

The Councils provided written comments to the Forum on the previous draft of the Neighbourhood Plan (Regulation 14).

The Councils undertake an Equality Impact Assessment for all neighbourhood plans as part of meeting their statutory equality duties. A final version of this EqlA will be prepared by the Councils to support any decision to 'make' (adopt) the revised draft NP as part of the development plan.

The Neighbourhood Plan has to be prepared in accordance with relevant legislation. Once adopted the Neighbourhood Plan forms part of the statutory development plan documents and will be used as part of the Councils' planning decisions. Neighbourhood Forums are (subject to a number of tests) free to decide what they include as part of their neighbourhood plan. Notwithstanding locally specific policies in a neighbourhood plan, adopted (and emerging) policies in the Camden Local Plan, Brent Local Plan or the London Plan may also be relevant. These documents are also subject to their own Equality Impact Assessment processes.

The policies and projects within the Kilburn Neighbourhood Plan are intended to deliver on the vision and objectives outlined below:

Objective 1: 'A welcoming Kilburn'

To enhance the experience of the High Road for all, by improving the public realm, access to and movement along it.

Objective 2: 'A characterful Kilburn'

To promote high levels of design that respond to the local character and existing high-quality architecture.

Objective 3: 'A distinct Kilburn'

To preserve, enhance and promote the distinct identity and heritage of Kilburn.

Objective 4: 'A coordinated Kilburn'

To present a coordinated voice and Governance structure to oversee the continuous improvement of the Plan area.

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The objectives sit under the Plan's Vision:

Our vision is for Kilburn to evolve, modernise and prosper

Kilburn will remain a distinctive and important part of London, an area that stitches together a community divided by an administrative boundary. The character of Kilburn shall be strengthened, reflecting its rich legacy of architectural quality, vibrant social and commercial life, and cultural identity.

New development on the High Road will consistently embody high standards of design while preserving and enhancing local character.

Kilburn will be a bustling, commercially thriving, urban hub, important and well recognized by both Brent and Camden, which appeals to the diverse communities living in, visiting, and shopping in the area and facilitates, supports and sustains everyday needs. Whilst, reflecting Kilburn's history as a 'music mile', creative and cultural activities and artworks will continue to flourish.

Highly visible public realm improvements will systematically contribute to a more pedestrian-friendly High Road, encouraging social interaction, and featuring varied and convivial cafés, pubs, and restaurants. They will offer and attract different cultures and cuisines (while maintaining some indigenous original British establishments) and improve the quality and range of the retail, entertainment, and hospitality sectors, with a greater joint appeal to visitors. Coordinated renewal will have attracted new businesses, enhancing the setting and experience of the 'string of pearls along the High Road, including an impressively modernised and iconic Kilburn Square commercial and residential complex, a revived, refurbished, and community friendly Gaumont Cinema site, the Kiln arts theatre and restaurant venue, and existing and new outdoor markets.

There will be an appropriately generous provision of facilities such as public lavatories and seating areas for older visitors and residents. Disabled access to transport, hospitality, and shopping will be examined and improved.

The Kilburn High Road and its adjacent streets will be cleaner and will feel safer.

Drainage will also have been improved so that Kilburn and its streets are no longer subject to disruptive and unhealthy flooding.

A programme of street greening instigated along the High Road and extending into green corridors in side streets will help create an appealing environment for people to walk, cycle, and spend time and help link the High Road with surrounding communities, public transport hubs and routes, and green assets, including Grange Park, and Paddington Old Cemetery.

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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

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

At the time of the 2021 Census, there were over 24,216 usual residents living in Kilburn Neighbourhood area. The population of this area was slightly skewed towards working age residents with 44.4% of the population between 25-49 (compared to 41.3% in LB Camden and 39.8% in Brent) with 27.4% of the population aged under 25 (compared to 30.6% of the population in LB Camden and 31.1% in Brent).

Disability, including family carers

The Census identified that 16.4% of residents in Kilburn Neighbourhood Area had a disability, slightly higher than the 15.2% of residents living in Camden and 14.7% in Brent.

Gender reassignment

Data on gender reassignment is not available at a Neighbourhood Area level.

The 2021 Census included a new question on gender identity, which asked whether people had the same sex as at birth. In Camden 91% of people had the same sex as at birth, in Brent this was 88.6%. There were 0.3% (Camden) and 0.7% (Brent) of people who had a different sex from birth but gave no specific identity; 0.1% (Camden) and 0.2% (Brent) identified as Trans woman, 0.1% (Camden) and 0.3% (Brent) as Trans man; and 0.2% (Camden) and 0% (Brent) with other gender identities, with the rest of respondents not providing an answer to the question.

Marriage and civil partnership

The 2021 Census found that 41.2% of people in the Neighbourhood Area aged 16+ lived as couple, either in a same sex or opposite sex married/civil partnership, or cohabiting compared to 43.5% of people in Camden and 43.3% in Brent.

11,873 (58.8%) of the Kilburn Neighbourhood Area residents are not living in a couple compared to 56.5% of LB Camden residents and 56.7% of Brent residents.

Pregnancy and maternity

This data is not available at ward or Neighbourhood Area level.

In the year to mid-2022 there were 2,194 births recorded to Camden-resident mothers and 4,431 for Brent. Since mid-2012, annual births in Camden have reduced by 29% and in Brent by 17%. While this is part of a wider national (-15%) and London (-18%) trend, Camden's is more extreme and has seen the 5th largest percentage fall in births over the last decade in London.

Race

The Neighbourhood Area population is ethnically diverse. In 2021, 9.7% was Black/ African/ Caribbean / Black British population, compared to 6.8% Camden average, but the neighbourhood was significantly lower than the Brent average of 17.5%. The Arab population at 6% was higher than Camden's average of 2.1% and Brent's of

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5.3%.

The Neighbourhood Area has a higher than Camden average number of people in a household speaking no English (19.2% compared to 13.5% in Camden).

Religion or belief

Kilburn Neighbourhood Area's population comprises a diversity of religions and beliefs. At the 2021 Census, 36.5% of people described themselves as Christian, 21.6% were Muslim, 2.5% were Jewish, 1.5% Hindu, 0.9% Buddhist and 27.9% stated that they have no religion.

Sex

The Neighbourhood Area's population was 46.9% male and 53.1% female at the 2021 Census. The proportion of females is higher than Brent's average of 51%.

Sexual orientation

Statistics about the size of the Lesbian, Gay and Bisexual (LGB) population vary considerably and there is no single accepted measure. This information is not available at Neighbourhood Area or ward level.

In Camden, 82.6% and in Brent 85.1% of residents identified as straight/heterosexual compared to 89.4% in England and 86.2% in London. 3.7% identified as gay or lesbian in Camden and 1.3% in Brent (2.2% in London and 1.5% in England), 2.5% as bisexual in Camden and 1.3% in Brent (1.5% in London and 1.3% in England).

Intersectional Groups

Data for intersectional groups is limited. There is, however, evidence to suggest that life expectancy and health in Camden for different groups vary on the basis of a number of protected characteristics including age, gender and ethnicity.

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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

This information is not available at Neighbourhood Area level.

Looked after children / care leavers

A child who has been in the care of their local authority for more than 24 hours is known as a 'looked after child'. This information is not available at Neighbourhood Area level. At the end of March 2023, 197 children were looked after in LB Camden, a rate of 54.0 per 10,000 local under 18 population, lower than average rates in inner London. For Brent the respective figures were 321 children, at a rate of 44.0 per 10,000. The highest proportion of children by age cohort were 16+. 47 in Camden and 45 in Brent were unaccompanied asylum-seeking children.

Low-income households

The dimensions of deprivation used to classify households are based on four selected household characteristics: Education, Employment, Health and Household, as per the 2021 Census. These indicators allow for the identification of areas in England with the highest proportion of households experiencing deprivation. The data is calculated for 'Lower layer Super Output Areas' (LSOAs) and considers relative deprivation across two factors - housing and employment.

According to 2021 Census, 27.07% of households in the LSOAs of Kilburn neighbourhood were deprived in the housing dimension, compared to 17.61% in London and 7.84% in England. In the employment dimension, 16.44% of Kilburn neighbourhood households experienced deprivation, higher than both the London average of 13.78% and the England average of 11.79%

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Refugees and asylum seekers

This information is not available at Neighbourhood Area level.

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

At the 2021 Census, 10.6% of households in the Neighbourhood Area contained couples who were married or in civil partnerships who had dependent children (compared to 14.3% nationally and 15.8% in Greater London). 7.7% of households were lone parent families with dependent children (compared to 4.5% nationally and 3% in Greater London), and 2.3% were co-habiting couples with dependent children (compared to 6.9% nationally and 7.8% in Greater London).

People who are homeless

This information is not available at Neighbourhood Area level.

The rough sleeping snapshot produced by the Government shows that over the period from 2013 to 2023 the total number of people sleeping rough in Camden was 724 people. This is the second highest figure in London, after Westminster, who recorded a total of 2,742 rough sleepers over the same period. Brent at the last count (23/24) had 455 rough sleepers, which was the 10th highest in London.

Private rental tenants in deprived areas

Private renters make up 39.8% of the housing market in the Neighbourhood Area compared to 35.6 % in Camden and 36.2% in Brent.

Camden as a whole is the third most expensive borough in London when comparing rental prices to London's median pay (the middle pay, above which are half of earners and below which are half of the earners). The only two more expensive borough are Westminster and Kensington and Chelsea. Brent is on the other hand is 18th. Monthly rent in Camden is 55% of median pay in London and in Brent is 43.1%.

Single parent households

At the 2021 Census, 864 households in the Neighbourhood Area (7.7%) were lone parent families with dependent children.

Social housing tenants

At the 2021 Census, 3,849 households in the Neighbourhood Area lived in social rented accommodation (34.2%, compared to 33.7% Camden, 23.5% Brent, 17.1% nationally and 23.1% in Greater London).

Please note: The 2021 Census was undertaken during COVID-19 lockdown/restrictions. Many people and households usually present in Camden were elsewhere at this time and therefore will not be recorded in the 2021 Census data.

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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.

Data or evidence about intersectionality could not be determined from the responses to the Census 2021.

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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	The Kilburn Neighbourhood Plan is not expected to have a negative impact in relation to this protected group
Disability including carers	No	The Kilburn Neighbourhood Plan is not expected to have a negative impact in relation to this protected group
Gender reassignment	No	The Kilburn Neighbourhood Plan is not expected to have a negative impact in relation to this protected group
Marriage/civil partnership	No	The Kilburn Neighbourhood Plan is not expected to have a negative impact in relation to this protected group

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Protected Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Pregnancy / maternity	No	The Kilburn Neighbourhood Plan is not expected to have a negative impact in relation to this protected group
Race	No	The Kilburn Neighbourhood Plan is not expected to have a negative impact in relation to this protected group
Religion or belief	No	The Kilburn Neighbourhood Plan is not expected to have a negative impact in relation to this protected group
Sex	No	The Kilburn Neighbourhood Plan is not expected to have a negative impact in relation to this protected group
Sexual orientation	No	The Kilburn Neighbourhood Plan is not expected to have a negative impact in relation to this protected group

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3.b Potential positive impact on protected characteristics

The Kilburn Neighbourhood Plan sets out a vision of how Kilburn can evolve, modernise and prosper. It sets out key objectives to deliver this vision, relating to making Kilburn welcoming, a characterful and distinct place and seeking to present a coordinated voice and governance structure oversee improvements in the area.

Below is a summary of the potential positive impacts that the Plan will have on protected characteristics.

Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Age	Yes	Policy WK1 (High Road Public Realm) of the draft Neighbourhood Plan supports improvements to the public realm to improve movement around the area for all, reducing clutter and promoting more seating. Together with Policy CK1 (2) (Safer places through design) and CK3 (Streets for People) the Plan promotes safety and surveillance, which will assist in protecting all ages. Policy DK4 (Social and Community facilities) recognises the importance of facilities such as community and health centres, leisure facilities and places of education for local communities. This is likely to benefit people with this protected characteristic.
Disability including carers	Yes	As age above. The draft Neighbourhood Plan specifically focuses on removing pedestrian obstructions and clutter, enhancing social interactions, and enhancing areas through artwork, lighting etc., providing benefits in terms of wellbeing.
Gender reassignment	Yes	The draft Neighbourhood Plan's objective of safeguarding and enhancing community assets and enhancing the public realm is likely to benefit people with this protected characteristic.
Marriage/civil partnership	Yes	The draft Neighbourhood Plan policies are considered to have a neutral impact.
Pregnancy / maternity	Yes	The draft Neighbourhood Plan's objectives of public realm improvements and safeguarding and enhancing community and cultural assets are likely to benefit people with this protected characteristic. Parents with babies and very young children will potentially be disproportionately reliant on the facilities and amenities offered by the local area. The draft Neighbourhood

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		Plan seeks to protect and enhance the quality of life for residents through supporting existing social and community facilities and the retail and employment functions of the High Road together with local markets offering more local choices.
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Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Race	Yes	The benefits of protecting and expanding community and cultural facilities are also relevant for this protected characteristic.
Religion or belief	Yes	<p>Kilburn has many meeting places, churches, synagogues, temples, community facilities and prayer centres that cater for a range of faiths and beliefs.</p> <p>The main positive impact the Neighbourhood Plan is likely to have on this protected characteristic is through its support of community and cultural infrastructure.</p>
Sex	Yes	<p>The positive impacts from Policy WK1 (High Road Public Realm) of the draft Neighbourhood Plan supports improvements to the public realm to improve movement around the area for all, reducing clutter and promoting more seating. Together with Policy CK1 (2) (Safer places through design) and CK3 (Streets for People) the Plan promotes safety and surveillance, which will assist in protecting all sexes.</p> <p>Policy DK4 (Social and Community facilities) recognises the importance of facilities such as community and health centres, leisure facilities and places of education for local communities. Where residents spend greater time at home or in the locality, benefits to individual wellbeing are likely to arise from supporting local facilities and opportunities benefiting people with this protected characteristic.</p>
Sexual orientation	Yes	The draft Neighbourhood Plan's objective of safeguarding and enhancing community and cultural assets is likely to benefit people with this protected characteristic.

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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	The Draft Neighbourhood Plan is not expected to have a negative impact in relation to this group
Looked after children/care leavers	No	The Draft Neighbourhood Plan is not expected to have a negative impact in relation to this group
Low-income households	No	The Draft Neighbourhood Plan is not expected to have a negative impact in relation to this group
Refugees and asylum seekers	No	The Draft Neighbourhood Plan is not expected to have a negative impact in relation to this group
Parents (of any gender, with children aged under 18)	No	The Draft Neighbourhood Plan is not expected to have a negative impact in relation to this group.

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Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
People who are homeless	No	The Draft Neighbourhood Plan is not expected to have a negative impact in relation to this group
Private rental tenants in deprived areas	No	The Draft Neighbourhood Plan is not expected to have a negative impact in relation to this group
Single parent households	No	The Draft Neighbourhood Plan is not expected to have a negative impact in relation to this group
Social housing tenants	No	The Draft Neighbourhood Plan is not expected to have a negative impact in relation to this group
Any other, please specify	N/A	N/A

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3.d Potential positive impact on other characteristics

Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Foster carers	Yes	Improvements to the public realm, open spaces and community and cultural facilities will benefit residents from a range of different groups including foster carers.
Looked after children/care leavers	Yes	Improvements to the public realm, open spaces and community and cultural facilities will benefit residents from a range of different groups including looked after children
Low-income households	Yes	Improvements to the public realm, open spaces and community and cultural facilities will benefit residents from a range of different groups The Policy DK3 supports the provision of new market and outdoor stalls. These add to the variety, interest and attractions of shopping including lower cost options. It can also offer opportunities for flexible and casual work opportunities which could benefit a range of groups including low income households.
Refugees and asylum seekers	Yes	The Plan seeks to protect and enhance the provision of community and cultural infrastructure, which could benefit refugees and asylum seekers.
Parents (of any gender, with children aged under 18)	Yes	Improvements to the public realm, open spaces and community and cultural facilities will benefit residents from a range of different groups.

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Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
People who are homeless	Yes	Homelessness is not a matter for Neighbourhood Plans to address.
Private rental tenants in deprived areas	Yes	Issues impacting residents in terms of housing affordability and tenure is not a matter for Neighbourhood Plans to address.
Single parent households	Yes	Improvements to the natural environment, green spaces and community and cultural facilities will benefit all types of family including those led by lone parents
Social housing tenants	Yes	Requirements for socially rented properties is not a matter for Neighbourhood Plans to address.
Any other, please specify	N/A	N/A

3.e Consider intersectionality.⁴ Given the evidence listed in step 2, consider and describe any potential **positive and negative impacts** this activity could have on people who have a **combination, or intersection, of two or more characteristics**. For example, people who are young, trans and homeless, disabled people on low incomes, or Asian women.

No specific positive or negative impact related to groups with a combination, or intersection, of two or more characteristics are noted at this point. However, the policies in the draft Kilburn Neighbourhood Plan have the potential to benefit people of all backgrounds, intersections and at various stages of their lives.

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?

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<p>List the groups you intend to engage and reference any previous relevant activities, including relevant formal consultation?</p>	<p>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>
<p>Local organisations and bodies were identified by the Neighbourhood Forum and notified as part of the neighbourhood plan Regulation 14 consultation. This included the types of organisations identified in regulations - see right hand column</p>	<p>The Neighbourhood Planning (General) regulations state that various organisations are consulted. This includes:</p> <ul style="list-style-type: none"> • Voluntary bodies some or all of whose activities benefit all or any part of the neighbourhood area; • Bodies which represent the interests of different racial, ethnic or national groups in the neighbourhood area; • Bodies which represent the interests of different religious groups in the neighbourhood area; • Bodies which represent the interests of persons carrying on business in the neighbourhood area; • Bodies which represent the interests of disabled persons in the neighbourhood area.
	<p>The Council provided the Neighbourhood Forum with a link to the Council's CINDEK directory of local voluntary and community organisations. At Regulation 14 draft stage, the responses were sent direct to the Forum, not Camden or Brent Council.</p> <p>The Forum has summarised the responses and all previous consultations in the process in the submitted 'Consultation Statement'.</p> <p>The Forum has updated the plan based on the consultation responses.</p> <p>No issues were raised in relation to one or more of the protected characteristics.</p> <p>The Council will consult all those previously consulted at Reg 14 stage.</p> <p>Any further matters raised at this consultation stage (Reg 16) will be reported to the Examiner.</p>
	<p>.</p>

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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.

N/A

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>No negative impacts have been identified.</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
If the Examiner finds that the Plan meets the Basic Conditions (and where relevant it is approved at referendum), then a final version of the EqIA will be prepared by the Councils and accompany Officer reports seeking the formal 'making' (adoption) of the Plan		Camden / Brent Councils

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

Step 8: Sign-off

EqIA advisor / reviewer	Brian O'Donnell Strategic Lead - Planning Policy and Implementation May 2025
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Senior accountable officer	Dan Pope Interim Director of Economy, Regeneration and Investment December 2025
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