

CAMDEN EQUALITY IMPACT ASSESSMENT FORM

Introduction to this form

This is Camden's Equality Impact Assessment (EqIA) template, which should be used for all EqIAs carried out across the Council on a project, activity, change or decision (hereafter, 'activity'). Unless agreed with the Equalities Service in advance, no other template should be used for carrying out an EqIA.

Most activities that affect Council stakeholders (including residents and officers) 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 will usually 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 for any staff re-organisations.

EqIAs help the Council to fulfil its legal obligations under the Equality Act's Public Sector Equality Duty (PSED). 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.

EqIAs are our chosen method at Camden for demonstrating that we have given due regard to these three aims, and therefore that we are complying with the PSED.

An EqIA should be started at the beginning of a new activity and developed in parallel with it. Activities, during and following implementation, should also be regularly reviewed for their impact. As part of this process, EqIAs should be revisited and updated to determine whether any planned positive impacts have been achieved and whether any identified negative impacts have been mitigated.

Following each version of an EqIA, this should be signed off by the relevant sponsor, director or Head of Service.

For advice, support, or to request a review of your EqIA, please contact equalities@camden.gov.uk.

¹ 'Due regard' is a legal requirement and means that decision makers have to consider the equality implications of a proposal before a 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.

Title of the activity	
Proposal to make a Public Spaces Protection Order (PSPO) to combat alcohol related antisocial behaviour.	
Officer accountable for the EqlA (e.g. director or project sponsor)	
Full name:	Patrick Coulson
Position:	Head of Community Safety & Enforcement
Directorate:	Supporting Communities
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Lead person completing the EqlA (author)	
Full name:	Sophie Wroblewski
Position:	Community Safety Partnership Coordinator
Directorate:	Supporting Communities
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Person reviewing the EqlA (reviewer)	
Full name:	Jack Kilker
Position:	Equality Impact Quality Assurance Lead
Directorate:	Corporate Services
Email:	jack.kilker@camden.gov.uk
Version number and date of version	
V2 17/04/2026	

Section 1: Background

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

- New
- Under review
- Being changed

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

- Council staff
- Residents
- Contractors
- Other – please specify:

1.c. Which Directorate(s) does this activity fall under?

- Adults and Health
- Children and Learning
- Corporate Services
- Homes and Communities
- Investment, Place and Opportunity
- Multiple Directorates – please specify:

1.d. Outline the aims, objectives and scope of the activity

You should provide a summary rather than lots of detail copied from other reports or documents. This summary should always include at the least the following:

- Why is this work happening and why is it happening now?
- Is there any useful context about previous work linked to this activity which needs to be considered?
- Who will be impacted by this work? How, and why do we know this?
- What is going to happen as a result of the proposed activity?

Public Spaces Protection Orders (PSPOs) are one of a range of measures introduced by the Anti-Social Behaviour Crime and Policing Act 2014 (the Act) to combat antisocial behaviour (ASB).

A PSPO identifies a public space (the Restricted Area) and prohibits certain activities within that area and/ or requires certain things to be done by persons engaging in certain activities within that area. PSPOs should focus on identified problem behaviour(s), rather than targeting specific individuals or properties.

A breach of a PSPO is a criminal offence. Section 59 of The Act states a local authority may make a PSPO if satisfied on reasonable grounds that two conditions are met. The first condition is that:

- a) activities carried on in a public place within the authority's area have had a detrimental effect on the quality of life of those in the locality, or;
- b) it is likely that activities will be carried on in a public place within that area and that they will have such an effect.

The second condition is that the effect, or likely effect of the activities:

- a) is or is likely to be of a persistent and continuing nature;
- b) is, or is likely to be, such as to make the activities unreasonable, and;
- c) justifies the restrictions imposed by the order.

Tackling ASB and the detrimental effect it has on quality of life is a strategic priority of the Camden Community Safety Partnership. The recommendation to make Camden a responsible drinking borough under a borough wide PSPO will give the police and council enforcement officers additional powers to tackle irresponsible alcohol consumption.

The proposal is not for a generic ban on alcohol in public places, as it is recognised that most people use alcohol responsibly. Council Officers, Police Officers, Police Community Support Officers and any other officers authorised by the council will have the ability to make reasonable decisions as to who is irresponsibly drinking.

It will provide reassurance to residents that something is being done to tackle these issues which can have a detrimental effect on communities. Camden's 2025 vision also sets out that Camden should be "safe, strong and open..." and a "clean, vibrant and sustainable place..." as two of its corporate priorities, meaning

that we want the borough to be a place where residents can enjoy a safe environment free from anti-social behaviour.

In addition, a responsible drinking borough will aid the development of a safe and prosperous nighttime economy (NTE) and assist in preventing displacement of problematic drinkers from one area of the borough to another.

It also links with the Government's 10-year drugs strategy 'From harm to hope' which focuses on tackling drug supply, reducing drug demand and improving drug and alcohol treatment and recovery services. The strategy states 'local partnerships should ensure that their plans sufficiently address alcohol dependence and wider alcohol-related harms.'

The restrictions that are proposed are:

- a) to stop drinking alcohol if requested to do so by an authorised officer.
- b) surrender any alcohol or anything an officer believes to be alcohol, whether in a sealed or unsealed container, which will be disposed of.

A person who fails to comply with the requirements can be issued a fixed penalty notice of £100.00 or face prosecution in the magistrate's court.

A referral and support pathway will be implemented to ensure those who are vulnerable or suffering from substance misuse will receive appropriate support. Where children are involved, a safeguarding approach will be adopted through existing referral frameworks so as not to criminalise vulnerable young people.

Section 2: Evidence and data

In this section you should outline the evidence or data available to support your assessment of the potential negative and positive impacts of the proposed activity.

This should be evidence or data which is specific to the protected characteristics and the additional characteristics identified as priorities by the Council. It should not be generic data which cannot be linked to any specific characteristics. The evidence or data used should include or be one of the following:

- Demographic or representation data (e.g. Census data)
- Engagement or participation data relevant to the activity (e.g. user data, data on registrations, etc.)
- Findings gathered through feedback or complaints from relevant stakeholder groups (e.g. resident complaints, public consultations, engagement surveys)
- Research publications, evidence or policy documentation produced by Government, charities or research organisations (e.g. a publication by Age UK)

2.a. Evidence and data linked to the protected characteristics in the Equality Act 2010:

Please select each of the protected characteristics you have evidence or data for, then set out this evidence or data in the field below.

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If evidence or data is not currently available, use the action plan ('Section 6') to describe how you will ensure you hold relevant evidence or data in the future.

Select all characteristics where evidence or data has been identified:

- Age
- Disability²
- Gender reassignment³
- Marriage or civil partnership
- Pregnancy or maternity
- Race or ethnicity
- Religion or belief⁴
- Sex⁵
- Sexual orientation⁶

Age:

As this is a new activity, there is not data to show any age trends in enforcement. However, Public Health data from the Office for Health Improvement and Disparities shows the rate of alcohol-related hospital admissions in Camden for those over 65 were significantly higher than those under 40. However, the data does not tell us how these hospital admissions came about, i.e., is this due to misuse of alcohol or whether or not the misuse happened in a public place.

Alcohol admission rates for all other age groups remained broadly in-line with the average across England.

Sex:

The alcohol-related admission rate for men across all age groups is 3.5 above the average, likely due to the significant nighttime economy in the borough. In addition, men over 65 are 11 times more likely to be admitted to hospital due to alcohol.

Females under 18 were 3 times more likely to be admitted than their male counterparts.

The 2024 Women's Safety Survey by The Community Safety Team in Camden had many responses which highlighted that harassment and anti-social behaviour from drunk (predominately) men added to them feeling unsafe in Camden and a key theme was support for increased enforcement against anti-social use of alcohol and drugs.

² The Equality Act defines a disability as a condition or experience which has a significant impact on someone's ability to carry out day-to-day activities and which has a long-term impact (12 months or more over the course of a person's life). This includes a diverse range of people with physical, mental and sensory impairments, long-term health conditions, mental health conditions and / or neurodivergence. Carers who provide unpaid care for a person who is disabled are also included in the protections of this characteristic.

³ This is the legal term in the Equality Act. This is understood to apply to people who may describe themselves as trans or transgender, who have undergone, are undergoing or are planning to undergo a process of transitioning from the sex they were assigned at birth to another sex.

⁴ This characteristic covers religious or philosophical belief. The lack of religion or belief is also covered.

⁵ This characteristic protects from discrimination on the basis of biological sex, rather than certificated sex or gender identity – specifically, this would refer to female and male.

⁶ This characteristic refers to a persons sexual orientation toward a person of the same sex, opposite sex or either sex.

2.b. Evidence and data linked to the additional priority characteristics identified by Camden Council:

Please select each of the additional characteristics where relevant data has been identified and set out this evidence or data in the field below.

If evidence or data isn't currently available, use the action plan ('Section 6') to describe how you will ensure you hold relevant evidence or data in the future.

Select all characteristics where evidence or data has been identified:

- Foster carers
- Care-experienced young people⁷
- Low-income households
- Refugees and asylum seekers
- Parents / carers (of any gender, of young people aged under 18)
- People who are homeless
- Private rental tenants in deprived areas
- Single parent / carer households (of any gender, of young people aged under 18)
- Social housing tenants
- Any other (please specify):

Data from the Camden Drugs and Alcohol needs assessment show that 19% of service users are either homeless or have an unstable housing status.

Whilst there is no specific data from public health, it is known anecdotally that those from low-income households may suffer from poorer health outcomes, including substance misuse.

⁷ 'Care experienced' will apply to young people who have been 'looked after' at some point in their childhood and are entitled to receive services under the Children Act 1989, Leaving Care Act 2000 and the Children and Social Work Act 2017. As such, it does not include children who have been adopted as their support and services are covered under the Adoption and Children Act 2002.

2.c. Evidence or data on intersectionality:

Please present here any evidence or data which indicates specific or different outcomes, experiences or opportunities arising for people who experience intersecting or overlapping forms of discrimination⁸.

This is not necessarily about collecting or presenting different evidence or data to that already set out above. It is about ensuring that your analysis of the available evidence or data takes account of intersectional experiences – for example, the specific experiences of Black women, disabled parents or LGBTQ+ people who are homeless.

Health data from the Office for Health Improvement and Disparities shows the rate of alcohol-related hospital admissions in Camden for those over 65 were significantly higher than those under 40. However, the data does not tell us how these hospital admissions came about, i.e., is this due to misuse of alcohol or whether or not the misuse happened in a public place.

Alcohol admission rates for all other age groups remained broadly in-line with the average across England. The alcohol-related admission rate for men across all age groups is 3.5 above the average thus indicating an intersection between age and gender.

However, females under 18 were 3 times more likely to be admitted than their male counterparts.

Data from the Camden Drugs and Alcohol needs assessment show that 19% of service users are either homeless or have an unstable housing status.

This indicates that homeless males are most likely to be impacted by the PSPO and this will increase throughout people's lifespans. However, enforcement measures will not target any particular group due to their protected characteristics but instead focus on those who are irresponsibly drinking.

There is also a known link between violence against a person and alcohol consumption, it is documented that hate crimes are often more likely to be committed by those who are intoxicated with average monthly hate crime incidents increasing from 84 per month between December 2024 and May 2025 to 97 average per month between June 2025 and November 2025.

(<https://www.cardiff.ac.uk/news/view/1041409-prejudice-more-likely-to-be-acted-on-when-people-are-drunk>)

Remember to use the action plan ('Section 6') to set out actions you will take to ensure that any gaps in the evidence or data you have available can be addressed and filled for future updates to this EqIA.

⁸ Intersectionality is "the interaction and cumulative effects of multiple forms of discrimination affecting the daily lives of individuals". ([Britannica](#))

Section 3: Analysis of impact

You should use this section to outline the potential impacts you have identified which might occur for people on the basis of each of the protected and additional characteristics set out in this EqIA. Your analysis should be informed by the evidence and data considered and presented in ‘Section 2’ and you should clearly refer back to this evidence and data.

Potential impacts identified should only be those that are specific to any particular characteristics, rather than listing general positive or negative implications of the activity which would affect people regardless of their characteristics.

If you select ‘No impacts identified’ you must justify how you have reached this conclusion through your assessment. If you select ‘Insufficient evidence’, you should consider including an action in the action plan (‘Section 6’) to address this gap.

Protected characteristics (established by the Equality Act 2010)	Is there a potential positive or negative impact on this characteristic arising from the proposed activity? (Select all that apply)	Describe the potential <u>positive</u> impact(s) which have been identified (Please explain the evidence used to identify the positive impact(s))	Describe the potential <u>negative</u> impact(s) which have been identified (Please explain the evidence used to identify the negative impact(s))
Age	<input checked="" type="checkbox"/> Potential positive impact <input checked="" type="checkbox"/> Potential negative impact <input type="checkbox"/> No impacts identified <input type="checkbox"/> Insufficient evidence	Data tells us that people from older age groups experience disproportionately high hospital admissions from alcohol, so we can therefore assume that officers may be likely to be engaging with more older males and can signpost them to support services as well as confiscate alcohol which could reduce the risk of hospitalisation and help to improve health outcomes.	As we know that people from older age groups experience disproportionately high hospital admissions from alcohol, it can be predicted that this group will be represented in higher numbers of those issued FPNs.
Disability	<input type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input checked="" type="checkbox"/> No impacts identified <input checked="" type="checkbox"/> Insufficient evidence		
Gender reassignment	<input checked="" type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact	There is a known link between violence against a person and alcohol consumption.	

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	<input type="checkbox"/> No impacts identified <input type="checkbox"/> Insufficient evidence	<p>We understand that this may particularly be targeted towards people who either are, or are assumed to be, part of the LGBTQ+ community. It can be suggested that measures to combat irresponsible drinking in Camden could help to reduce incidents of Hate Crime by allowing enforcement action against those who are intoxicated and behaving in an anti-social manner and or harassing others.</p>	
Marriage or civil partnership	<input type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input checked="" type="checkbox"/> No impacts identified <input checked="" type="checkbox"/> Insufficient evidence		
Pregnancy or maternity	<input type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input checked="" type="checkbox"/> No impacts identified <input checked="" type="checkbox"/> Insufficient evidence		
Race or ethnicity	<input checked="" type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input type="checkbox"/> No impacts identified <input type="checkbox"/> Insufficient evidence	<p>There is a known link between violence against a person and alcohol consumption. We understand that this may particularly be targeted towards people who either are, or are assumed to be, from particular racial or ethnic groups. It can be suggested that measures to combat irresponsible drinking in Camden could help to reduce incidents of Hate Crime by allowing enforcement action against those who are intoxicated and behaving in an anti-social manner and or harassing others.</p>	
Religion or belief	<input checked="" type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact	<p>There is a known link between violence against a person and alcohol consumption. We understand that this may particularly be</p>	

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	<input type="checkbox"/> No impacts identified <input type="checkbox"/> Insufficient evidence	<p>targeted towards people who either are, or are assumed to be, from particular racial or ethnic groups. It can be suggested that measures to combat irresponsible drinking in Camden could help to reduce incidents of Hate Crime by allowing enforcement action against those who are intoxicated and behaving in an anti-social manner and or harassing others.</p>	
<p>Sex</p>	<input checked="" type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input type="checkbox"/> No impacts identified <input type="checkbox"/> Insufficient evidence	<p>The 2024 Womens Safety Survey by The Community Safety Team in Camden received responses which demonstrated support for increased enforcement against anti social use of alcohol and drugs.</p> <p>Therefore, it is likely that women will feel safer due to a responsible drinking PSPO as they know that there will be action taken against those who use alcohol in an anti social manner.</p>	
<p>Sexual orientation</p>	<input checked="" type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input type="checkbox"/> No impacts identified <input type="checkbox"/> Insufficient evidence	<p>There is a known link between violence against a person and alcohol consumption. We understand that this may particularly be targeted towards people who either are, or are assumed to be gay, lesbian or bi. It can be suggested that measures to combat irresponsible drinking in Camden could help to reduce incidents of Hate Crime by allowing enforcement action against those who are intoxicated and behaving in an anti-social manner and or harassing others.</p>	

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Additional characteristics (priorities for Camden Council)	Is there a potential positive or negative impact on this characteristic as a result of the proposed activity? (Select all that apply)	Describe the potential <u>positive</u> impact(s) which have been identified (Please explain the evidence used to identify the positive impact(s))	Describe the potential <u>negative</u> impact(s) which have been identified (Please explain the evidence used to identify the negative impact(s))
Foster carers	<input type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input checked="" type="checkbox"/> No impacts identified <input checked="" type="checkbox"/> Insufficient evidence		
Care-experienced young people	<input type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input checked="" type="checkbox"/> No impacts identified <input checked="" type="checkbox"/> Insufficient evidence		
Low-income households	<input checked="" type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input type="checkbox"/> No impacts identified <input type="checkbox"/> Insufficient evidence	<p>Research shows that a greater proportion of those in the lowest socioeconomic groups who had ever experienced alcohol-related ASB, experienced this weekly or more often for example 46% of those in households earning £19,999 and under experienced alcohol related ASB weekly or more compared to (24.7%), in households earning £40,000 and more</p>	
Refugees and asylum seekers	<input type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input checked="" type="checkbox"/> No impacts identified <input checked="" type="checkbox"/> Insufficient evidence		
Parents and / or carers	<input type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact		

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	<input checked="" type="checkbox"/> No impacts identified <input checked="" type="checkbox"/> Insufficient evidence		
People who are homeless	<input type="checkbox"/> Potential positive impact <input checked="" type="checkbox"/> Potential negative impact <input type="checkbox"/> No impacts identified <input type="checkbox"/> Insufficient evidence		People who are homeless are unfortunately over-represented in those who either the police or council officers deal with for alcohol-related antisocial behaviour. Officers will not use the PSPO to specifically target any particular community in a discriminatory way, including those rough sleeping.
Private rental tenants in deprived areas	<input type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input checked="" type="checkbox"/> No impacts identified <input checked="" type="checkbox"/> Insufficient evidence		
Single parent and / or carer households	<input type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input checked="" type="checkbox"/> No impacts identified <input checked="" type="checkbox"/> Insufficient evidence		
Social housing tenants	<input checked="" type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input type="checkbox"/> No impacts identified <input type="checkbox"/> Insufficient evidence	<p>Research shows that a greater proportion of those in the lowest socioeconomic groups who had ever experienced alcohol-related ASB, experienced this weekly or more often for example 50.4% of social renters experienced alcohol related ASB weekly or more compared to 28.4% of homeowners.</p> <p>https://www.ias.org.uk/wp-content/uploads/2020/07/rp41052020.pdf</p>	
Any other (please specify)	<input type="checkbox"/> Potential positive impact <input type="checkbox"/> Potential negative impact <input type="checkbox"/> No impacts identified <input type="checkbox"/> Insufficient evidence		

Please describe any potential positive or negative impacts you have identified as a result of the proposed activity on any intersectional groups

Please describe the intersectional groups, the potential impacts identified and the evidence or data used in your assessment.

Data from the Camden Drugs and Alcohol needs assessment show that 19% of service users are either homeless or have an unstable housing status and the alcohol-related admission rate for men across all age groups is 3.5 above the average, likely due to the significant nighttime economy in the borough. In addition, men over 65 are 11 times more likely to be admitted to hospital due to alcohol. This indicates that homeless males are most likely to be impacted by the PSPO and this will increase throughout people's lifespans. Those who are irresponsibly drinking will where possible first be issued a warning, however discretion will remain for officers to issue a FPN immediately. Officers will not use this power to specifically target any particular community in a discriminatory way, including those rough sleeping.

Officers who are authorised to enforce the PSPO will undertake training on how to effectively enforce the PSPO in a way non-discriminatory way and ensure that enforcement does not disproportionately impact one group. Council officers also undertake unconscious bias training.

Section 4: Consultation and engagement

4.a. How have you consulted or engaged with those who will potentially be impacted by the activity (either directly or through engagement with organisations representing these groups)?

Consultation and engagement should be relevant to the specific activity being considered through this EqIA (although it may not have been carried out specifically because of the EqIA being carried out).

You should describe what the consultation process looked like, when it took place and how many people were involved. You should also be able to show how what you learned through this consultation or engagement has factored into your equalities thinking in this EqIA.

Group(s) engaged and details of engagement	Issues raised through the consultation or engagement, related to one or more protected or additional characteristics	Learning or impact for equalities thinking
<p>Safer Neighbourhood Board, neighbourhood watch groups, ward panels, third-sector organisations Business Improvement Districts.</p> <p>Residents Land-owners Businesses</p>	<p>Comments were raised about how to ensure that PSPO would be enforced fairly.</p>	<p>Ensuring that PSPO is signposted adequately.</p> <p>Producing an FAQs document about what PSPOs are, how they are introduced as well as how they are enforced. This will provide residents with information about the importance of adhering to a PSPO, thus reducing the chance of people being unaware of the PSPO being in place and the consequence of not complying. The PSPO FAQ will also outline that only those who are engaging in irresponsible alcohol consumption be enforced under the PSPO and it will not be used to specifically target any specific community, including</p>
<p>Resident online consultation for 8 weeks January to March 2026 promoted via social media. 195 responses to consultation.</p>	<p>Consultation respondents were asked the following question:</p> <p><i>Do you support the proposal made outlined in the Draft Order by Camden Council to introduce a borough-wide Public Space Protection Order to deal with antisocial behaviour linked to alcohol consumption in public places and to make Camden a Responsible Drinking Borough?</i></p> <p>Responses were as follows:</p> <ul style="list-style-type: none"> • Yes: 77.95% • No: 17.44% 	<p>Producing an FAQs document about what PSPOs are, how they are introduced as well as how they are enforced. This will provide residents with information about the importance of adhering to a PSPO, thus reducing the chance of people being unaware of the PSPO being in place and the consequence of not complying. The PSPO FAQ will also outline that only those who are engaging in irresponsible alcohol consumption be enforced under the PSPO and it will not be used to specifically target any specific community, including</p>

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	<ul style="list-style-type: none">• Not sure: 3.59%• Not Answered: 1.03% <p>The majority of respondents supported the implementation of the PSPO and felt it would positively impact the area and their quality of life. Some queries were raised regarding fair enforcement especially towards those who are homeless.</p>	those who are homeless.
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4.b. How have you engaged with other Council services or relevant external partners or suppliers who would be involved in the delivery of the activity?

This is essential where the mitigations for any potential negative impacts rely on the delivery of work by other teams.

Pre-engagement has taken place with the Director of Public Health, Director of Environment, Director of Adult Social Care and Head of Substance Misuse Commissioning, all of whom are supportive provided safeguards are in place for vulnerable people.

Police have been engaged with regarding enforcement of PSPO.

Section 5: Assessment

At this point in the form, you should have considered the available evidence and whether there are any potential positive or negative impacts identified against each of the protected and additional characteristics, and on the basis of any intersectional identities and experiences.

Using the analysis you have done so far, you are now asked to determine which of the below outcomes is most appropriate for this activity.

You should provide a clear, brief rationale for the conclusion reached in this section and should use the action plan in ‘Section 6’ to set out mitigating actions that need to be taken in response to the outcome of this assessment.

Please select one of the below assessment outcomes:

Assessment outcomes	
<input type="checkbox"/>	1. Activity can continue as it is: No negative impacts have been identified, so the work can continue
<input type="checkbox"/>	2. Activity has justifiable negative impacts: Negative impacts have been identified but these can be justified as a proportionate means of achieving a legitimate aim
<input checked="" type="checkbox"/>	3. Activity has negative impacts that can be managed: Negative impacts have been identified but these can be balanced against identified positive impacts and / or can be addressed by changing the activity and / or introducing mitigating actions (‘Section 6’)
<input type="checkbox"/>	4. Activity cannot continue: Significant negative impacts have been identified, or mitigating actions cannot be taken, meaning the work must be stopped
Narrative / justification for the above selection	
The only potential negative impact identified through this EQIA is likely to be on those who are homeless or street-active. This group will be signposted to support pathways but may face enforcement action if officers deems them to be irresponsibly drinking and causing anti-social behaviour.	

Section 6: Action plan

Use the template action plan below to set out actions that will be taken to address any potential negative impacts identified through this EqIA, or to support any potential positive impacts which have been identified. Be as specific and detailed as possible about the actions needed and how these will be carried out.

If other teams, services or partners would be required to support or input into the delivery of any actions, please ensure they are consulted prior to the EqIA being signed-off.

You should also make it clear through your action plan how you will ensure there is appropriate governance and oversight of your EqIA and the actions in this action plan, including how the EqIA will continue to be reviewed and updated.

Action	Responsible lead(s)	Delivery timeframe	Expected impact / outcome / measures
Officers will not use this power to specifically target any particular community in a discriminatory way, including those rough sleeping.	Head of Community Safety	Ongoing	To ensure fairness and proportionate enforcement
Officers who are authorised to enforce the PSPO will undertake training on how to effectively enforce the PSPO in a non-discriminatory way to ensure that enforcement does not dis-proportionally impact one group. Council officers will also undertake unconscious bias training.	Enforcement Managers	Prior to implementation	To ensure PSPO is enforced proportionately and appropriately
In line with statutory guidance the PSPO will be continually monitored to ensure that enforcement is effective and proportionate. It will also ensure that data is analysed to indicate if the PSPO is still needed.	ASB Steering Group	Ongoing	To measure impact of the PSPO including number of FPNs issued as well as analysis of those issued FPNs. Assessing resident feedback

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<p>Easy read version of the PSPO and increased signage as well as liaison with support services for those in alcohol treatment to ensure the PSPO order is communicated clearly</p>	<p>Enforcement Managers</p>	<p>Prior to implementation</p>	<p>To ensure awareness of the PSPO and act as a deterrent for not adhering to PSPO terms</p>
<p>Producing an FAQs document about what PSPOs are, how they are introduced as well as how they are enforced. This will provide residents with information about the importance of adhering to a PSPO, thus reducing the chance of people being unaware of the PSPO being in place and the consequence of not complying. The PSPO FAQ will also outline that only those who are engaging in irresponsible alcohol consumption be enforced under the PSPO and it will not be used to specifically target any specific community, including those who are homeless.</p>	<p>PSPO Project Lead & Camden Legal</p>	<p>Prior to implementation</p>	<p>To increase understanding of the purpose of PSPOs and how they are enforced.</p>

Section 7: Review and sign-off

Once you have completed your EqIA, use this section to confirm agreement and sign-off from relevant parties.

Once this section has been completed, this version of the EqIA is finalised. At this point it should be saved as a PDF and sent to equalities@camden.gov.uk for performance monitoring.

Lead person completing the EqIA (author)	
Full name:	Sophie Wroblewski
Position:	Community Safety Partnership Coordinator
Date of sign-off:	14/04/2026
Person reviewing the EqIA (reviewer)	
Full name:	Jack Kilker
Position:	Equality Impact Quality Assurance Lead
Date of sign-off:	16/04/2026
Officer accountable for the EqIA (e.g. director or project sponsor)	
Full name:	Patrick Coulson
Position:	Head of Community Safety & Enforcement
Date of sign-off:	09/04/2026
Expected date of next review	