

# **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 regard<sup>1</sup> 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](mailto: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.

<sup>1</sup> [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.

# Camden Council Equality Impact Assessment Form

<b>Title of the activity</b>	
Statement of Licensing Policy under the Licensing Act 2003.	
<b>Officer accountable for the EqlA (e.g. director or project sponsor)</b>	
Full name:	Jamie Akinola
Position:	Director of Public Safety
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<b>Lead person completing the EqlA (author)</b>	
Full name:	Afshar Ahmad
Position:	Licensing Team Leader
Directorate:	Supporting Communities
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<b>Person reviewing the EqlA (reviewer)</b>	
Full name:	William Sasu
Position:	Public Protection and Licensing Manager
Directorate:	Supporting Communities
Email:	William.sasu@camden.gov.uk
<b>Version number and date of update</b>	

## 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:

# Camden Council Equality Impact Assessment Form

## 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.)

In 2023-2024, the Council reviewed the Camden's Statement of Licensing Policy under The Licensing Act 2003 (the "Statement"). This Statement sets out the Council's aims in respect of its licensing functions under the Act. These functions enable the Council in its role as the licensing authority, to regulate premise supplying alcohol, providing regulated entertainment, and providing late night refreshment.

The Statement plays an important role in the Council's duty to manage the risk of harms that may result from licensable activities provided by businesses and relevant individuals in Camden. The Statement aims to strike a balance between the needs of Camden's residents and those of the businesses providing the licensable activities. By striking the balance between these competing interests, the policy aims to mitigate the potential harms by setting out policies to ensure venues operate in accordance with the law and conditions of a licence or other authorisation.

The primary focus of the Statement is to promote the four licensing objectives as set out in the Licensing Act 2003. These are:

- the prevention of crime or disorder
- public safety
- the prevention of public nuisance
- the protection of children from harm.

The review will inform an updated Statement that continues to promote the licensing objectives and support other key aims which include:

- protecting the public and local residents from crime, anti-social behaviour and noise nuisance caused by irresponsible licensed premises;
- giving the police and licensing authorities the powers they need to effectively manage and police the night-time economy and take action against those premises that are causing problems;
- recognising the important role which pubs and other licensed premises play in our local communities by minimising the regulatory burden on business, encouraging innovation and supporting responsible premises;
- providing a regulatory framework for alcohol which reflects the needs of local communities and empowers local authorities to make and enforce decisions about the most appropriate licensing strategies for their local area; and
- encouraging greater community involvement in licensing decisions and giving local residents the opportunity to have their say regarding licensing decisions that may affect them.

The review will ensure that the Council continues to have effective and up to date policies and that the Statement complies with the law, reflects current circumstances, and helps to deliver local priorities.

Following an initial review to identify potential changes to the Statement, officers will produce a draft Statement for consideration by Camden's Licensing Committee. The Committee will be asked to approve the draft Statement for public consultation.

Following the consultation, officers will consider all comments received during consultation and propose any relevant changes to the initial draft Statement. The Licensing Committee will then be asked to consider the revised draft Statement and recommend approval and adoption by the Council.

The full Council must approve and adopt the reviewed Statement. It is anticipated that the revised Statement will published and take effect by summer 2024.

Officers have considered the current policy and assessed the potential impact the Statement review may have on protected groups. The considerations are set out in this EIA.

Continue on next page if more space is needed.



# Camden Council Equality Impact Assessment Form

## 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 carers<sup>2</sup>
- Gender reassignment<sup>3</sup>
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

#### Age

The table below illustrates Camden's population by age group.

All Ages (years)	220,338	100%
0-4	13,168	6.0%
5-15	22,297	10.1%
16-29	58,504	26.6%
30-44	59,573	27.0%
45-59	33,564	15.2%
60-74	22,192	10.1%
75-89	9,945	4.5%
90+	1,095	0.5%

Premises providing licensable activities or unlicensed activities have the potential to affect the majority of age groups in Camden. The Council's current Statement contains provisions, which specifically aim to protect children from being the risk of harm that may arise from the activities provided at licensed premises. The review will look at measures that may extend protections to other vulnerable groups of all ages. This will extend existing measures to mitigate access to activities that may cause harm, and this is a positive benefit of the Statement.

<sup>2</sup> 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.

<sup>3</sup> 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.

# Camden Council Equality Impact Assessment Form

## **Disability, including family carers**

The 2011 Census shows that 14.4% of Camden residents stated that their day-to-day activities are limited due to a health problem or disability, which has lasted or will last 12 months.

This is just above the Inner London average of 14.2% but below the England and Wales average of 17.9%.

The Camden 2008 Housing Needs Survey Update shows that 6.4% of households contain a person with a physical disability of which 0.4% is a severe sensory disability and 0.6% is a learning disability. The survey also identified that 2.4% of households contained people with more than one special need or more than one person with a special need.

The location of licensed premises and the activities in and around those locations has the potential to affect all protected groups in Camden and the wider community and therefore, community safety. Disabled people are more likely to be the victims of crime than people who are non-disabled across all age ranges with the exception of those over 65. The risk may increase for some people with this particular characteristic.

Disabled people may be subject to hate crime, which is any incident or crime, which is the victim, or any other person perceives to be motivated because of a person's disability or perceived disability. This is "disability hate crime" and not necessarily associated with activities at or near to licensed premises.

The review will include independent research to gain a better understanding of whether particular premises types contribute positively or negatively to people with this protected characteristic. This will enable officers to consider whether additional measures could be included in the reviewed Statement and whether the Statement could be a vehicle to advance opportunity and foster good relations between those with this protected characteristic.

The Council cannot use the Statement to duplicate or enforce other legislation and as such, the Statement is unable to address some specific impacts on this group such as barriers to accessing licensed premises.

## **Gender reassignment**

No data is available in respect of gender reassignment.

People in this group may be subject to transphobic hate crime, which is now one of the five 'strands' of hate crime recorded by the police. Reported transphobic hate crime increased by 9% in the year 2014/15. However, trans people are reluctant to report it and this may be because of previous bad experiences with the police or because they fear reprisals by neighbours and the criminal justice process will 'out' them as trans.

At this stage, officers have not identified specific issues that will affect this protected group.

# Camden Council Equality Impact Assessment Form

## Marriage and civil partnership

The table below illustrates Camden's population by marital and civil partnership status.

All Residents Aged 16+	184,873	100%
Single (never Married/ in Civil Partnership)	101,579	54.9%
Married	54,600	29.5%
In a registered same-sex Civil Partnership	1,575	0.9%
Separated (still legally Married/Civil Partnership)	5,346	2.9%
Divorced/formerly in Civil Partnership	14,176	7.7%
Widowed/Civil Partnership surviving partner	7,597	4.1%

Officers have considered that people in this group are likely to have more than one protected characteristic. They have not identified specific issues in respect of marriage or civil partnership protected characteristic.



# Camden Council Equality Impact Assessment Form

## Pregnancy and maternity

The conception rate per 1,000 women in Camden during 2012 stood at 62.3. This is low compared with greater London and nationally and has been slowly declining since 2009. Camden teenage conceptions are significantly lower than Greater London.

Officers have not identified specific issues that will affect this protected characteristic.

## Race

Camden's population is ethnically diverse. In 2011, 34% of Camden residents were from black or minority ethnic (BME) groups. The needs and experiences of residents from different races in Camden will vary considerably. The issues identified that relate to the current Statement, are:

- Communication barriers: some people are unable to access our services due to the lack of appropriate resources such as translation or interpretation materials for speakers of other languages.
- Community safety: this includes racial harassment, violence and hate crime against people from different races. BME groups are more likely to be the victims of personal crime.
- Hate crime: any incident or crime, which the victim or any other person perceives to be motivated because of a person's race, is a hate crime. Research shows that many hate crimes go unreported.

Ethnicity, identity, language & religion	Number	%
All ethnic groups	220,338	100%
White	146,055	66.3%
Mixed/Multiple Ethnic Groups	12,322	5.6%
Asian or Asian British	35,446	16.1%
Black or Black British	18,060	8.2%
Other Ethnic Group	8,455	3.8%
Black & Minority Ethnic Groups	74,283	33.7%
All Minority Ethnic Groups	123,401	56.0%
Detailed ethnic groups:		
White		
English/Welsh/Scottish/Northern Irish/British	96,937	44.0%
Irish	7,053	3.2%
Gypsy or Irish Traveller	167	0.1%
Other White	41,898	19.0%
Mixed / Multiple Ethnic Groups		
White and Black Caribbean	2,494	1.1%
White and Black African	1,800	0.8%
White and Asian	3,880	1.8%

# Camden Council Equality Impact Assessment Form

Other Mixed Asian / Asian	4,148	1.9%
British Indian Pakistani	6,083	2.8%
Bangladeshi	1,489	0.7%
Chinese	12,503	5.7%
Other Asian	6,493	2.9%
	8,878	4.0%
Black/ African/ Caribbean/ Black		
British African	10,802	4.9%
Caribbean	3,496	1.6%
Other Black	3,762	1.7%
Other ethnic group		
Arab	3,432	1.6%
Any Other Ethnic Group	5,023	2.3%

The location of licensed premises has the potential to affect all protected groups in Camden. The risk increases in respect of this protected group. The current Statement contains provisions, which specifically aim to protect people from the risk of harm arising from the activities at or near to these venues including people with this protected characteristic.

The review will include independent research to gain a better understanding of whether particular premises types and locations contribute positively or negatively to people with this protected characteristic. The research will also explore whether Camden's evening and night-time economy (ENTE) is diverse, inclusive, and safe for everyone which includes people with this protected characteristic. This will enable officers to consider whether additional measures could be included in the reviewed Statement and whether the Statement could be a vehicle to advance opportunity and foster good relations between those with this protected characteristic.

Officers will aim to make the policy easy to read and understand but recognise that there may be occasions when the Council may need to translate the Statement into other languages.

## Religion or belief

The table below illustrates Camden's population by religion or belief.

All (including "not stated" and "no religion")	220,338	100%
Christian	74,821	34.0%
Buddhist	2,789	1.3%
Hindu	3,141	1.4%
Jewish	9,823	4.5%
Muslim	26,643	12.1%
Sikh	465	0.2%
Other religion	1,267	0.6%
No religion	56,113	25.5%
Religion not stated	45,276	20.5%

Religion or belief may also overlap with other protected characteristics such as race.

# Camden Council Equality Impact Assessment Form

The issues experienced by different religious/belief groups may vary significantly.

Officers have not identified any negative impact arising from the current Statement on this protected group.

The review will include independent research to gain a better understanding of whether Camden's evening and night-time economy (ENTE) is diverse, inclusive, and safe for everyone which includes people with this protected characteristic. This will enable officers to consider whether additional measures could be included in the reviewed Statement and whether the Statement could be a vehicle to advance opportunity and foster good relations between those with this protected characteristic.

## Sex

The information below illustrates Camden's population by sex.

Male	107,885	49.0%
Female	112,453	51.0%

Licensed premises especially night time venues, such as pubs, bars, and clubs, can play host to a range of unacceptable behaviours. These behaviours can have an adverse impact on the safety of this protected group.

A YouGov poll of 2,013 adults aged between 18 and 24 who drink in bars, clubs, or pubs found that:

- 72% said they had seen some form of sexual harassment
- 63% of women and 26% of men said they had experienced unacceptable behaviour
- 79% of women said they expected inappropriate comments, touching and behaviour on a night out toward them or their friends

The Council's current Statement was updated in 2021 to include an additional section around women's safety in the evening and night time economy.

During this review, officers will develop the appendix on Women's Safety within the current Statement with a view to including this prominently within the main body of the reviewed Statement.

As mentioned above, the review will include independent research to gain a better understanding Camden's evening and night-time economy (ENTE). This research will include specific observations regarding the ENTE to determine any specific concerns in respect of safety for people with this protected characteristic. This will enable officers to consider whether additional measures could be included in the reviewed Statement.

Any changes will extend existing measures to mitigate harm and this will be a positive benefit of the Statement.

# Camden Council Equality Impact Assessment Form

## Sexual orientation

The Office for National Statistics (ONS) suggests in its Integrated Household Survey 2011- 2012, that in London, 91% of the population identify as heterosexual/straight; 2.5% identify as gay, lesbian, or bi-sexual; 0.4% have an alternative sexual identity and 5.7% answered that they did not know or did not answer. This survey is an experimental data source.

In Camden, the 2009 Camden Talks Survey suggests from a panel of 2000 residents that 76% identify as heterosexual/straight; 6% identify as gay or lesbian and 1% bi-sexual.

However, Camden's Lesbian, Gay, Bisexual and Transgender (LGBT) forum estimates that 10 to 12% of Camden's population are Lesbian, Gay, Bisexual and Transgender.

The 2011 Census identifies that 0.9% of people aged 16 and over are in a civil partnership.

Officers have not identified any negative impact arising from the current statement on this protected group.

However, in recent years, Camden has seen a decline in the number of venues catering for people with this protected characteristic.

As mentioned above, the review will include independent research to gain a better understanding of Camden's evening and night-time economy (ENTE). This research will include specific observations regarding the ENTE, and surveys of businesses and customers to understand the reason for this decline.

The research will also be used to determine any specific concerns in respect of diversity, safety, and inclusivity at venues for people with this protected characteristic. The information obtained through the research will enable officers to consider whether additional measures could be included in the reviewed Statement.

Any changes will extend existing measures to mitigate harm, and this will be a positive benefit of the Statement.

# Camden Council Equality Impact Assessment Form

## Intersectional Groups

### 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

**Looked after children/care leavers**

N/A

**Low-income households**

N/A

**Refugees and asylum seekers**

N/A

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

N/A

**People who are homeless**

N/A

**Private rental tenants in deprived areas**

N/A

# Camden Council Equality Impact Assessment Form

**Single parent households**

N/A

**Social housing tenants**

N/A

**Any other, please specify**

N/A



# Camden Council Equality Impact Assessment Form

**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.**

No evidence or data found

# Camden Council Equality Impact Assessment Form

## 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	
Disability including carers	No	
Gender reassignment	No	
Marriage/civil partnership	No	

# Camden Council Equality Impact Assessment Form

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

# Camden Council Equality Impact Assessment Form

## 3.b Potential positive impact on protected characteristics

Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Age	Yes	The Council's draft Statement contains provisions, which specifically aim to protect children from being at risk of harm that may arise from the activities provided at licensed premises. The review will look at measures that may extend protections to other vulnerable groups of all ages. This will extend existing measures to mitigate access to activities that may cause harm, and this is a positive benefit of the Statement.
Disability including carers	Yes	<p>The review will include independent research to gain a better understanding of whether particular premises types contribute positively or negatively to people with this protected characteristic. This will enable officers to consider whether additional measures could be included in the reviewed Statement and whether the Statement could be a vehicle to advance opportunity and foster good relations between those with this protected characteristic.</p> <p>The Council cannot use the Statement to duplicate or enforce other legislation and as such, the Statement is unable to address some specific impacts on this group such as barriers to accessing licensed premises</p>
Gender reassignment	Yes	The draft Policy will promote diversity and LGBTQ+ venues

# Camden Council Equality Impact Assessment Form

Marriage/civil partnership	No	
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# Camden Council Equality Impact Assessment Form

Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Pregnancy/ maternity	No	
Race	Yes	<p>The research will also explore whether Camden's evening and night-time economy (ENTE) is diverse, inclusive, and safe for everyone which includes people with this protected characteristic. This will enable officers to consider whether additional measures could be included in the reviewed Statement and whether the Statement could be a vehicle to advance opportunity and foster good relations between those with this protected characteristic.</p> <p>Officers will aim to make the policy easy to read and understand but recognise that there may be occasions when the Council may need to translate the Statement into other languages.</p>
Religion or belief	No	

# Camden Council Equality Impact Assessment Form

Sex	Yes	<p>During this review, officers have developed a section within the draft policy.</p> <p>Any changes will extend existing measures to mitigate harm and this will be a positive benefit of the Statement.</p>
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# Camden Council Equality Impact Assessment Form

Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Sexual orientation	Yes	<p>The research will also be used to determine any specific concerns in respect of diversity, safety, and inclusivity at venues for people with this protected characteristic. The information obtained through the research will enable officers to consider whether additional measures could be included in the reviewed Statement.</p> <p>Any changes will extend existing measures to mitigate harm, and this will be a positive benefit of the Statement.</p>

### 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	
Looked after children/care leavers	No	



# Camden Council Equality Impact Assessment Form

Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Low-income households	No	
Refugees and asylum seekers	No	
Parents (of any gender, with children aged under 18)	No	

# Camden Council Equality Impact Assessment Form

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	
Single parent households	No	

# Camden Council Equality Impact Assessment Form

Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Social housing tenants	No	
Any other, please specify	No	

# Camden Council Equality Impact Assessment Form

## 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	No	
Low-income households	No	

# Camden Council Equality Impact Assessment Form

Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Refugees and asylum seekers	No	
Parents (of any gender, with children aged under 18)	No	
People who are homeless	No	

# Camden Council Equality Impact Assessment Form

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

# Camden Council Equality Impact Assessment Form

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

Officers have not identified any specific issues that will affect people who have a combination, or intersection, of two or more characteristics

<sup>4</sup> Intersectionality refers to the interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

# Camden Council Equality Impact Assessment Form

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

4.a How have the opinions of people potentially affected by the activity, or those of organisations representing them, informed your work?

List the groups you intend to engage and reference any previous relevant activities, including relevant formal consultation? <sup>5</sup>	If engagement has taken place, what issues were raised in relation to one or more of the protected characteristics or the other characteristics about which the Council takes an interest, including multiple or intersecting impacts for people who have two or more of the relevant characteristics?
Members of the LGBTQ+ community	
Public Consultation open to all persons of protected characteristic	

<sup>5</sup> This could include our staff networks, advisory groups and local community groups, advice agencies and charities.



# Camden Council Equality Impact Assessment Form

<b>List the groups you intend to engage and reference any previous relevant activities, including relevant formal consultation?<sup>5</sup></b>	<b>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?</b>

# Camden Council Equality Impact Assessment Form

<b>List the groups you intend to engage and reference any previous relevant activities, including relevant formal consultation?<sup>5</sup></b>	<b>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?</b>

# Camden Council Equality Impact Assessment Form

**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.**

Engagement has taken place with the following teams or directorates within the Council and/or with external partners or suppliers:

Community Safety  
Environmental Health  
Business Growth  
Business Districts  
Members of the Public  
Responsible Authorities

# Camden Council Equality Impact Assessment Form

## Step 5: Informed decision-making

### 5. Having assessed the potential positive and/or negative impact of the activity, what do you propose to do next?

Please select one of the options below and provide a rationale (for most EqIAs this will be box 1). Remember to review this and consider any additional evidence from the operation of the activity.

**1. Change the activity to mitigate potential negative impacts identified and/or to include additional positive impacts that can address disproportionality or otherwise promote equality or good relations.**

**2. Continue the work as it is because no potential negative impacts have been found**

Continue the work

# Camden Council Equality Impact Assessment Form

**3. Justify and continue the work despite negative impacts (please provide justification – this must be a proportionate means of achieving a legitimate aim)**

**4. Stop the work because discrimination is unjustifiable and there is no obvious way to mitigate the negative impact**

# Camden Council Equality Impact Assessment Form

## 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

# Camden Council Equality Impact Assessment Form

Action	Due	Owner

## Step 7: EqlA Advisor

Ask a colleague, preferably in another team or directorate, to 'sense check' your approach to the EqlA and ask them to review the EqlA form before completing it.

They should be able to clearly understand from what you have recorded here the process you have undertaken to assess the equality impacts, what your analysis tells you about positive and negative actual or potential impact, and what decisions you have made and actions you have identified as a result.

They may make suggestions for evidence or impacts that you have not identified. If this happens, you should consider revising the EqlA form before completing this version and setting a date for its review.

If you feel you could benefit from further advice, please contact the Equalities service at [equalities@camden.gov.uk](mailto:equalities@camden.gov.uk)



# Camden Council Equality Impact Assessment Form

## Step 8: Sign-off

<b>EqIA author</b>	Name: Afshar Ahmad Job title: Licensing Team Leader Date 17/11/2023
<b>EqIA advisor / reviewer</b>	Name: William Sasu Job title: Public Protection & Licensing Manager Date: 28/12/2023
<b>Senior accountable officer</b>	Name Job title Date