

# **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 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.

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Title of the activity	
Corporate Parenting Strategy	
Officer accountable for the EqlA (e.g. director or project sponsor)	
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Version number and date of update	

## Step 1: Clarifying aims

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

- New  
 Under review  
 Being changed

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

- Staff  
 Residents  
 Contractors  
 Other (please detail): Camden Care Experienced Children and young people, Partners

### 1.c Which Directorate does the activity fall under:

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

Primarily Supporting People but affects all directorates

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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.)

Camden's proposed Corporate Parenting Strategy sets out how we will meet the needs of Camden's children in care and care-experienced young people (care leavers) as their corporate parent. It contains our key priorities for the next three years to further enhance our offer for this cohort, across both the council and our partners, to improve their outcomes.

The statutory guidance on the roles and responsibilities of the Director of Children's Services and the Lead Member for Children's Services states that the Council is responsible for acting as an effective and caring corporate parent for all children looked after and care-experienced young people. Simply put, the term 'corporate parent' refers to the collective responsibility of all elected members, staff, and partner agencies to provide the best possible support and safeguarding for this cohort and to support their transition into adulthood. This involves an absolute commitment that our children should achieve in education, live in stable homes where they receive love and care and be ready for independence as they mature into adulthood.

Back in January 2024, a motion was unanimously agreed by members to make 'care experience' a locally protected characteristic in Camden. This means that children in care, care leavers, or any resident with experience of care, will have the same protection locally from discrimination as other characteristics under the Equality Act. The motion was agreed following a moving debate in the Council Chamber to raise awareness of the issues care-experienced people face during and after leaving care. As a council, we recognise that care-experienced people can experience stigma, disadvantage, and discrimination, so we want to protect them from that and ensure that their best interest is considered at every point, by all council services and their partners. The protected characteristic as well as the new strategy sets our ambition to make all Camden services more inclusive of our care-experienced children and young people.

Camden has a track record of offering outstanding services to our care-experienced young people – and in Camden's last OFSTED inspection, Camden was granted 'outstanding', with Ofsted noting that "the care leavers service is rooted in relational practice, which means that Personal Advisors, the frontline practitioners directly supporting care leavers, build warm professional relationships and show pride in young people's achievements". Camden has a well-established and carefully designed local offer for care-experienced young people, including mental-health support, a higher-education grant, paid travel costs, paid Wi-Fi, supported accommodation, and subsidised gym membership.

However, following the motion to make care experience a protected characteristic for people in Camden, we are determined to raise our ambition even further for care-experienced children and young people as their corporate parent. We know that experience of care is diverse and care-experienced people are not a homogeneous group. As this EQIA will demonstrate, our new strategy puts a strong emphasis on priority cohorts within the care-experienced community, which might have specific needs and face intersecting disadvantage.

Over the past three years, Camden has been working towards the ambitions set out in its current Corporate Parenting Strategy (2021–2024). The increased focus over the past year on enhancing our support for care-experienced children and young people has aligned well



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with the need to review our Corporate Parenting Strategy and develop our new plan for the next three years.

As of 19/02/2025, there are:

- 206 children in Camden's care (Children Looked After)
- 481 Camden care-experienced young people (Care Leavers)

This includes care-experienced young people that are not currently in touch with our services but are still eligible to receive support from the council as Care Leavers.

Camden has a local offer for care-experienced young people which can be visible by clicking on this link: [a4-booklet-local-offer-for-care-leavers-16-25yrs-sept-24](#).

Continue on next page if more space is needed.

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

<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.



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## **Age**

Ninety-one young people aged 16 and 17 will be eligible for service as care experienced within the next two years. At the time of writing, 52 care-experienced young people (CEYP) were aged 24 and 25. Of this cohort, nine young people aged 25 still receive a service. 205 CEYP were aged between 18 and 20, and 147 were aged between 21 and 23. 43% of our total care leaver/care experienced young people population were aged 21 or over as of March 2023.

National evidence tells us that care-experienced individuals often face challenges that vary with age. Transitioning from care to independence, particularly around the age of 18, can lead to difficulties in accessing support services, housing, and employment opportunities. The abrupt cessation of support at this critical age can exacerbate vulnerabilities, highlighting the need for extended and tailored support beyond the age of 18.

## **Disability, including family carers**

31 children currently in our care and 59 care experienced young people in Camden (so care experienced people aged 18-25) have a recorded disability on our Mosaic system. This represents 6-8% of the cohort. Commonly recorded disabilities include Autism; learning difficulty; behaviour, emotional and social difficulty (BEH); and speech and language and communication needs (COMM).

National evidence tells us that children in care are more likely to have special educational needs and disabilities (SEND) (Department for Education, 2024). The intersection of being in care and having a disability can lead to compounded disadvantages, including limited access to appropriate educational resources and support services. Family carers of children with disabilities also face significant challenges, often requiring additional support to navigate the care system effectively.

## **Gender reassignment**

1% of our children currently in care and 0.8% of our care-experienced young people are gender reassigned, with a few children and young people identifying as gender-fluid or gender non-binary. Young people are provided with support and correctly identified by their gender on Mosaic (database system).

While specific data on transgender children within the care system is limited, it is recognised through national evidence that transgender youth face unique challenges, including discrimination and a lack of appropriate support. Care-experienced transgender individuals may encounter additional barriers in accessing gender-affirming care and support services, necessitating inclusive policies and practices within the care system.

## **Marriage and civil partnership**

This characteristic primarily pertains to adults; however, national evidence tells us that care leavers entering into marriage or civil partnerships may require additional support to navigate relational dynamics and legal frameworks, especially if they lack familial support networks.



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## Pregnancy and maternity

Less than 1% of our total cohort is recorded as being currently pregnant.

National evidence tells us that care-experienced young people, particularly young women, are at a higher risk of early pregnancy (UCL, 2021). Without adequate support, young parents from care backgrounds may face challenges in accessing healthcare, stable housing, and parenting resources, leading to intergenerational cycles of disadvantage.

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## Race

There is an overrepresentation of Black and Global Majority children in our care. Black or Black British children continue to be the most highly represented group in our care. The overrepresentation of global majority children is visible from infancy (less than a year old), with mixed-race children being more likely to be in our care and Black or Black British children emerging as overrepresented from the age of two.

National research indicates that Black children are over-represented in the care system and face "double discrimination." (Barnardos). Systemic racism can result in these young people being treated differently by various services, leading to disparities in outcomes such as education, employment, and interactions with the criminal justice system. Addressing these inequities requires culturally competent practices and targeted support to mitigate the effects of systemic bias.

We are currently piloting an edge of care pilot to try and provide more direct intensive home-based support to families at the edge of care to prevent children from entering care when this is avoidable; there is a strong focus placed on helping families from Global Majority backgrounds who have multiple disadvantages.

We continue to work with the Regional Adoption Agency, who have a Black Adopters Programme, to try and ensure that if permanency planning for these children means they cannot return to the care of their parents, we try and identify Black Adopters for them. To support their time in care, we continue to provide Replenish Boxes to placements to support conversations about race, ethnicity and heritage to enable carers to support the needs of our children. Most of our foster carers are also White British. As such, we have continued to facilitate appropriate training to develop their cultural competency in caring for children of other races. Social workers are also encouraged to have conversations on diversity within team and service meetings, and we continue to try to recruit a diverse workforce.

## Religion or belief

A significant proportion of our care-experienced population is recorded as being Muslim, with 28% of our children currently in care and 48% of our care-experienced young people identifying as such. Christianity is the second most adhered to religion in the cohort, with 21% of our children in care and 17% of our care-experienced young people identifying as Christian.

Children in care may have diverse religious beliefs that require recognition and support. National evidence tells us that a lack of understanding or accommodation for a child's faith can lead to feelings of isolation or identity conflict. Ensuring that care placements respect and facilitate religious practices is essential for the well-being of care-experienced youth.

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## Sex

Over 73% of Camden's care-experienced young people are male, meaning males are overrepresented in this cohort. This is partly explained by the fact that most unaccompanied and separate children (UASC) are male and represent over half of the care-experienced cohort. Looking at children currently in care, there is less overrepresentation with 52% males and 47% females. This is also explained by the fact that our UASC cohort is lower in our children currently entering care.

National evidence tells us that gender-specific challenges exist within the care system. For instance, male care leavers are disproportionately represented in the criminal justice system, while female care leavers may face higher rates of early pregnancy. Tailored interventions that address these gender-specific issues are crucial in promoting equitable outcomes.

## Sexual orientation

We do not systematically record care-experienced children and young people's sexual orientation on our systems. However, we can confidently assume that there is a diversity of sexual orientation within our care-experienced cohort.

National evidence tells us that LGBTQ+ youth in care often face additional stigma and discrimination. A lack of understanding or support regarding their sexual orientation can lead to mental health challenges and difficulties in forming healthy relationships. Creating an inclusive environment that affirms diverse sexual orientations is vital for the well-being of these young people.

## Intersectional Groups

The Corporate Parenting Strategy sets out our commitment to better supporting and meeting the needs of Camden's care-experienced children and young people. In January 2024, Camden formally recognised 'care experience' as a locally protected characteristic, reinforcing our dedication to tackling discrimination and improving outcomes.

As a result, the evidence explored above already considers intersectionality, examining how care experience interacts with other characteristics (e.g., care experience and religion, or care experience and sexual orientation). However, certain intersectional groups require particular attention due to their overrepresentation in the care system and the greater risk of discrimination and disadvantage they face:

- Black care-experienced young people encounter both racial discrimination and systemic bias across care, education, and the criminal justice system.
- Children with special educational needs and disabilities (SEND), including autism, ADHD, and mental health conditions, are significantly overrepresented in care and often experience barriers to appropriate support.

When multiple protected characteristics intersect, the challenges faced by care-experienced individuals can be compounded. For example, a Black transgender young person with a disability may experience layered discrimination, intensifying the difficulties they encounter within the care system and beyond.

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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

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## Foster Carers

Over 62% of Camden's children currently in care are living with a foster carer. Over 5% of our care-experienced young people still live with their former foster carer.

Foster carers play a crucial role in the lives of care-experienced children and young people. However, national evidence tells us that they often face challenges such as inadequate support, financial constraints, and limited access to resources, which can impact the stability and quality of care provided (The Fostering Network, 2023). Recognising and addressing these challenges is essential to ensure that foster carers can effectively support the children in their care.

## Looked after children/care leavers

According to Independent Review for Children's Social Care "many care-experienced people face discrimination, stigma, and prejudice in their day-to-day lives. Public perceptions of care experience centre on the idea that children are irredeemably damaged and that can lead to discrimination and assumptions being made." (188). This stigma and negative representation are widely represented in the media and popular culture (Capes, 2017), which is felt by care-experienced adults themselves who have found these media stereotypes 'particularly pernicious' (Care Experienced Conference 2019 p.29).

This stigma can lead to differential treatment by professionals and in society at large. This has been evidenced in the field of education, where children and young people with experience of care have reported that their teachers treated them differently, which was 'characterised by sympathy, concern, and lower expectations in terms of behaviour and engagement' (Honey et al. 2011, Mannay et al. 2017). Care-experienced young people have also voiced how they feel the public perceive them as 'criminals' and assume their behaviour is problematic (Channel 4 News, 2015; Ofsted, 2009; Become, 2017).

This stigma and stereotyping are widespread, and the Care System itself contributes to its perpetuation. Young people whilst in care can be unnecessarily criminalised (Fitzpatrick, 2022; Howard League for Penal Reform, 2017). It has also been found that professionals assume a specific inability to parent and can make care-experienced people go through unnecessary assessment (Care Review, 2022). The Care System itself might also put children and young people at a disadvantage because of specific provisions for children in care, such as being in unregulated educational provisions which could put them at an educational disadvantage (House of Commons, 2022).

We know that care-experienced young people nationally can experience poor outcomes. It is important to both look at the available outcomes evidence, whilst noting that outcomes for care leavers are not uniform. 26% of the homeless population have spent time in care; 24% of the prison population in England have care experience, and 41% of 19- to 21-year-old care-experienced young people are not in education, employment or training (NEET), compared to 12% of all other young people in the same age group (Ministry for Housing, Communities and Local Government, 2020; Williams et al., 2012; Department for Education, 2021b). This demonstrates the importance of working with partners in the criminal justice system, housing, education, and employment colleagues if we want to make a change for care-experienced young people in Camden.

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Research from the Nuffield Foundation and UCL has also outlined the lifelong health and wellbeing impacts of those who experience care. Their research found that adults who spent time in care as children between 1971 and 2001 were 70% more likely to die prematurely than those who did not. The extra risk of premature death rose for care leavers from 40% in 1971 to 360% in 2011. Additionally, adults who were in residential care as a child are between 3 or 4 times more likely to report their health as 'not good' compared with 'good'. These health inequalities demonstrate the importance of working with health partners on improving outcomes for care-experienced young people in Camden.

The Nuffield Foundation research outlines that care leavers in England are over ten times more likely than their peers to be not in education, employment, or training (NEET) in their 21<sup>st</sup> year, often finding it hard to gain employment without formal support networks.

Care-experienced young people also face specific disadvantage which means that some blanket policies can affect them in a specific way, which can sometimes lead to indirect discrimination. As an example, the homeless intentionality rule, which states that those who have deliberately done or failed to do something that causes the loss of accommodation may no longer be owed a homelessness duty by the local authority. This legislation is in place to avoid tenants and homeowners voluntarily leaving accommodation or being evicted due to anti-social or threatening behaviour and then being given priority for social housing. However, care-experienced people often find themselves forced into poor quality or unstable accommodation with little support after leaving care at a young age. Young people in this situation should feel able to push for better accommodation without fear of falling foul of homelessness intentionality rules. This example shows that policies across partners need to be looked at with the specific impact that it can have on care experience young people in mind. The pan-London Care Leavers Compact aims to develop a core common offer in London to improve outcome for care leavers in 6 areas, including housing, and work to date has included discussions with Directors of Housing across London to agree a common approach.

The Independent Review of Children's Social Care, led by Josh McAllister and published in May 2022, outlines five missions to support children in care and care-experienced people, which focus on improving outcomes around university attendance and employment, reducing health inequalities, ending homelessness of care-experienced young people. Notably, it also puts a strong emphasis on the importance of relationships in improving outcomes, with the first mission setting an ambition that no young person should leave care without at least two relationships. The missions each contain a number of recommendations to follow in order to reach the objectives set out, with some being the remit of national government and others aimed at local government, businesses and wider society.

The Care Review recognised the often-negative outcomes for people with care experience and recommended that the government make care experience a protected characteristic. This is on the basis that care-experienced people experience stigma and discrimination which is similar in nature to other groups that have a legally protected characteristic under the Equality Act 2010. The Care Review acknowledges that some worry about the potential effect of this further stigmatising care-experienced people. However, McAllister argues that making care experience a protected characteristic is essential to "provide greater authority to employers, businesses, public services and policy makers to put in place policies and programmes which promote better outcomes for care experienced people." (189); and that like other hidden characteristics, care-experienced people will still be able to choose whether to disclose this part of their lived experience.

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## Low-income households

National evidence tells us that poverty is a significant driver of health and social inequalities among care-experienced young people (AYPH 2023). Children from low-income families are more likely to enter the care system due to factors such as neglect or inability to meet their basic needs. Once in care, these young people often continue to face economic hardships, which can affect their educational attainment, mental health, and overall well-being. Addressing the economic disparities faced by care-experienced individuals is crucial for improving their life outcomes.

Camden has taken specific actions to mitigate the risk of economic hardship for our care-experienced young people. This includes a council tax exemption and access to free Wi-Fi up to the age of 25, support with applying to benefits and student loans, a setting up a home allowance to help young people furnish their home, in addition to other financial and non-financial support. This support can be found in more details as part of our local offer: [a4-booklet-local-offer-for-care-leavers-16-25yrs-sept-24](#).

## Refugees and asylum seekers

Over 16% of our children currently in care are unaccompanied and separated children (UASC) and 48% of our care-experienced young people are former UASC. A significant part of this cohort has accepted refugee status and has recourse to public funds. However, a minority of this cohort are waiting to hear back from the Home Office for an initial decision on their asylum application, have joined their siblings in the UK on Family Reunification Visas, have existing appeals with the Home Office or have Human Rights Act assessments being undertaken, meaning their appeal rights are exhausted.

National evidence tells us that refugee and asylum-seeking children who enter the care system often carry the trauma of displacement, loss, and, in some cases, exposure to violence. These experiences, combined with the challenges of adapting to a new culture and potential language barriers, can exacerbate feelings of isolation and hinder access to appropriate support services. Ensuring culturally sensitive and trauma-informed care practices is vital to support the unique needs of these young people.

Camden already has a bespoke offer for UASC, including support to make applications to the Home Office and support to appeal the Home Office decision, if they are declined status in the UK.

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

Over 7% of our care-experienced young people cohort and less than 1% of our children currently in care are currently recorded as being parents.

Care-experienced young people who become parents at a young age may face additional challenges, including limited support networks, financial instability, and societal stigma. These factors can impact their ability to provide for their children and may increase the likelihood of their children entering the care system, perpetuating a cycle of care experience. Providing targeted support to young parents with care experience is essential to break this cycle and promote positive parenting outcomes.

Camden currently provides a bespoke offer for care-experienced young parents, such as a £1,000 financial assistance and referrals to parenting programmes.

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## **People who are homeless**

Over 2% of our children currently in care and 5% of care-experienced young people in Camden have “homelessness identified as a presenting issue” in our case records.

National evidence tells us that care-experienced individuals are disproportionately at risk of homelessness, with studies indicating they are significantly more likely to face housing instability compared to their peers (Become, 2024). This vulnerability can stem from a lack of familial support, financial difficulties, and challenges in securing stable housing upon leaving care. Addressing housing needs and providing robust support during the transition out of care are critical steps in reducing homelessness among this population.

## **Private rental tenants in deprived areas**

National evidence tells us that care-experienced young people often rely on private rental housing due to limited access to social housing (Centrepoin 2017). Those residing in deprived areas may face substandard living conditions, higher rental costs, and increased exposure to crime and antisocial behaviour. These factors can adversely affect their mental and physical health, as well as their ability to achieve stability in other areas of life, such as education and employment.

## **Single Parents Households**

National evidence tells us that care-experienced individuals who are single parents may encounter compounded challenges, including balancing childcare responsibilities with employment or education, financial strain, and limited social support. These pressures can impact their well-being and that of their children, necessitating comprehensive support services tailored to the needs of single-parent families with care experience.

## **Social Housing Tenants**

National evidence tells us that while social housing can provide affordable accommodation for care-experienced young people, the availability of such housing is often limited, leading to long waiting times and potential periods of housing insecurity. Additionally, social housing estates in deprived areas may lack essential services and opportunities, further disadvantaging residents. Ensuring access to quality social housing and investing in community development are important measures to support care-experienced individuals.

## **Any other, please specify: *People with Experience of the Justice System or at Risk of Criminal Exploitation***

National evidence tells us that care-experienced young people are disproportionately represented in the youth justice system, often due to over-criminalisation in care settings, systemic bias, and lack of early intervention. One in three care-experienced children in England have received a youth caution or conviction and custodial sentences are at least eight times more common among care-experienced children (Natcen, 2025). They are also at heightened risk of criminal exploitation, particularly through county lines drug trafficking and gang involvement, as perpetrators target those without stable support networks. Black boys, unaccompanied asylum-seeking children, and young people with learning disabilities face greater risks of exploitation and harsher justice system outcomes. When turning 18, care leavers often lose key safeguarding protections, making transitions even harder. A corporate parenting approach must prioritise prevention, safeguarding, and rehabilitation to break cycles of disadvantage and criminalisation.



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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.**

The Corporate Parenting Strategy sets out our commitment to better supporting and meeting the needs of Camden's care-experienced children and young people. In January 2024, Camden formally recognised 'care experience' as a locally protected characteristic, reinforcing our dedication to tackling discrimination and improving outcomes.

As a result, the evidence explored above already considers intersectionality, examining how care experience interacts with other characteristics (e.g., care experience and social housing tenants, or care experience and low-income households).

Some intersectional groups require particular attention due to their heightened vulnerability and systemic barriers:

- Care-experienced refugees and asylum seekers often arrive in the UK unaccompanied, facing language barriers, trauma, immigration uncertainty, and isolation, all of which impact their mental health, education, and long-term stability.
- Care-experienced young people at risk of homelessness are disproportionately affected by housing instability, with many struggling to access secure accommodation, financial support, or employment opportunities, making them more vulnerable to exploitation.
- Care-experienced young parents frequently experience early parenthood without adequate support, facing higher rates of child protection interventions and poverty, which can perpetuate cycles of care involvement.

When multiple disadvantages intersect, the risks become even more severe. For instance, a care-experienced unaccompanied asylum-seeking mother in temporary accommodation faces housing insecurity, immigration barriers, financial hardship, and potential separation from her child—all of which require targeted support. A truly effective corporate-parenting approach must recognise and respond to these complexities, ensuring that no young person is left without the care and support they need.

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

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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	

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## 3.b Potential positive impact on protected characteristics

Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Age	Yes	The strategy outlines our vision to strengthen support for care leavers transitioning into adulthood, addressing accommodation, support into employment education and training and increasing access to mental health services post-18.
Disability (including carers)	Yes	<p>Children and young people with disabilities and learning needs (including undiagnosed) are a priority cohort in the strategy.</p> <p>The strategy puts a strong emphasis on children requiring ongoing care and support into adulthood to experience smoother transitions between children's and adult services, which should yield a positive impact for this cohort.</p>
Gender reassignment	Yes	<p>The strategy is designed for all children in care and young people leaving care, including transgender care experienced children.</p> <p>The strategy outlines a plan to provide placements that are better suited to children and young people's cultural and identity needs, and to give them more choice on where they live whenever possible. This should yield positive impacts for children and young people who have undergone gender reassignment to ensure they feel safe and supported at the places they stay.</p> <p>The strategy also commits to champion intersectionality, ensuring all staff and partners understand how a young person's care experience intersects with other aspects of their identity such as gender.</p>
Marriage/Civil Partnership	Yes	The strategy is designed for all children in care and young people leaving care, including young people who might want to marry/form a civil partnership.

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Pregnancy/ maternity	Yes	<p>Young parents are a priority cohort in the strategy.</p> <p>The strategy identifies 7 key actions to enhance the support of young people leaving care who are getting pregnant or become a parent, including support during pregnancy and maternity through the family hubs and providing a young parent package to purchase baby equipment.</p>
Race	Yes	<p>The strategy puts a focus on ensuring our workforce, partners, and service providers are both care-conscious, anti-racist, and committed to understanding care experienced people's unique experiences and needs.</p> <p>The strategy sets our vision to be the best Black corporate parent, actively addressing systemic inequalities and ensuring Black care-experienced children and young people feel represented, respected, and included. It outlines how we want to develop more initiatives like the Replenish Box, a box filled with products to look after skin and hair for Black children in care.</p>
Religion or belief	Yes	<p>The strategy is designed for all children in care and young people leaving care, including care-experienced children and young people with a religion or belief.</p> <p>The strategy outlines a plan to provide placements that are better suited to children and young people's cultural and identity needs, and to give them more choice on where they live whenever possible. This should yield positive impacts for children and young people with specific religion or belief to ensure the places they stay understand their religious needs.</p> <p>The strategy also commits to champion intersectionality, ensuring all staff and partners understand how a young person's care experience intersects with other aspects of their identity such as their religion.</p>

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Sex	Yes	<p>The strategy is designed for all children in care and young people leaving care, including care-experienced children and young people of all sexes.</p> <p>The strategy outlines a plan to provide placements that are better suited to children and young people's cultural and identity needs, and to give them more choice on where they live whenever possible. This should yield positive impacts for children and young people with specific religion or belief to ensure the places they stay understand their religious needs.</p>
Sexual orientation	Yes	<p>The strategy is designed for all children in care and young people leaving care, including care-experienced children and young people of all sexual orientations.</p> <p>The strategy outlines a plan to provide placements that are better suited to children and young people's cultural and identity needs, and to give them more choice on where they live whenever possible. This should yield positive impacts for children and young people with diverse sexual orientations to ensure the place they feel safe and supported in the places they stay.</p> <p>The strategy also commits to champion intersectionality, ensuring all staff and partners understand how a young person's care experience intersects with other aspects of their identity such as their sexual orientation.</p>

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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	
Looked after children/care leavers	No	

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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	



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Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
People who are homeless	No	
Private rental tenants in deprived areas	No	
Single parent households	No	

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

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## 3.d Potential positive impact on other characteristics

Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Foster carers	Yes	The strategy outlines our vision to better support our foster carers so that they are able to successfully care for our children in care.
Looked after children/care leavers	Yes	<p>The Corporate Parenting strategy is our strategy to better meet the needs of our children in care and care-experienced young people to enable them to thrive.</p> <p>Should the strategy be successfully implemented, it should yield immense positive outcomes for our looked-after children/care leavers.</p>
Low-income households	Yes	The strategy outlines our ambition to provide financial literacy support for care-experienced young people, and additional pathways and support into education and employment, helping care-experienced young people break cycles of disadvantage.

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Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Refugees and asylum seekers	Yes	<p>Unaccompanied and separated children and young people who were previously unaccompanied and separated are a priority cohort of our Corporate Parenting Strategy.</p> <p>The strategy identifies 5 key actions to enhance the support care-experienced refugees and asylum seekers are receiving, including increasing access to interpreters, training the workforce so they understand this cohort's unique needs and working with national partners to push for faster and more transparent immigration processes.</p>
Parents (of any gender, with children aged under 18)	Yes	<p>Young parents are a priority cohort in the strategy.</p> <p>The strategy identifies 7 key actions to enhance the support of young people leaving care who are parents, including support to stay in education, employment and training, and child-minding support.</p>
People who are homeless	Yes	<p>The strategy strengthens access to secure accommodation, and support with moves, reducing the likelihood of housing instability for care-experienced children and young people.</p>

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Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Private rental tenants in deprived areas	Yes	The strategy strengthens access to secure accommodation, and support with moves, reducing the likelihood of housing instability for care-experienced children and young people.
Single parent households	Yes	<p>Young parents are a priority cohort in the strategy.</p> <p>The strategy identifies 7 key actions to enhance the support of young people leaving care who are parents, including support to stay in education, employment and training, and child-minding support.</p>
Social housing tenants	Yes	The strategy strengthens access to secure accommodation, and support with moves, reducing the likelihood of housing instability for care-experienced children and young people.
Any other, please specify	Yes	<p>People with experience of the justice system or at risk of criminal exploitation</p> <p>This is a priority cohort of the strategy. The strategy identifies 7 key actions to enhance the support for this cohort, including tailored support through peer mentoring or specialist services, and working with the National Probation Services so they have a better understanding of their needs.</p>

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**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.

The strategy should yield positive impacts on people who have intersecting identities of being care-experienced in addition to other characteristics we may have.

The strategy makes a clear commitment to having an intersectional understanding of care experience and to help other council services and partners to do the same.

With a commitment to anti-racist practice in corporate parenting as well as identifying four priority cohorts which have intersecting identities. The strategy is by design intersectional and forces readers and strategy implementers to have an intersectional understanding of what it means to be care experienced.

<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.

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

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

List the groups you intend to engage and reference any previous relevant activities, including relevant formal consultation? <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?
Camden Care Experienced Children and Young people	<p>Experience of racism and discrimination were raised by some young people.</p> <p>Issues around having the appropriate support when you have a disability or a learning need.</p> <p>Experience of poverty and economic hardship.</p>
Frontline Practitioners who directly support care experienced children and young people, including social workers, personal advisors, and virtual school staff.	<p>Raised issues with specifically vulnerable cohorts such as young parents, unaccompanied and separated children and young people, young people with learning needs and disabilities, and young people with experience of the justice system and at risk of criminal exploitation.</p> <p>These have become our priority cohorts as a result.</p> <p>Raised issues about the cliff edge that can sometimes be experienced at 18 years old for children in care, so an age-related disadvantage.</p>
Elected Members	<p>Some elected members brought forward how we should enhance the support of unaccompanied asylum seekers.</p>

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

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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?



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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?

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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.

As per our ambition to make corporate parenting everybody's business in the council, we have engaged with various teams and directorates within the council as well as external partners and suppliers.

### Council teams

- Adult Social Care Team
- Public Health Team
- Corporate Services Team
- Inclusive Economy Team
- Housing Team
- Commissioning Team

### Partners

- School Governors Forum
- Safeguarding leads across a number of organisations who are part of Camden Safeguarding Children Partnership
- Providers attending the Annual Camden Providers Event
- Integrated Care Board

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## 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><b>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.</b></p>	
<p><b>2. Continue the work as it is because no potential negative impacts have been found</b></p>	<p>No potential negative impacts have been found.</p> <p>The impact of the Corporate Parenting Strategy should be either neutral or positive for all the characteristics examined in the EQIA when looking at Camden's care-experienced children and young people and their intersecting identities.</p>

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<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>	
<p>4. Stop the work because discrimination is unjustifiable and there is no obvious way to mitigate the negative impact</p>	

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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
Create an accessible/easy read version of the strategy for children with learning difficulties and younger children.	June 2025	Brenda Amisi-Hutchinson, Head of Corporate Parenting
Translate key points of the strategy into the languages most spoken by our unaccompanied and separated children cohort for whom English is their second language.	June 2025	Brenda Amisi-Hutchinson, Head of Corporate Parenting

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Action	Due	Owner

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## 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](mailto:equalities@camden.gov.uk)

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## Step 8: Sign-off

<b>EqIA author</b>	<b>Name</b> Hannah Raffin <b>Job title</b> Project Manager – Children’s Social Care <b>Date</b> 26/02/2025
<b>EqIA advisor / reviewer</b>	<b>Name</b> Margot Williams <b>Job title</b> Programme Manager – Free School Meals <b>Date</b> 26/02/2025
<b>Senior accountable officer</b>	<b>Name</b> Brenda Amisi-Hutchinson <b>Job title</b> Head of Corporate Parenting <b>Date</b> 26/02/2025