

Camden Council Equality Impact Assessment Form

Camden Council Equality Impact Assessment Form

Title of the activity	
New partnership arrangements with Disabled-led and Autistic-led organisations to reduce ableism and inequalities	
Officer accountable for the EqIA (e.g. director or project sponsor)	
Full name:	Chris Lehmann
Position:	Director of ASC Strategy and Commissioning
Directorate:	Adults and Health
Email:	Chris.Lehmann@camden.gov.uk
Lead person completing the EqIA (author)	
Full name:	Tim Rising
Position:	Strategic Commissioner
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Email:	Tim.Rising@camden.gov.uk
Person reviewing the EqIA (reviewer)	
Full name:	Karen Timperley
Position:	Head of Adults' Commissioning
Directorate:	Adults and Health
Email:	Karen.Timperley@camden.gov.uk
Version number and date of update: 1.0 03/06/2025	

Step 1: Clarifying aims

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

- ☐ New
☒ Under review
☐ Being changed

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

- ☐ Staff
☒ Residents
☒ Contractors
☐ Other (please detail):

1.c Which Directorate does the activity fall under:

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

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 Council Equality Impact Assessment Form

Cabinet is being asked to agree to the award of new long term grant funding to two user-led organisations, Camden Disability Action (CDA) and the Autism Hub. The grants will give both organisations the secure core funding to deliver a range of support services to Disabled and Autistic residents, such as welfare advice, counselling and peer-support, as well as empowering residents to lead the changes needed to reduce the structural inequalities and ableism that exists in Camden. The award of both grants will support the delivery of the commitment made by the Council in January 2025 to be a friendly and accessible Borough, as well as the new All-Age Autism Strategy that will be published in September 2025.

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 carers¹
- ☒ Gender reassignment²
- ☒ Marriage and civil partnership
- ☒ Pregnancy and maternity
- ☒ Race
- ☒ Religion or belief
- ☒ Sex
- ☒ Sexual orientation

The best source of data about Disabled people in Camden comes from the 2021 Census. The Census record 31,881 residents who considered themselves to be Disabled under the Equalities Act. This was 15% of the population recorded in the Census.

Not all Autistic people identify as being Disabled, so it is likely that only some Autistic residents data will be captured in the Census information.

There are several national challenges when exploring autism data collection. It is only possible to estimate the number of autistic people both nationally and locally. Autistica note that about 1-2% of the UK population is autistic ([Autistica](#)). The National Autistic Society suggests that more than one in 100 people are autistic and

¹ 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.

² 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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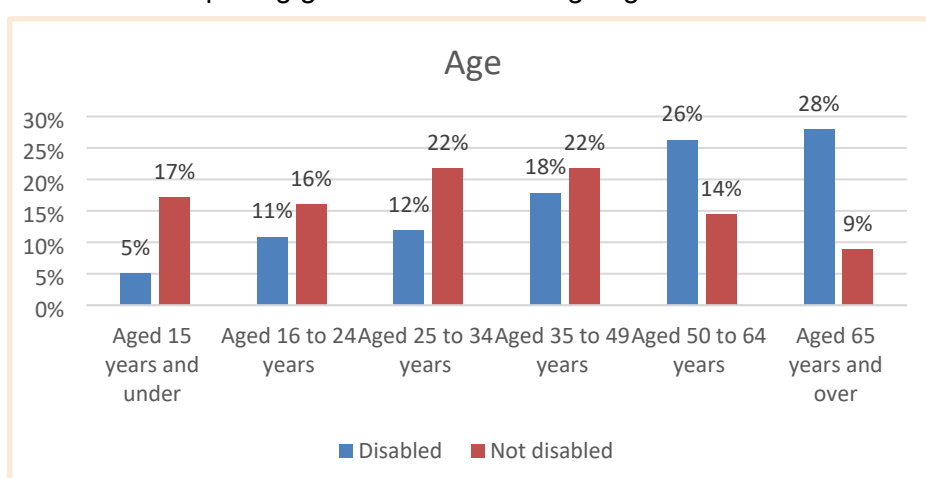
there are at least 700,000 autistic adults and children in the UK¹. These numbers are not the same as the number of people with an autism diagnosis. They are based on research about the true figure, which is likely to be higher. More research is needed to know for sure. People of all ages, genders and ethnicities can be autistic. But people from marginalised groups can face more barriers to getting a diagnosis. This can be because of a lack of awareness about the true diversity of autistic people ([National Autistic Society](#)).

If prevalence of autism is more likely to be 2% nationally, then there could be approximately 5,590 autistic residents in Camden². Population projections have suggested that the number of autistic people in Camden is likely to increase year on year.

Below is analysis of the data available from the Census about our Disabled residents against other protected characteristics and comparisons against the non-disabled population of Camden.

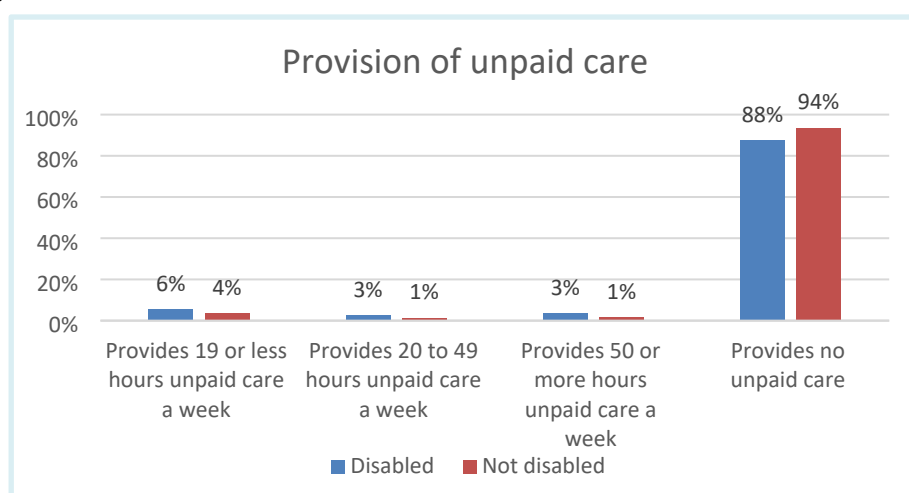
Age

As can be seen from the graph below, the Disabled population of Camden are generally older than the non-disabled population. This is not surprising given the nature of ageing.



Family Carers

Overall, 12% of Disabled residents are family carers (providing unpaid care), compared to only 6% of non-disabled residents. 3% of Disabled residents provide the most hours of unpaid care (50 or more hours per week) compared to just 1% of non-disabled residents.



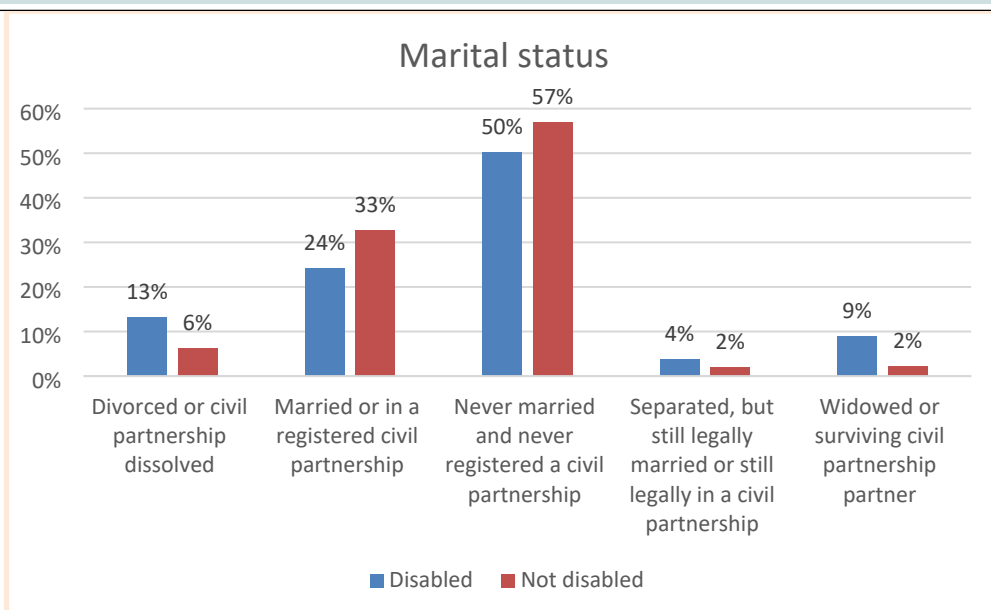
Gender reassignment

There is no data available about the number of trans Disabled residents in Camden, but nationally Disability Rights UK state that trans people are almost twice as likely to be Disabled as their non-Trans counterparts.

Marriage and civil partnership

The Census data shows some clear differences between Disabled and non-Disabled residents, with over twice as many Disabled residents being divorced or separated than non-disabled residents, and significantly fewer Disabled residents being married or in a civil partnership.

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Pregnancy and maternity

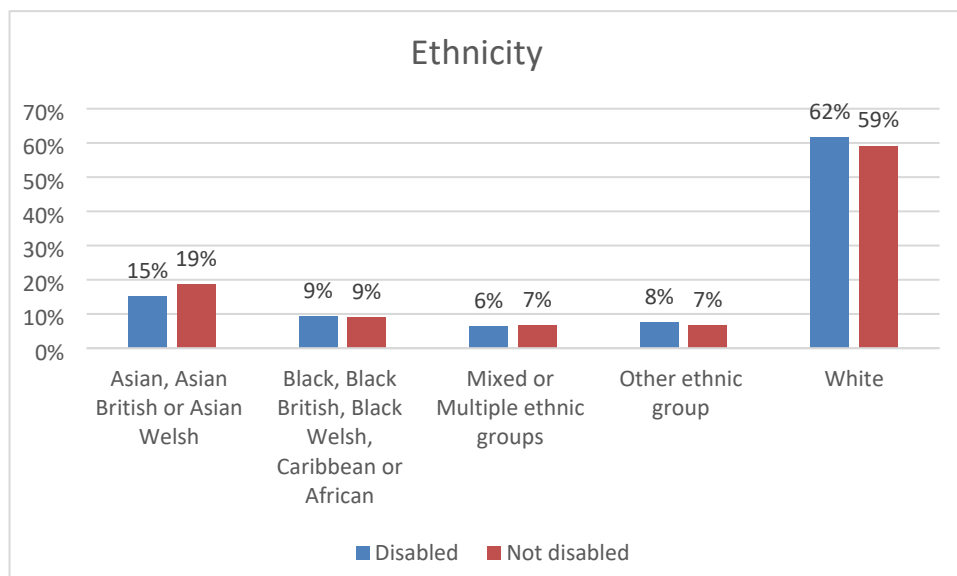
There is no data available about the pregnancy or maternity of Disabled Camden residents. However, research by Birthrights (a UK charity leading on the rights of women and birthing people during pregnancy and birth) found that disabled women and birthing people are generally not receiving the individualised care and support they that they need to make choices about their maternity care. Their research showed that:

- more than a quarter of disabled individuals felt that their rights were poorly or very poorly respected;
- a quarter felt they were treated less favourably because of their disability;
- more than half (56%) felt that health care providers did not have appropriate attitudes to disability;
- only 19% of women and birthing people thought reasonable adjustments had been made for them and some found birth rooms, postnatal wards, or their notes and scans “completely inaccessible”, despite the duty placed on the public sector by the Equality Act 2010.

Race

An analysis of the Census data shows that there are statistically significant differences in the number of Disabled Asian, Asian British or Asian Welsh residents (fewer) and Disabled White residents (more) when compared to the non-Disabled population.

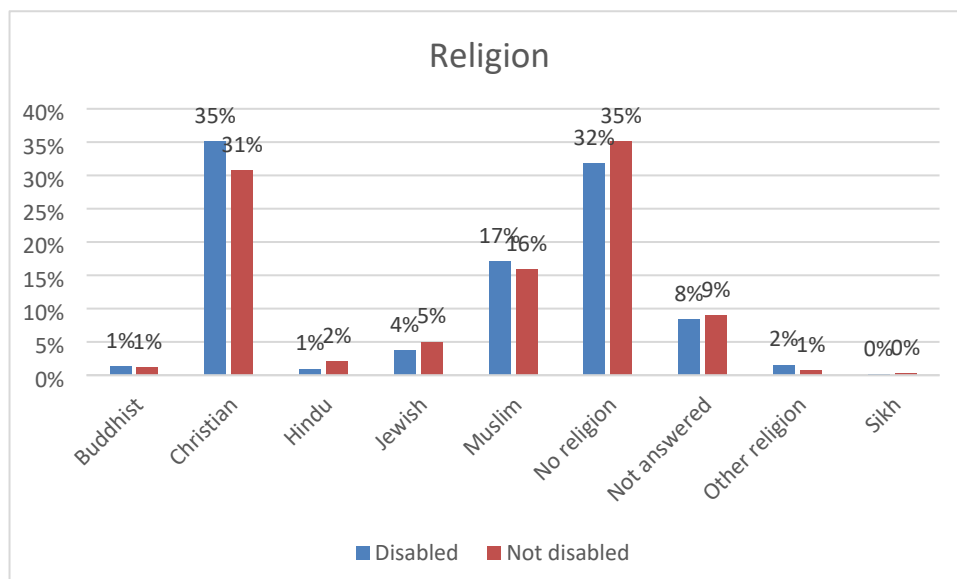
There is some evidence nationally to suggest that some people from certain ethnicities are less likely to disclose a disability or impairment due to cultural stigma or fear of discrimination. This may explain the differences below.



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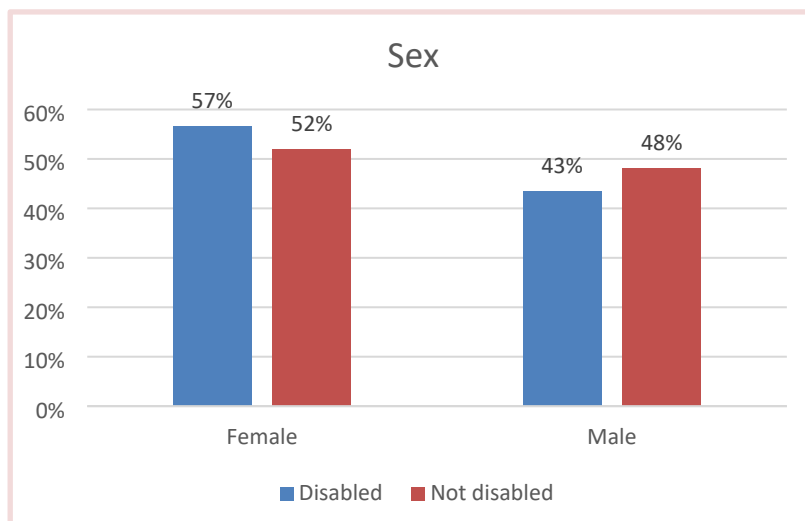
Religion

The Census data shows a similar pattern of religious beliefs between Disabled and non-disabled residents, although there are statistically significant differences in Christian residents (more Disabled residents than non-disabled) and those with no religion (fewer Disabled residents than non-disabled residents).



Sex

There is a greater proportion of Disabled female residents compared to the non-Disabled residents. This is partly explained by the greater number of female residents aged 65 or over than male residents, but the higher proportion of female Disabled residents is also seen in the under 65 population.



Sexual orientation

There is no data available to show the sexual orientation of the Disabled residents of Camden. National data from the organisation Para Pride, suggests as many as 40% of LGBTQ+ people are Disabled.

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2.b Consider evidence in relation to the additional characteristics that the Council is concerned about:

- ☐ Foster carers
- ☐ Looked after children/care leavers
- ☒ Low-income households
- ☐ Refugees and asylum seekers.
- ☒ Parents (of any gender, with children aged under 18)
- ☒ People who are homeless.
- ☐ Private rental tenants in deprived areas
- ☐ Single parent households
- ☒ Social housing tenants
- ☒ Any other, please specify.

Foster carers

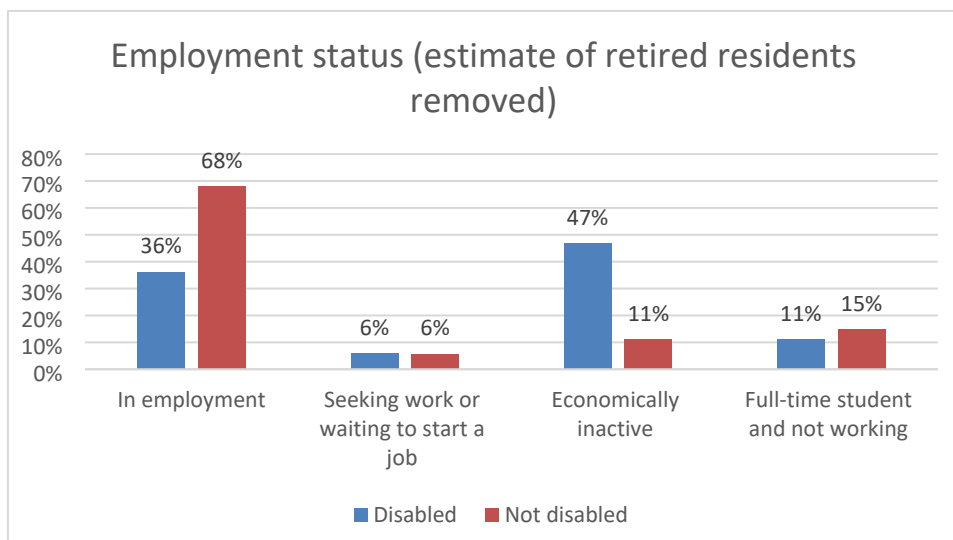
N/A

Looked after children/care leavers.

N/A

Low-income households

The 2021 Census data shows a significant employment gap between Disabled and non-disabled residents, even when taking account of the numbers who are likely to be at or beyond retirement age.



Analysis by the charity Scope found that on average, Disabled households need an additional £1,010 a month to have the same standard of living as non-disabled households.

The Government's recent [Green Paper](#) proposes a range of changes to the welfare benefits received by Disabled people. These are likely to further reduce the income the income of many Disabled residents.

Refugees and asylum seekers

N/A

Camden Council Equality Impact Assessment Form

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

The recently published Camden Child Health Equity Data Audit (Raise Camden) found that 40% of households with dependent children in social housing, have at least one household member with a long-term health condition or disability. The audit therefore recommended that providing sufficient support to those with long-term health problems or disabilities should be a priority when working with households with dependent children in Camden.

People who are homeless

Disabled people are disproportionately likely to experience homelessness, with 63% of people responding to a [Homeless Health Needs Audit \(HHNA\)](#) saying that they had a longstanding illness or disability in the [Unhealthy State of Homelessness](#) report from Homeless Link. This compares to 22% of the wider population at that time.

Private rental tenants in deprived areas

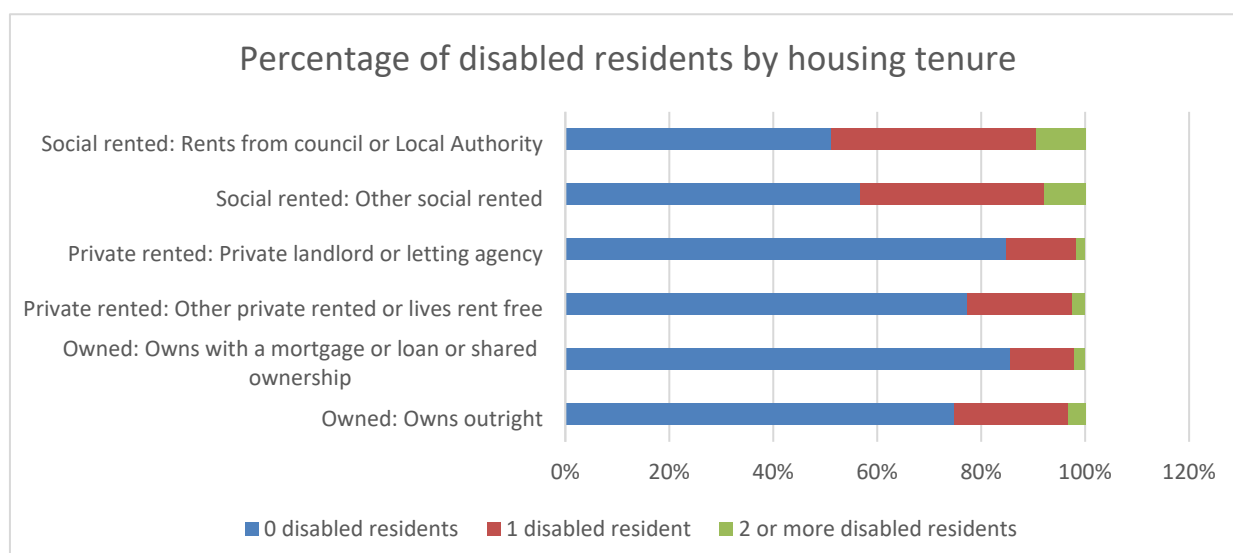
N/A

Single parent households

N/A

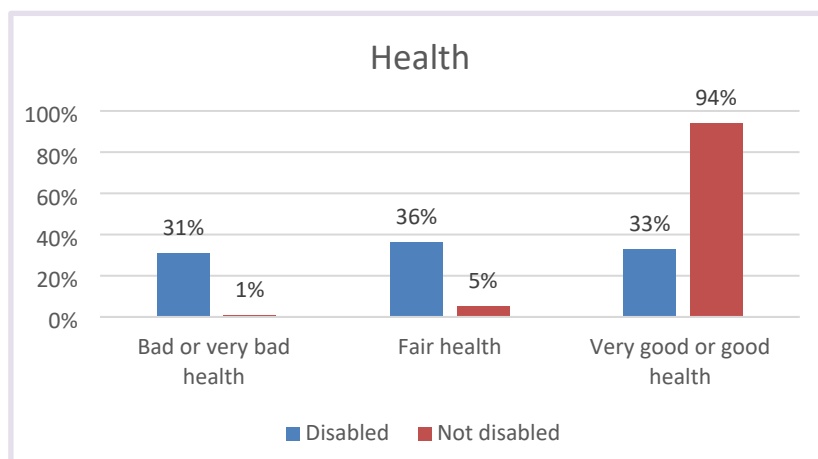
Social housing tenants

The 2021 Census data shows that Disabled residents are much more likely to live in social housing than in either private rented properties or their own properties.



Health

The 2021 Census shows a major difference between the report health of Disabled and non-disabled residents.

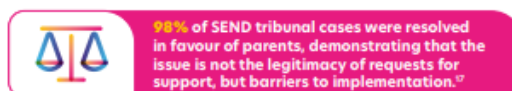
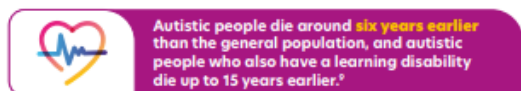
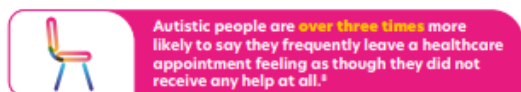
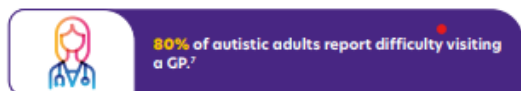


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Specific inequalities for Autistic residents

Autistic people face a number of barriers and inequalities across health and social care, education, employment and mental health support. A recent UK-wide report from the National Autistic Society highlights that:

Key statistics



UK-wide national key statistics from [National Autistic Society, January 2025](#)

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.

As noted above there is clear evidence from the 2021 Census data of a range of intersectionality between the other protected characteristics of Disabled residents. Disabled residents of Camden are statistically more likely to also be:

- Aged 65 and above
- Providing unpaid care
- Divorced
- Christian
- Female
- Living in social housing
- Economically inactive
- In poor health

There is also evidence that some Disabled Asian or British Asian residents may not be disclosing their disability, which may result in some of these residents not accessing services or support that they would be entitled to.

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	Yes	<p>For all protected characteristics, there is the potential for negative impact if the services delivered by CDA or the Autism Hub are not delivered equitably to all Disabled or Autistic residents. For example, the lack of access to interpreting could negatively impact D/deaf residents, or the services provided may not be seen as inclusive to people of all ethnicities, or LGBTQ+ communities.</p> <p>These risks will be mitigated through the monitoring of the new grant agreements and feedback from the experience of Disabled and Autistic residents.</p>
Disability including carers	Yes	
Gender reassignment	Yes	
Marriage/civil partnership	Yes	
Pregnancy/ maternity	Yes	
Race	Yes	
Religion or belief	Yes	
Sex	Yes	
Sexual orientation	Yes	

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 proposed grants and partnership arrangements with Camden Disability Action and the Autism Hub are specifically to work to provide support to Disabled and Autistic residents and to reduce the inequality gaps highlighted in this assessment. As has been set out above, a larger proportion of Disabled residents will be aged 65 or older, so will benefit from the proposals.
Disability including carers	Yes	The proposed grants and partnership arrangements with Camden Disability Action and the Autism Hub are specifically to work to provide support to Disabled and Autistic residents and to reduce the inequality gaps highlighted in this assessment. As has been set out above, a larger proportion of Disabled residents are also carers, so the proposals will also have a positive impact on the lives of carers.
Gender reassignment	No	
Marriage/civil partnership	No	
Pregnancy/maternity	No	
Race	No.	
Religion or belief	Yes	The proposed grants and partnership arrangements with Camden Disability Action and the Autism Hub are specifically to work to provide support to Disabled and Autistic residents and to reduce the inequality gaps highlighted in this assessment. As has been set out above, a larger proportion of Disabled residents are Christian, so will benefit from the proposals.
Sex	Yes	The proposed grants and partnership arrangements with Camden Disability Action and the Autism Hub are specifically to work to provide support to Disabled and Autistic residents and to reduce the inequality gaps highlighted in this assessment. As has been set out above, a larger proportion of Disabled residents are female, so will benefit from the proposals.
Sexual orientation	No	

Camden Council Equality Impact Assessment Form

3.c Potential negative impact on other characteristics

Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Foster carers	No	N/A
Looked after children/care leavers	No	
Low-income households	No	
Refugees and asylum seekers	No	
Parents (of any gender, with children aged under 18)	No.	
People who are homeless	No	
Private rental tenants in deprived areas	No.	
Single parent households	No	
Social housing tenants	No.	
Any other, please specify		

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	N/A
Looked after children/care leavers	No	
Low-income households	Yes	The proposed grants and partnership arrangements with Camden Disability Action and the Autism Hub are specifically to work to provide support to Disabled and Autistic residents and to reduce the inequality gaps highlighted in this assessment. As has been set out above, a larger proportion of Disabled residents are economically inactive, and therefore will benefit from the proposals.
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 positive impact? (Yes or No)	Explain the potential positive impact
People who are homeless	Yes	The proposed grants and partnership arrangements with Camden Disability Action and the Autism Hub are specifically to work to provide support to Disabled and Autistic residents and to reduce the inequality gaps highlighted in this assessment. As has been set out above, a larger proportion of Disabled residents are likely to be homeless and therefore will benefit from the proposals.
Private rental tenants in deprived areas	No	
Single parent households	No	
Social housing tenants	Yes	The proposed grants and partnership arrangements with Camden Disability Action and the Autism Hub are specifically to work to provide support to Disabled and Autistic residents and to reduce the inequality gaps highlighted in this assessment. As has been set out above, a larger proportion of Disabled residents live in social housing and therefore will benefit from the proposals.
Health	Yes	

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

As set out above, there is considerable intersectionality between Disabled residents and other protected characteristics. The proposals are likely to have an overall positive impact on people with a variety of protected characteristics.

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

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? ⁵	If engagement has taken place, what issues were raised in relation to one or more of the protected characteristics or the other characteristics about which the Council takes an interest, including multiple or intersecting impacts for people who have two or more of the relevant characteristics?
Disabled and Autistic residents	<p>The proposed new grant agreements have been developed in partnership with Disabled and Autistic residents, both through CDA and the Autism Hub (both user-led organisations) and also from co-production work directly with residents.</p> <p>The first-hand experiences of Disabled and Autistic residents are also told through CDA's community journalism project - Home - Camden Disabled People's Voices</p>

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

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.

Internal teams

Adult Social Care

External organisations

Camden Disability Action

Autism Hub

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 EqlAs 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.	As planned, the new partnership arrangements with CDA and the Autism Hub are specifically designed to reduce the inequalities experienced by Disabled and Autistic residents. Given the intersectionality that exists for these residents, there is a risk of negative impact from some people with protected characteristic if the services are not delivered equitably. This will be mitigated through clear monitoring processes and ongoing partnerships with Disabled and Autistic residents.
2. Continue the work as it is because no potential negative impacts have been found	
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
Develop clear grant agreements for CDA and the Autism Hub including monitoring processes and impact measures.	End September 2025	Tim Rising

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

Camden Council Equality Impact Assessment Form

Step 8: Sign-off

EqlA author	Name: Tim Rising Job title: Strategic Commissioner Date: 05/06/2025
EqlA advisor / reviewer	Name: Karen Timperley Job title: Head of Adults' Commissioning Date: 12/06/2025
Senior accountable officer	Name: Chris Lehmann Job title: Director of ASC Strategy & Commissioning Date: 23/06/2025