

Camden Council Equality Impact Assessment Form

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Title of the activity	
Procurement Strategy (TG1) for LEVI Funded Lamp Column Electric Vehicle Charge Points	
Officer accountable for the EqlA (e.g., director or project sponsor)	
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Version number and date of update	
Version 1_ 16/12/2024	

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): Anyone that uses the charge points to charge their electric vehicle.

1.c Which Directorate does the activity fall under:

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

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1.d Outline the aims/objectives/scope of the activity.

Strategic Context

[We Make Camden](#) is our joint vision for the borough, developed in partnership with our community. It is anticipated that increased availability of electric vehicle charge points (EVCPs) will encourage a switch to EVs, which will - in turn - contribute to addressing the impacts of transport on air quality and climate change. This aligns with the We Make Camden ambition that Camden should be a green, clean, vibrant, accessible, and sustainable place with everyone empowered to contribute to tackling the climate emergency.

Summary of Report

Proposals

Under the Local Electric Vehicle Infrastructure (LEVI) fund, the Council is looking to appoint a company to provide between 500 - 1,200 lamp column EVCPs across the Borough. 500 of the charge points would be installed in new lamp columns to be delivered as part of this scheme.

The conditionality of LEVI funding requires that London boroughs procure charge points in partnership with other London boroughs. Camden's partner boroughs are the London Boroughs of Barnet, Enfield and Islington, however Camden will procure the proposed lamp column EVCPs with the London Borough of Islington.

The Council currently has 247 lamp column EVCPs, 302 fast EVCPs, and 9 rapid EVCPs across the Borough. Lamp column EVCPs are charge points that fit into existing lamp columns, and have a slow charge of 5.5kw, which makes them ideal for the natural pattern of overnight parking / charging.

Locations for the EVCPs have yet to be finalised, though lamp column EVCPs are located primarily in resident bays to ensure charging availability for local residents. However, some EVCPs are likely to be installed in shared-use resident / pay by phone parking bays, and in general disabled parking bays.

Project Data

We do not hold information for EV ownership or use amongst protected groups and the additional groups considered in Camden's EQIA, both for those living in Camden or coming into the Borough for various activities. The only data we hold is that, as of January 2025, there were 26,475 resident permit holders in Camden. Of these, there were 3,009 EV resident permit holders, approximately 11.4% of the total number.

Project Area

The whole of the Borough.

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Project Objectives

EVs are an important element of the Council's efforts to combat transport related emissions. This is evidenced by the inclusion of the provision of electric vehicle charge points in a number of policy documents as set out below:

- The [Camden Transport Strategy 2019-2041](#) has a specific commitment (Policy 5a) to: *"Continue to plan for and develop a comprehensive network of electric vehicle charge points which responds to different needs, including freight, taxis, local residential charging, car clubs and the pan London Source London network"*.
- The [Camden Transport Strategy Delivery Plan 2025-28 & Local Implementation Plan](#), which states – "We have plans in place to install a further 600 plus charge points (mixture of fast and rapid chargers) by 2026, with bids in place for a further 500 lamp column charging points. Around 50 of the fast-charging points are being proposed to support car clubs to support EV operation of car clubs at those locations. Further bids/procurement exercises to deliver additional EVCPs will take place during the next three-year period."
- Camden's [EVCP Action Plan](#) sets out the Council's plans to *"develop a comprehensive network of electric vehicle charge points that both responds to existing demand for EV infrastructure and provides for an accelerates the uptake of cleaner vehicles in the future."*
- Outcome 11 from the [Camden Clean Air Action Plan 2023-26](#) states – *"enabling a switch from combustion engine vehicles to electric vehicles where vehicle use is unavoidable"* by *"installing electric vehicle charge points"*.
- The [Camden Climate Action Plan 2020-25](#), which states as an immediate action to *"Roll out electric vehicle charge points across Camden in line with our EV Action Plan"*.

The proposals for this scheme are in line with the above policy documents. While the majority of households in Camden do not own a car (63.6% according to Census 2021 data), it is essential that those who do own one, as well as taxis, private hire vehicles and business fleets, are encouraged to operate low emission vehicles.

Purpose of the Equality Impact Assessment (EqIA)

The purpose of this EqIA is to assess the impact of the proposed changes on residents with regards to protected characteristics (as defined by the Equality Act 2010), as well as additional characteristics identified by the London Borough of Camden.

The identification of both positive or negative impacts on people with protected or additional characteristics will inform the Director of Environment and Sustainability's decision on whether to approve the proposed changes.

The EqIA draws on data and evidence with regards to equalities in the local area and the proposals.

Step 2: Data and evidence

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2.a Consider any relevant data and evidence in relation to all Equality Act protected characteristics:

- ☒ Age
- ☒ Disability, including family carers²
- ☒ Gender reassignment³
- ☒ Marriage and civil partnership
- ☒ Pregnancy and maternity
- ☒ Race
- ☒ Religion or belief
- ☒ Sex
- ☒ Sexual orientation

² This is the legal term in the Equality Act 2010. 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 2010 definition and will include people who may not use the language of disability to describe themselves.

³ This is the legal term in the Equality Act 2010. 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 2010.

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Summary of impacts on the 9 characteristics protected by the Equality Act 2010

Age

This summary under “age” also covers a variety of other protected characteristics as per below.

The proposals will not involve changes in the designation of any parking bays. The EVCPs will primarily be located in resident parking bays, though some will likely be installed in shared-use resident / pay by phone parking bays, and in general disabled parking bays. Due to demand for kerbside space in some parts of the Borough far exceeding its supply (as is the case with other inner London boroughs), those with an essential need for a vehicle, who have protected characteristics and who do not own an electric vehicle, may have reduced access to parking spaces when those with an electric vehicle choose to charge. However, to mitigate against this, resident parking permits allow residents to park in any resident permit parking bay and shared use parking bay in their Controlled Parking Zone.

An increase in electric vehicle charge points improves access to charging infrastructure for all. If the proposals are successful in encouraging a switch to electric vehicles use / ownership, they are likely to contribute to addressing the negative impacts of motorised travel including to climate change and air quality from which all stakeholders including those with protected characteristics would benefit.

Disability, including family carers

See “Age” characteristic, which has the same issue / response.

Blue badge holders can park in resident permit holder bays, shared use parking bays, and paid for parking bays without time limit, and in blue badge parking bays where time limits may apply (displayed on signs) except in the Green Badge Zone [London Borough of Camden Green Badge Zone \(arcgis.com\)](https://www.camden.gov.uk/london-borough-of-camden-green-badge-zone). Blue badge holders can also park for a maximum of three hours on single or double yellow lines, where permitted. Guidance on how and where blue badges can be used is available on our website [here](#). Officers feel that the proposal would have a limited impact on the availability of parking opportunities for blue badge holders, and would not result in the loss of any disabled parking spaces. Also, the Borough has a dense network of general disabled bays and a clear process for requesting them, where those who qualify feel they are having specific challenges with accessing parking spaces. Moreover, it is likely some lamp column EVCPs will be installed in general disabled parking bays, which will improve access to charging infrastructure for blue badge holders.

Gender reassignment

See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.

Marriage and civil partnership

See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.

Pregnancy and maternity

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See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.

Race

See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.

Religion and belief

See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.

Sex

See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.

Sexual orientation

See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.

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Summary of impacts on Additional Characteristics identified by Camden
<p>Foster carers</p> <p>See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.</p>
<p>Looked after children / care leavers</p> <p>See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.</p>
<p>Low-income households</p> <p>See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.</p>
<p>Refugees and asylum seekers</p> <p>See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.</p>
<p>Parents (of any gender, with children aged under 18)</p> <p>See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.</p>
<p>People who are homeless</p> <p>See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.</p>
<p>Private rental tenants in deprived areas</p> <p>See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.</p>
<p>Single parent households</p> <p>See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.</p>
<p>Social housing tenants</p> <p>See also “Age” characteristic, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.</p>
<p>Any other, please specify</p> <p>N/A</p>

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Equalities Context

This section of the EqIA seeks to establish the equality context in which the procurement strategy for new lamp column charge points would be situated at the Borough and London level. Data for the Equality Act 2010's nine protected characteristics is set out, along with evidence on transport specific issues faced by each group. Data and evidence have been drawn from:

- **National Census Data, 2021**, which focuses on London-wide data and Camden data, as set out in **Table 1**, below.
- Data on trips made in Camden by protected groups, from Transport for London's annual **Travel Demand Survey**, 2020
- London Borough of Camden records
- Regional and national guidance
- Academic research

Table 1 Census 2021 data for certain protected characteristics for Camden and Greater London

Protected Characteristic	Protected Characteristic type	LB Camden	Greater London
Population	All residents	210,136	8,173,941
Sex/Gender	Male	47.3%	49.3%
	Female	52.7%	50.7%
Age	0-4	4.8%	6.0%
	5-14	9.6%	10.1%
	15-24	16.1%	26.6%
	25-44	35.0%	27.0%
	45-59	18.3%	15.2%
	60-74	10.9%	10.1%
	75-84	3.9%	4.5%
	85+	1.5%	0.5%
Ethnicity	White British	35.4%	44.9%
	White Irish	2.5%	2.2%
	Gypsy/Irish traveller	0.1%	0.1%
	White Other	21.1%	12.6%
	White and Black Caribbean	1.2%	1.5%
	White and Black African	1.0%	0.8%
	White and Asian	2.0%	1.2%

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	Other Mixed	2.4%	1.5%
	Indian	3.3%	6.6%
	Pakistani	0.8%	2.7%
	Bangladeshi	6.8%	2.7%
	Chinese	3.2%	1.5%
	Other Asian	4.0%	4.9%
	African	6.8%	7.0%
	Caribbean	1.3%	4.2%
	Other Black	1.0%	2.1%
	Arab	2.1%	1.3%
	Any other ethnic group	4.7%	2.1%
Religion	Christian	31.4%	48.4%
	Buddhist	1.1%	1.0%
	Hindu	1.9%	5.0%
	Jewish	4.8%	1.8%
	Muslim	16.1%	12.4%
	Sikh	0.2%	1.5%
	Other religion	0.9%	0.6%
	No religion	34.6%	20.7%
	Not stated	8.9%	8.5%
Disability	Disabled Under the Equality Act	15.2%	14.2%
Pregnancy/ Maternity	Households with dependent children	22.7%	30.9%
Marriage/ Civil Partnership	Married or Civil Partnership	31.3%	40.2%
Sexual Orientation	LGBTQ+	6.9%	4.3%
Gender reassignment	Gender reassignment	0.2%	0.9%

Summary of evidence collected and received for protected Equality Act Characteristics:

Age

The percentage of people aged 60 and above living in Camden is 16.3%. 14.4% of those living in Camden are under the age of 14.

Transport data relevant to the 'age' characteristic

Vulnerability to air pollution from road transport and propensity to travel by different modes are key transport related issues that would be addressed through this scheme that are relevant to children and older people under the protected characteristic of age. In doing so, it supports the fulfilment of

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borough wide objectives set out in the [We Make Camden](#) Strategy. This includes the objectives to ensure that ‘Camden is a Borough where every child has the best start in life’, and that ‘Camden communities support good health, wellbeing and connection for everyone so that they can start well, live well, and age well’.

Increased exposure to air pollution in older people has been associated with higher mortality rates due to cardio-pulmonary or respiratory causes¹

Old and young people are also disproportionately affected by the negative impacts of climate change, such as extreme heat and cold, increased air pollution, flooding, and food insecurity. This disproportionate impact is exacerbated in deprived areas due to the links between poverty and health outlined above. Young people in particular have been shown to experience eco-distress related to climate change.² Older adults have also been shown to experience disproportionate negative health impacts and to be more likely to die as a result of extreme weather, heatwaves, wildfires and hurricanes.³ Transport emissions, which the scheme would help to reduce, are key contributors to these climate change impacts.

In London as a whole, just over 30% of children’s journeys are made by car (as a passenger). However, a bigger proportion, 40%, are made on foot or by bike and a further 27% on public transport. The group that drives most is people aged 49 to 59, with 40% of their journeys being driven. 40% of trips taken by people over the age of 65 are also driven, either as a driver or a passenger. However, across all age groups, the majority of journeys are not made by private car.

Error! Reference source not found., below, illustrates that across all age groups, the majority of Camden residents rely on walking and public transport to carry out their journeys. This includes those below the age of 25, who make up over a third of residents in the wards affected by the proposed scheme, and above the age of 59. 77% of Camden’s residents between 5 and 16 years, 87% of 17–24 year-olds, 86% of 60-64 year-olds and 72% of residents over 65 years of age make their journey by public transport and walking, with a majority travelling on foot in each age group. The data also shows that driving and taxi use makes up a minority of journeys across all age groups, with children under the age of 16 using these modes more than any other group.

Table 2: Camden Residents’ Trips – Age

	5-16 years	17- 24 years	25-44 years	45-59 years	60–64 years	65+ years
Public Transport	21%	41%	32%	29%	28%	30%
Walk	56%	46%	50%	47%	58%	47%
Drive (driving and passengers)	19%	9%	16%	11%	11%	19%
Taxi	2%	4%	3%	3%	1%	1%

¹ Simoni, Baldacci, Maio, Cerrai, Sarno and Viegi., (2015). Adverse effects of outdoor pollution in the elderly. *Journal of Thoracic Disease*. 7(1): 34–45.

² Royal College of Paediatrics and Child Health, (n.d.). [Health inequalities and climate change tool 1](#)

³ Nguyen, E., (2022) [Studying the impact of climate change on older adult health and well-being](#). *National Institute on Aging*.

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Cycle	1%	1%	3%	3%	2%	2%
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The [Camden Transport Strategy Equalities Impact Assessment](#) also states that, overall older people are less likely to travel than younger people; the number of journeys made declines with age and the trips get shorter, due to changing needs, income and disability. Older people's travel purposes also differ from younger people, mainly due to retirement from work. Older people are also more dependent on public transport (specifically buses) and walking, particularly women – who also comprise the majority of older people.^{4 5} Therefore, transport strategies should address improvements to the walking environment and public transport.

Disability, including family carers

The percentage of people in Camden who identified as having a disability, (as defined under the Equality Act, 2010) is 15.2%.

Transport data related to the 'disability' characteristic

Disabled people drive less than non-disabled people, 9% of Camden residents, with a disability, drive or are driven, compared to 13% of residents with no disability. Within London as a whole, disabled people are less likely to hold a drivers' license compared to non-disabled people – 40% compared to 68%. Furthermore, in London 52% of disabled people live in a car free household.

As illustrated in **Table** , the number of trips driven by disabled people (19%) is lower than amongst non-disabled people (23%), and trips as a passenger (16% amongst those with activity limitations and 18% amongst disabled people that affect travel) are only slightly higher than amongst non-disabled people (12%).

Table 3: Mode share by people with a disability

	London residents with a disability that limits travel	London residents with a disability that limits daily activity	London residents without a disability
National Rail/Overground	2%	3%	6%
Underground/DLR	4%	4%	10%
Bus/tram	22%	23%	14%
Taxi / Other	3%	3%	1%
Car driver	19%	19%	23%
Car passenger	18%	16%	12%
Van / Lorry	0%	1%	1%
Motorcycle	0%	0%	0%
Cycle	1%	1%	3%
Walk	31%	32%	31%
Total	100%	100%	100%

Source: Transport for London (2017): Travel in London 10

⁴ Transport for London, (2019). [Understanding our diverse communities.](#)

⁵ Transport for London, (2017). [Travel in London Report 10.](#)

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Gender reassignment

There is no data on gender reassignment available in the 2021 Census for the Borough. A study by the Gender Reassignment Education and Research Study funded by the Home Office found that there is an estimated number of 300,000 to 500,000 transgender people within the UK. The 2021 census found 262,000, or 0.5% of respondents said their gender identity and sex registered at birth were different. Of all census respondents, 0.1% identified as a trans man, and 0.1% identified as a trans woman, 0.2% did not provide more detail and 30,000 said that they were non-binary.⁶

Marriage and civil partnership

The rate of marriage and civil partnerships in the London Borough of Camden is 31.3%, which is significantly lower than that of Greater London (40.2%).

Transport data related to the 'marriage' characteristic

No transport data specific to marriage/ civil partnership is available.

Pregnancy and maternity

In Camden overall, 22.7% of households have dependent children. The rate for Greater London is 30.9%.

Transport data related to the 'maternity' characteristic

Research shows that exposure to poor air quality during pregnancy has an impact on both the health of the pregnant women and on fetal development. Air pollution exposure during fetal development and early childhood can have long-term impacts on health in childhood and beyond. Air pollution exposure may also increase risks for maternal health, and has been linked to increased risk of pre-eclampsia, a serious cardiovascular condition of pregnancy.⁷

Race

The percentage of people who identify as White living in Camden is 59.1%, which is slightly lower than the London average of 59.8%. The percentage of people who identify as Asian living in Camden is 18.1%, again slightly lower than the London average, which is 18.4%. The percentage of people who identify as African living in Camden is 6.8% whilst the London average is 7%.

Transport data related to the 'race' characteristic

Table 4 below, provides a summary of trips made by Camden residents according to race and ethnicity.

Table 4: Camden Residents' Trips – Ethnicity/ Race

	White	Other	Asian	Black
Public Transport	30%	20%	34%	44%

⁶ UK Parliament, (2023). [2021 census: What do we know about the LGBT+ population?](#).

⁷ Royal College of Obstetricians and Gynaecologists, (2022). [UK Government must stop ignoring impact of air pollution in pregnant and set air quality targets which protect the health of future generations.](#)

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Cycle	3%	0%	1%	2%
Walk	49%	55%	51%	41%
Taxi/ Other	3%	5%	2%	0%
Car Driver	8%	11%	7%	4%
Car Passenger	5%	8%	6%	7%

Religion or belief

A higher share of people in Camden (34.6%) have no religion compared to the London wide average of 20.7%. The percentage of Christians living in Camden is 31.4%, which is significantly lower than the London average of 48.4%. The percentage of Muslims living in Camden (16.1%) is higher than the London average of 12.4%, whilst the percentage of people who identify as Jewish in Camden (4.8%) is higher than the Greater London average (1.8%).

Sex

The percentage of people who identify as female living in Camden is 52.7%, which is slightly higher than the London average of 50.7%. The percentage of people who identify as male living in Camden is 47.3%, slightly lower than the London average of 49.3%. The 2021 census does not provide any data regarding the proportion of the population that identifies their gender as non-binary.

Transport data related to the 'sex' characteristic

As illustrated in **Table 5** below, among Camden residents slightly more women (33%) than men (31%) make their journeys by public transport. The share of trips made by walking by Camden residents is slightly higher amongst women (52%) than men (47%), in both cases higher than the London average. More men make their journeys by cycling (4%), in comparison to 1% of women. 3% of both female and male Camden residents make their journey by taxi. Among Camden residents, 11% of men and 5% of women make their journeys by driving a car and 5% of men and 6% of women make their journeys as car passengers. This is significantly lower than London-wide rates for both men and women.

Table 5: Camden Residents' Trips – Gender

	Female	Male
Public Transport	33%	31%
Cycle	1%	4%
Walk	52%	47%
Taxi/ Other	3%	3%
Car Driver	5%	11%
Car Passenger	6%	5%

Sexual orientation

According to the 2021 Census, in Camden the share of the LGBTQ+ population is 6.9%, while in London it is 4.3%.

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

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

Foster carers

This summary under “foster carers” also covers a variety of other protected characteristics as per below.

Due to demand for kerbside space in some parts of Camden far exceeding its supply (as is the case with other inner London boroughs), those with an essential need for a vehicle, who have protected characteristics, may have reduced access to parking spaces when those with an electric vehicle choose to charge. However, to mitigate against this, resident parking permits allow residents to park in any resident permit holders only parking bay and any shared use parking bay in their Controlled Parking Zone.

An increase in electric vehicle charge points improves access to charging infrastructure for all. If the proposals are successful in encouraging a switch to electric vehicles use / ownership, they are likely to contribute to addressing the negative impacts of motorised travel including to climate change and air quality from which all stakeholders including those with protected characteristics would benefit.

Looked after children/care leavers

See “Foster carers” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.

Low-income households

See “Foster carers” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic..

Refugees and asylum seekers

See “Foster carers” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on

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that characteristic.
Parents (of any gender, with children aged under 18) See “Foster carers” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
People who are homeless See “Foster carers” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Private rental tenants in deprived areas See “Foster carers” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Single parent households See “Foster carers” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Social housing tenants See “Foster carers” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Any other, please specify No other characteristics identified.

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 about intersectionality has been found.

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Step 3: Impact

3.a Potential negative impact on protected characteristics

Protected Characteristic	Potential negative impact? (Y or N)	Explain the potential negative impact
Age	Yes	<p>This summary under “age” also covers a variety of other protected characteristics as per below.</p> <p>Due to demand for kerbside space in some parts of Camden far exceeding its supply (as is the case with other inner London boroughs), those with an essential need for a vehicle, who have protected characteristics and who do not own an electric vehicle, may have reduced access to parking spaces when those with an electric vehicle choose to charge. However, to mitigate against this, resident parking permits allow residents to park in any resident permit holders only parking bay and any shared use parking bay in their CPZ.</p>
Disability including carers	Yes	See “age” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Gender reassignment	Yes	See “age” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Marriage/civil partnership	Yes	See “age” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Pregnancy/ maternity	Yes	See “age” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Race	Yes	See “age” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Religion or belief	Yes	See “age” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.

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Protected Characteristic	Potential negative impact? (Y or N)	Explain the potential negative impact
Sex	Yes	See “age” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Sexual orientation	Yes	See “age” above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.

3.b Potential positive impact on protected characteristics

Protected Characteristic	Potential positive impact? (Yes or No)	Explain the potential positive impact
Age	Yes	<p>This summary under “age” also covers a variety of other protected characteristics as per below.</p> <p>An increase in electric vehicle charge points improves access to charging infrastructure for all. If the proposals are successful in encouraging a switch to electric vehicles use / ownership, they are likely to contribute to addressing the negative impacts of motorized travel including to climate change and air quality from which all stakeholders including those with protected characteristics would benefit.</p>
Disability including carers	Yes	See “Age” characteristic above, which has the same issue / response.
Gender reassignment	Yes	See “Age” characteristic above, which has the same issue / response.
Marriage/civil partnership	Yes	See “Age” characteristic above, which has the same issue / response.
Pregnancy/maternity	Yes	See “Age” characteristic above, which has the same issue / response.
Race	Yes	See “Age” characteristic above, which has the same issue / response.
Religion or belief	Yes	See “Age” characteristic above, which has the same issue / response.
Sex	Yes	See “Age” characteristic above, which has the same issue / response.

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Protected Characteristic	Potential positive impact? (Yes or No)	Explain the potential positive impact
Sexual orientation	Yes	See "Age" characteristic above, which has the same issue / response.

3.c Potential negative impact on other characteristics

Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Foster carers	Yes	Due to demand for kerbside space in some parts of Camden far exceeding its supply (as is the case with other inner London boroughs), those with an essential need for a vehicle, who have protected characteristics and who do not own an electric vehicle, may have reduced access to parking spaces when those with an electric vehicle choose to charge. However, to mitigate against this, resident parking permits allow residents to park in any resident permit holders only parking bay and any shared use parking bay in their CPZ.
Looked after children/care leavers	Yes	See "Foster carers" above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Low-income households	Yes	See "Foster carers" above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Refugees and asylum seekers	Yes	See "Foster carers" above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Parents (of any gender, with children aged under 18)	Yes	See "Foster carers" above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
People who are homeless	Yes	See "Foster carers" above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or

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Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
		positive impact on that characteristic.
Private rental tenants in deprived areas	Yes	See "Foster carers" above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Single parent households	Yes	See "Foster carers" above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Social housing tenants	Yes	See "Foster carers" above, which has the same issue / response. There is no evidence to suggest that the proposal would have a disproportionate negative or positive impact on that characteristic.
Any other, please specify	N/A	N/A

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3.d Potential positive impact on other characteristics

Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Foster carers	Yes	<p>This summary under “foster carers” also covers a variety of other protected characteristics as per below.</p> <p>An increase in electric vehicle charge points improves access to charging infrastructure for all. If the proposals are successful in encouraging a switch to electric vehicles use / ownership, they are likely to contribute to addressing the negative impacts of motorized travel including to climate change and air quality from which all stakeholders including those with protected characteristics would benefit.</p>
Looked after children/care leavers	Yes	See “Foster carers” above, which has the same issue / response.
Low-income households	Yes	See “Foster carers” above, which has the same issue / response.
Refugees and asylum seekers	Yes	See “Foster carers” above, which has the same issue / response.
Parents (of any gender, with children aged under 18)	Yes	See “Foster carers” above, which has the same issue / response.
People who are homeless	Yes	See “Foster carers” above, which has the same issue / response.
Private rental tenants in deprived areas	Yes	See “Foster carers” above, which has the same issue / response.

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Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Single parent households	Yes	See "Foster carers" above, which has the same issue / response.
Social housing tenants	Yes	See "Foster carers" above, which has the same issue / response.
Any other, please specify	No	No additional impacts were identified.

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3.e Consider intersectionality.⁴

No evidence about intersectionality has been found.

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

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

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

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?
Camden Disability Action (CDA)	In response to a previous EVCP consultation, Camden Disability Action (CDA) highlighted the problem of residents who charge their vehicles from home, running their charging cables across the pavement - which causes a trip hazard for the elderly, the partially sighted, and cane users. This is a problem even when residents place mats over the cables. Therefore, they stated that the Council needs to install more accessible EVCPs. These proposals address this need.

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

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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.

We have been working with our legal and procurement teams within Camden to procure the lamp column EVCPs. We have also been working with our LEVI partner boroughs to formulate our procurement strategy. Our LEVI partner boroughs are the London Boroughs of Barnet, Enfield and Islington, though we will be procuring the proposed lamp column EVCPs with Islington.

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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?

<p>1. Change the activity to mitigate potential negative impacts identified and/or to include additional positive impacts that can address disproportionality or otherwise promote equality or good relations.</p>	
<p>2. Continue the work as it is because no potential negative impacts have been found</p>	
<p>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>Due to demand for kerbside space in some parts of Camden far exceeding its supply (as is the case with other inner London boroughs), those with an essential need for a vehicle, who have protected characteristics and who do not own an electric vehicle, may have reduced access to parking spaces when those with an electric vehicle choose to charge. However, to mitigate against this, resident parking permits allow residents to park in any resident permit holders only parking bay and any shared use parking bay in their CPZ.</p> <p>Blue badge holders are allowed to park in any permit holder parking bay and paid for parking bay (and shared use parking bay) at no cost for an unlimited time in a large part of the Borough, with an exception being south of Euston Road - London Borough of Camden Green Badge Zone (arccgis.com) - where this provision applies to only those living, working or studying in this area. Also, the Borough has a dense network of general disabled bays and a clear process for requesting them, where those who qualify feel they are having specific challenges with accessing parking spaces. Officers feel that the proposal would have a limited impact on the availability of parking opportunities for blue badge holders, and would not result in the loss of any disabled parking spaces. Moreover, it is likely some lamp column EVCPs will be installed in general disabled parking</p>

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	<p>bays, which will improve access to charging infrastructure for blue badge holders.</p> <p>For those with protected characteristics where car ownership and use is not essential, Camden has one of the densest public transport networks of any London borough, with numerous bus services, underground stations and national rail stations serving Camden. The Borough also offers multiple opportunities and incentives for those without an ongoing need for a vehicle, to enable and encourage residents and those travelling into the Borough to walk and cycle – often the cheapest modes of travel – including, for example, free cycle training, discounted e-scooter / e-bike rides for those on low incomes, and transformational streetscape changes alongside a variety of shared mobility options.</p> <p>In response to a previous EVCP consultation, Camden Disability Action (CDA) highlighted the problem of residents who charge their vehicles from home, running their charging cables across the pavement - which causes a trip hazard for the elderly, the partially sighted, and cane users. This is a problem even when residents place mats over the cables. Therefore, they stated Camden needs to install more accessible EVCPs. These proposals address this need.</p> <p>An increase in dedicated bays for EV charging points improves access to charging infrastructure for all. If the proposals are successful in encouraging a switch to electric vehicles use / ownership, they are likely to contribute to addressing the negative impacts of motorized travel including to climate change and air quality from which all stakeholders including those with protected characteristics would benefit.</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
With regards blue badge holders who write in to express concerns about parking availability, the Council will advise them on the process for applying for a dedicated disabled parking bay or a general disabled parking bay.	After the public consultation stage	Chris Gardner
Ensure sufficient and accessible public consultation includes local residents and stakeholders so they have time to understand and comment on the changes that would take place.	At public consultation stage if a decision is made to proceed with the proposed changes discussed in this report.	Chris Gardner
If the procurement is approved, and the charge points are rolled-out, monitoring of the scheme outcomes would allow Camden to review and identify whether any changes are required (which would be subject to separate consultations). Monitoring would include ongoing analysis of usage data and consideration of any comments received from stakeholders following implementation.	Post implementation if a decision is made to proceed with the proposed changes.	Chris Gardner

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Step 7: EqIA Advisor

This Equality Impact Assessment was reviewed by the Senior Policy and Projects Officer on 17/12/2024 and the Head of Transport Strategy and Projects on 14/01/2025.

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Step 8: Sign-off

EqlA author	Chris Gardner Senior Transport Planner Supporting Communities 16/12/2024
EqlA reviewer	Liya Habte Senior Policy and Projects Officer Corporate Services 17/12/24
Senior accountable officer	Sam Margolis Head of Transport Strategy and Projects 14/01/2025