Camden Addendum – Equality Impact Assessment (EQIA) for Agency Contract

Contract Re-Procurement (MStar4 Framework)

This addendum sets out Camden specific considerations to accompany the London collaboration EQIA completed for the MStar4 neutral vendor framework. While the framework EQIA addresses the overall model and approach, Camden has additional local initiatives and data that should be noted.

Local context

Agency workers are an important part of Camden's workforce, supporting service delivery across different departments. In addition to the framework, we operate the Camden Talent Pool, which provides an additional pathway into employment for residents. This is particularly important for under represented and harder to reach groups, such as care leavers, residents in social housing, single parents, and those from low income households.

Social value and outreach

Matrix has an established programme of social value work in the borough, including employability workshops (CV writing, interview skills, and money management). Camden also supports outreach and career days in collaboration with other services, helping connect residents from diverse backgrounds to opportunities available through the contract.

Impact on equality

While no local evidence suggests disproportionate disadvantage within the agency workforce, national data highlights that some groups (such as disabled minority ethnic residents, women from minority ethnic backgrounds, and older LGBT+ individuals) may face additional barriers in accessing employment. Camden's approach combining the MStar4 framework with the Talent Pool, local outreach, and Matrix's social value programme provides safeguards and positive actions to help reduce these barriers.

Conclusion

This addendum confirms that Camden can rely on the London collaboration EQIA for framework level coverage, while ensuring local duties under the Public Sector Equality Duty are met through additional Camden-specific measures, data, and monitoring.