

Camden Council Equality Impact Assessment Form

Camden Council Equality Impact Assessment Form

Title of the activity	
Construction of Better Safer Kilburn Phase 3	
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Version number and date of update	
Version 1: 06/03/2026	

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): Businesses

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. (You should aim for a summary, rather than copying large amounts of text from elsewhere.)

This EQIA pertains to the construction works to deliver Phase 3 of the Better Safer Kilburn (BSK) scheme. This joint borough scheme with Brent and Westminster aims to make Kilburn safer and more welcoming for walking and cycling, support local businesses, cut road transport emissions, improve air quality, improve road safety, and enhance the public realm. The scheme's proposals were approved by Lead Member [Decision](#) on the 13th of March 2025. In summary the proposals include:

- Junction upgrades and improved pedestrian crossings, including continuous footways over side roads;
- Repaving and resurfacing of carriageways and footways;
- Footway widening to enhance pedestrian space and accessibility;
- Improvements to street lighting;
- Installation of new street furniture, cycle parking, and seating;
- Road marking and traffic management changes, including bus priority measures and improved cycle infrastructure;
- Greening measures, including tree planting and low-level planting.

The approved scheme is being funded by TfL Safer Streets and Camden Council Capital funding, with spend programmed over the next 3 years. Due to the extent of the approved scheme as well as the funding profile, construction works are being delivered in phases. Phase 1 is programmed for delivery in Spring 2026, Phase 2 is programmed for delivery by the London Borough of Brent's term contractor in Autumn 2026 and this Phase 3 construction is programmed for delivery in Autumn 2027 for an estimated period of 12 months. The contractor delivering these works, including those listed above, is to be appointed via tender process which is what the Procurement Strategy this EQIA is appended to seeks approval for.

It is understood that the construction works across all three Phases and particularly Phase 3 will lead to disruption to the local community, those that visit and spend time in Kilburn and those travelling through the area. However, these works aim to bring long-lasting benefits to Kilburn to improve road safety, improve access to affordable transport modes (public transport and active travel) and general improvements to the public realm (seating and greening).

Scheme EQIA (proposals)

The EQIA for the BSK scheme can be found at the following link:

[Better Safer Kilburn EQIA](#)

Key negative risks discussed in the EQIA of the scheme's proposals (as opposed to construction of these proposals):

Lack of drop-off space -

- Lack of spaces for drop-offs due to waiting and loading changes which may impact those with mobility issues or those with young children as a result of new 'no loading at

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any time' restrictions. Mitigation – disabled bays increasing from 9 to 25 bays.

Air Quality -

- Concern that the proposals would increase traffic congestion and as a result worsen air quality. Mitigation – as a result of the scheme proposals, there is anticipated modal shift to encourage walking and cycling, improved public transport use – monitoring will be ongoing to capture air quality data post-implementation.

Continuous crossings

- Proposed continuous crossings may create confusion for older and younger people. Mitigation – the design of these crossings can support the priority of pedestrians over vehicles and can help to bring road safety benefits to those crossing

Removal of residential car parking (impact on disabled users)

- The removal of residential car parking in places to accommodate loading bays for example may have an impact on disabled users. Mitigation – disabled bays increasing from 9 to 25 bays to provide dedicated disabled access throughout the scheme area.

Removal of parking on the High Road (affecting women, pregnant people and disabled people)

- Data suggests women are more likely to walk, cycle or use public transport – the scheme's proposals aim to improve the safety of women using these journeys through wider pavements, better lighting and increased passive surveillance generated from increasing visitor numbers.

Key Actions identified in previous EQIA:

- Road Safety Audits (RSAs) Stage 2 and 3 on detailed designs and post-implementation
- Sufficient and accessible notification to local residents and stakeholders of changes taking place, particularly during construction
- Continual monitoring of the scheme's outcomes so that Camden can review and identify whether further changes are required (this includes, RSAs; traffic monitoring, bus journey times, cycle and pedestrian counts, air quality and feedback from local community)

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

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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 carers²
- Gender reassignment³
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Age						
Protected Characteristic	Age group	Kilburn Ward (Camden)	Kilburn Ward (Brent)	Maida Vale Ward (Westminster)	LB Camden	Greater London
Age	0-4	5.5%	5.3%	5.6%	4.8%	6.0%
	5-14	10.8%	11.1%	9.7%	9.6%	10.1%
	15-24	12.8%	11.7%	12.9%	16.1%	26.6%
	25-44	36.2%	37.7%	39.6%	35.0%	27.0%
	45-59	19.0%	20.3%	19.3%	18.3%	15.2%
	60-74	10.8%	9.8%	9.2%	10.9%	10.1%
	75-84	3.6%	3.0%	2.8%	3.9%	4.5%
	85+	1.4%	1.1%	0.9%	1.5%	0.5%
<p>The average of the three (main) local Wards for the project area has a higher proportion of people aged 45-59 (19.5%) relative to Greater London (15.2%). The three Wards have a lower proportion of people aged 15-24 (12.5%) compared to Greater London (26.6%). The average percentage of people aged 60 and above living in the three Wards is 13.2%. This is marginally lower than the London average of 15.1%.</p> <p>The Camden Transport Strategy Equality Impact Assessment 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 factors including 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), taxis and walking, particularly women – who also comprise the majority of older people. ¹ ² Therefore, transport schemes should carefully consider changes to the walking environment and public transport.</p>						

¹ Transport for London, (2019). [Understanding our diverse communities.](#)

² Transport for London, (2017). [Travel in London Report 10.](#)

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With older people less likely to travel longer distances, the safety (road safety and personal safety) and experience of shopping in their local town centre is of greater importance to this age group. The quality and smoothness of paving and frequency of seating also matter proportionately more to older people who may have reduced balance and energy. Providing a pleasant environment also increases their propensity to walk and interact daily, which should help to support their mental and physical health.

Street works can cause disruption and pose significant safety risks, especially for vulnerable road users. Temporary Traffic Management (TTM) can sometimes prioritise vehicles, resulting in pedestrians and cyclists facing challenges such as poorly indicated diversions, uneven or temporary walking surfaces, inadequate lighting in darker months, narrow routes that fail to meet required standards, and detours that push them into traffic or across busy roads.

Children and older people are more vulnerable to negative health impacts associated with air pollution, which can be made worse during construction works due to vehicle emissions and the release of dust during the works. Negative health impacts on these vulnerable groups are particularly disproportionate in deprived areas, where poverty is already a driver of health inequalities. Children growing up in poverty are more likely to have poor physical and mental health. Deprived areas also often have higher levels of air pollution.^{3 4}

Survey respondents (online consultation of overall scheme)

It is noted that less than 1% of the online consultation respondents were between 16 and 24, despite 12.8% of residents falling into the 15-24 age category in the ward where the scheme sits (more than 53% of respondents shared their age category).

Option	Percent
Under 16	0
16 – 24	1.1
25 – 34	14.9
35 – 44	12.4
45 – 54	9.4
55 – 64	5.9
65 – 74	5
75 – 84	3
85+ 0	0
Not Answered	48.4

⁵

³ Simoni, Baldacci, Maio, Cerrai, Sarno and Viegi., (2015). Adverse effects of outdoor pollution in the elderly. *Journal of Thoracic Disease*. 7(1): 34–45.

⁴ Mayor of London, (2021). [3.1m children in England going to schools in areas with toxic air.](#)

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Disability, including family carers

Protected Characteristic	Disability metric	Kilburn Ward (Camden)	Kilburn Ward (Brent)	Maida Vale Ward (Westminster)	LB Camden	Greater London
Disability	Disabled Under the Equality Act	17.2%	13.9%	14.0%	15.2%	14.2%

The percentage of people in the three local Wards who identified as having a disability, (as defined under the Equality Act, 2010) is 15%, this is slightly higher than the London average of 14.2%. The Camden Kilburn Ward has the highest proportion of disabled people amongst the other local Wards, a higher proportion than in Camden and London more widely. The percentage of the population providing 20 hours or more of unpaid care a week has increased from 2.2% to 2.6% since 2001.

Data shows 86% of Camden residents with a disability make their journeys on foot (58%) and/ or by public transport (28%). 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. Of Camden residents' trips, disabled residents' trips by taxi are only 1% higher than Camden residents without a disability (4% vs. 3%)⁶. 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. The share of trips made by cycling in Camden reflects London wide trends – disabled people are less likely to cycle, making only 1% of trips using this mode, compared to 3% for non-disabled people.

Data from TfL shows that walking and bus travel are the modes most frequently used by disabled people in London.⁷

With disabled people less likely to travel longer distances, the safety (road safety and personal safety) and experience of shopping in their local town centre is of greater importance to this group. A possible reduction in footway space or worsening quality of the existing footway during construction will matter proportionately more to disabled people, while pedestrian diversions and the removal of seating opportunities during the construction phase will affect these groups who are more likely to have reduced balance, mobility and energy. Once completed, the scheme will deliver wider footways, more seating opportunities as well as an increase in disabled parking spaces along Kilburn High Road which can address some of these concerns.

Evidence indicates that poorly designed or illegible signage is a significant barrier for people with learning disabilities, who may find it difficult to filter essential information from irrelevant details, especially with increase noise likely due to machinery and tool work⁸. This might be overwhelming for people who also rely on trial-and-error navigation, which might increase the risk of construction-related hazards.

⁶ [Accessible streets and transport in Camden](#)

⁷ [Travel in London: Understanding our diverse communities 2019](#)

⁸ [Inclusive Wayfinding: co-designing architectural recommendations for people with learning disability](#)

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The UK Health and Safety Executive (HSE) states that construction dust is a significant risk to lungs and can worsen the condition of those already with asthma and COPD, with long-term exposure linked to severe disability and early death⁹. People with respiratory disabilities may avoid the High Road entirely, reducing social and economic participation.

Survey respondents (online consultation of overall scheme)

Disability types amongst online respondents

Type of disability	Number
Physical impairment (including frailty)	18
Sensory impairment	3
Long standing illness	14
Mental health condition (including dementia)	9
Learning disability / difficulty	5
Other disability condition (please state below)	6

The online consultation asked consultees whether they considered themselves to have a disability. 46% (291) said No, 5% (32) said yes and 49% (316) did not answer the question.

Gender reassignment

Protected Characteristic	Protected Characteristic type	Kilburn Ward (Camden)	Kilburn Ward (Brent)	Maida Vale Ward (Westminster)	LB Camden	Greater London
Gender reassignment	Gender reassignment	0.8%	0.6%	0.2%	0.2%	0.9%

According to the 2021 Census, 0.6% of residents in the three local Wards identify as having a different sex or gender to that assigned at birth, with the Camden Kilburn Ward with the highest proportion of the three neighbouring areas. This is lower than Greater London (0.9%) but higher than the wider population in Camden.

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.¹⁰

This characteristic is not known to be affected by construction works, however some people who are going or have gone through gender reassignment often find safety and security issues a concern on streets and when using public transport. A 2025 report into transphobia in the UK identified rising interpersonal violence and social

⁹ [Construction dust - HSE](#)

¹⁰ UK Parliament, (2023). [2021 census: What do we know about the LGBT+ population?](#)

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exclusion experienced by gender-diverse people interacting in daily public life¹¹, while a GLA report found that gender-diverse people often feel fear rather than confidence when moving through public space. This can mean they alter their routes or walk more quickly through public space¹². Construction works which can reduce active frontages, limit natural surveillance and reduce lighting may increase the perceived level of risk by members of this group.

Gender reassignment

Of the 639 valid responses to the consultation 0.3% (2) said that their gender or sex was different to that assigned at birth

Marriage and civil partnership

Protected Characteristic	Protected Characteristic type	Kilburn Ward (Camden)	Kilburn Ward (Brent)	Maida Vale Ward (Westminster)	LB Camden	Greater London
Marriage/ Civil Partnership	Married or Civil Partnership	31.9%	33.1%	36.2%	31.3%	42.4%
Never married or in Civil Partnership	Never married or in Civil Partnership	54.9%	55.9%	53.8%	55.7%	46.2%

The average rate of marriage and civil partnerships is lower in the three local Wards (30.4%) than in Greater London (40.2%).

This characteristic is not known to be affected by construction works.

Marriage/Civil Partnership

Relationship status of online consultation respondents

Relationship status	Percent of respondents
Never married or in a civil partnership	49%
Married	22%
Separated (including still legally in a civil partnership)	<1%
Divorced	3%
Widowed	1%
In a civil partnership	1%
Surviving partner from a civil partnership	<1%
Not answered	49%

¹¹ Connolly, D.J., Meads, C., Wurm, A. *et al.* Transphobia in the United Kingdom: a public health crisis. *Int J Equity Health*

¹² [Safety in Public Space: Women, Girls and Gender Diverse People](#) - Greater London Authority

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Pregnancy and maternity						
Protected Characteristic	Protected Characteristic type	Kilburn Ward (Camden)	Kilburn Ward (Brent)	Maida Vale Ward (Westminster)	LB Camden	Greater London
Pregnancy/ Maternity	Households with dependent children	24.0%	43.0%	40.6%	22.7%	30.9%
<p>A higher proportion of households in the three local Wards affected by the scheme have dependents (35.9%). The rate for Greater London is 30.9%.</p> <p>Pregnant people and those travelling with infants or young children are more sensitive to street clutter as they are more likely to be travelling with buggies or pushchairs.¹³ Construction works can introduce temporary ramps, remove rest opportunities, add clutter and diversions that increase physical strain, discomfort and fatigue. Lack of resting points can particularly impact pregnant and breastfeeding people who are prone to exhaustion.¹⁴</p> <p>A study by the Walk Wheel Cycle Trust in 2022, also set out the risk of traffic-related air pollution to pregnant people¹⁵, which can be expected to be made worse with localised use of heavy construction vehicles.</p>						
Race/Ethnicity						
Protected Characteristic	Ethnic groups	Kilburn Ward (Camden)	Kilburn Ward (Brent)	Maida Vale Ward (Westminster)	LB Camden	Greater London
Ethnicity	White	48.9%	44.2%	57.4%	60.3%	59.8%
	Mixed	6.6%	7.2%	7.3%	7.3%	5%
	Asian	16.5%	12.9%	12.0%	14.1%	18.4%
	Black	15.3%	24.5%	6.9%	9.1%	13.3%
	Other	12.1%	10.5%	15.7%	6.8%	3.4%
<p>There is a significantly higher proportion of people who identify as Black in the local wards than compared to the average in Camden and also in Greater London. The percentage of this group in Kilburn ward (Camden) is 15.3% compared to a Camden average of 9.1%. The same can be said for people that identify as Asian, with the percentage of these people in Kilburn ward (Camden) at 16.5% compared to a Camden average of 14.1% The percentage of people who identify as White, living in Kilburn Ward is 48.9%, lower than the London average of 59.8%.</p> <p>Construction works could negatively impact people from minority ethnic backgrounds, particularly where temporary signage and information rely heavily on written English or technical language.</p>						

¹³ [Centre for London | Making walking in London more inclusive](#)

¹⁴ [Walking for Everyone: A guide for inclusive walking in cities and towns](#)

¹⁵ [Walking for Everyone: A guide for inclusive walking in cities and towns](#)

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A study of three London boroughs found that ethnic minority community organisations were among the least likely to experience meaningful engagement in regeneration design and delivery, creating conditions for unequal impacts on both older and younger ethnic minority residents who rely on community-led services¹⁶

There is evidence that suggests the Black and Asian communities are more likely to travel by bus or walk in London¹⁷ and as such may be more negatively impacted by temporary closures in bus stops or disruption to key pedestrian routes.

Ethnicity/Race

Online consultation respondents' ethnicity

Ethnicity	Percent of respondents
English/Welsh/Scottish/Northern Irish/British	26%
Irish	2%
White Other	14%
Indian	2%
Pakistani	<1%
Bangladeshi	<1%
Chinese	1%
Any other Asian background	1%
Caribbean	<1%
African	1%
White and Caribbean	<1%
White and Black African	1%
White and Asian	1%
Any other mixed ethnic background	1%
Arab	<1%
Any other ethnic group	2%
Not answered	48%

Religion or belief

Protected Characteristic	Religious groups	Kilburn Ward (Camden)	Kilburn Ward (Brent)	Maida Vale Ward (Westminster)	LB Camden	Greater London
Religion/Belief	Christian	33.8%	39.1%	36.0%	31.4%	48.4%
	Buddhist	1.0%	0.7%	0.9%	1.1%	1.0%
	Hindu	1.3%	1.9%	1.6%	1.9%	5.0%
	Jewish	2.6%	1.6%	2.7%	4.8%	1.8%

¹⁶ [Regeneration and diversity in policy and practice: a comparison of BAME experiences in three London boroughs](#)

¹⁷ [Travel - GOV.UK Ethnicity facts and figures](#)

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	Muslim	27.0%	22.1%	20.8%	16.1%	12.4%
	Sikh	0.2%	0.2%	0.3%	0.2%	1.5%
	Other religion	0.9%	0.6%	1.0%	0.9%	0.6%
	No religion	25.2%	25.9%	26.8%	34.6%	20.7%
	Not stated	7.90%	8.0%	9.9%	8.9%	8.5%

The proportion of the population that identifies as Christian in the three local Wards (36.3%) is lower than the Greater London average (48.4%). The average percentage of the population of the wards that identify as Hindu (1.6%) is lower than the London average (5.0%). 2.3% of the population identify as Jewish in the Wards, which is higher than the Greater London average (1.8%). There is a larger population of the Wards that identify as Muslim (23.3%) than the Greater London average (12.4%).

Kilburn High Road contains several very large places of worship, including UCKG, Rauch City Church, Kilburn Islamic Centre, Islamic Centre of England, Kilburn & Hampstead Masjid. Nearby are many smaller Christian churches such as Sacred Heart and St Marys.

Works could affect access during prayer times, religious services, festivals and processions, as well as increased noise or restricted footway space at sensitive times. There may also be impacts on older worshippers or those with mobility needs who rely on step-free access. Careful programming, clear communication and liaison with religious organisations will therefore be important to minimise disruption and ensure inclusive access throughout the construction period

Religion/belief

Online consultation respondents' religion and belief

Religion or Belief	Percent of respondents
Buddhist	<1%
Muslim	1%
Hindu	1%
Christian	12%
Jewish	2%
Sikh	<1%
No religion / belief	34%
Other	1%
Not Answered	49%

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Sex																		
Protected Characteristic	Sex	Kilburn Ward (Camden)	Kilburn Ward (Brent)	Maida Vale Ward (Westminster)	LB Camden	Greater London												
Sex/Gender	Male	46.4%	52.2%	48.0%	47.3%	49.3%												
	Female	53.6%	47.8%	52.0%	52.7%	50.7%												
<p>The percentage of people who identify as female, living in the local area is 51.1%. This is slightly higher than the London average of 50.7%. The percentage of people who identify as male, living in Kilburn Ward is 48.9%, in comparison to 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.</p> <p>Data from the ONS shows that women experience public space very differently to men, particularly in relation to safety. 45% of women feel unsafe in a busy public space after dark, compared to around 18% of men¹⁸. Construction works can exacerbate this by introducing hoardings, poor lighting, reduced visibility, noise and reduced passive surveillance, all of which are known to reduce perceived safety for women and girls in London streets. As such, temporary changes to the built environment can heighten fear of harassment and violence if not carefully managed.</p> <p>TfL evidence also shows that women in London are more likely to travel on foot and by bus, and more likely to travel with pushchairs, shopping or dependents, making them particularly affected by constrained footways or altered pedestrian routes¹⁹.</p> <p>Construction works which can reduce active frontages, limit natural surveillance and reduce lighting may increase the perceived level of risk by members of this group.</p> <p><u>Survey respondents (online consultation of overall scheme)</u></p> <table border="1"> <thead> <tr> <th>Option</th> <th>Percent of respondents</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>23.7</td> </tr> <tr> <td>Female</td> <td>26.1</td> </tr> <tr> <td>Transgender</td> <td>0.3</td> </tr> <tr> <td>Prefer not to say</td> <td>1.5</td> </tr> <tr> <td>Not Answered</td> <td>48.4</td> </tr> </tbody> </table>							Option	Percent of respondents	Male	23.7	Female	26.1	Transgender	0.3	Prefer not to say	1.5	Not Answered	48.4
Option	Percent of respondents																	
Male	23.7																	
Female	26.1																	
Transgender	0.3																	
Prefer not to say	1.5																	
Not Answered	48.4																	
Sexual orientation																		
Protected Characteristic	Sexual orientations	Kilburn Ward (Camden)	LB Camden	Greater London														
Sexual Orientation (16+)	Heterosexual	84.0%	82.6%	86.2%														
	Gay/Lesbian	2.4%	3.7%	2.2%														
	Bisexual	1.9%	2.5%	1.5%														
	Other	0.6%	0.7%	0.5%														
	Unknown (did not answer)	11.1%	10.5%	9.5%														

¹⁸ [Perceptions of personal safety and experiences of harassment, Great Britain - Office for National Statistics](#)

¹⁹ [Understanding the travel needs of London's diverse communities \(TfL; 2012\)](#)

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According to the 2021 Census, a higher proportion of the population in the Kilburn ward (Camden) identify as being gay/lesbian (2.4%) than in Greater London (2.2%).. The same is the case for the proportion of the Kilburn ward (Camden) population that identify as bisexual (1.9%) than in Greater London (1.5%). These proportions are both lower than the Camden borough-wide average (3.7% and 2.5%) respectively

Similarly to women and people who are going or have gone through gender reassignment, members of the LGBTQ+ community often find safety and security issues a concern in public spaces²⁰. Public spaces with passive surveillance, high footfall and good visibility can help mitigate these concerns, however construction works are likely to be limited in this regard. Construction works which can reduce active frontages, limit natural surveillance and reduce lighting may increase the perceived level of risk by members of this group.

Construction sites are also associated with environments that LGBTQ+ people may perceive as less inclusive, due to documented hostility within that sector²¹.

Sexual orientation

Online consultation respondents' sexual orientation

Option	Percent
Heterosexual or straight	37.1
Gay	4.5
Lesbian	1.5
Bisexual	2.6
Prefer not to say	5
Not Answered	49.3

Intersectional Groups

People who share the demographics of more than one protected and additional characteristic group are more likely to have lower-incomes or be in debt and experience problems related to these²². This includes people from ethnic minorities, low-income single parents, often women, being a care leaver, being a refugee or asylum seeker, being homeless and living in social housing²³.

Bordering on to Kilburn High Road are large social housing estates, providing accommodation for people with multiple characteristics including larger populations of people from ethnic minorities, asylum seekers and women with children, all with lower incomes.

As people on lower incomes are more likely to live on main roads, where accommodation costs are cheaper, the negative impacts of living on main roads could therefore disproportionately impact those with disabilities.

²⁰ [LGBTQ perspectives on safety and inclusion in public spaces](#)

²¹ Chowdhury, M., & Brooks, T. (2025). [The comparative inclusion and acceptance of LGBT+ people in the UK construction industry](#). Proceedings of the Institution of Civil Engineers - Management, Procurement and Law, 178(1), 41-49. <https://doi.org/10.1680/jmapl.24.00006>

²² [Low income and debt problems inquiry](#).

²³ Ibid

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As older people are more likely to have acquired disabilities²⁴, closure of parking spaces or disabled bays due to construction-related traffic management would disproportionately impact older disabled people. Noise, dust, disruption to pavements, and long construction periods can disproportionately affect older disabled people, who may already experience social isolation or health vulnerabilities

People from minority ethnic backgrounds, disabled people, women and girls, and LGBTQIA+ individuals often face heightened risks of violence and harassment because of racial, ableist, transphobic, and homophobic discrimination. For these groups, sexism does not occur in isolation but intersects with and is intensified by other forms of structural inequality.²⁵ Such abuse and harassment could be made worse by a lack of public surveillance if frontages are closed during construction or if there is a reduction in passing traffic.

²⁴ [Disability by age, sex and deprivation, England and Wales: Census 2021](#)

²⁵ [Safety in Public Space: Women, Girls and Gender Diverse People](#)

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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

No relevant data applicable for this assessment and there is no evidence to suggest that this project would have a disproportionate negative or positive impact on this characteristic.

Looked after children/care leavers

No relevant data applicable for this assessment and there is no evidence to suggest that this project would have a disproportionate negative or positive impact on this characteristic.

Low-income households

According to the 2019 Government's Index of Multiple Deprivation, two of the Lower Super Output Areas (LSOA) of this Ward, have neighbourhoods listed in the 20% most deprived areas in the UK and will therefore have residents on lower incomes who are likely to be disproportionately impacted by these works.

Walking is the most commonly used type of transport by Londoners with low incomes (93% walk at least once a week) in line with all Londoners (95%). The bus is the next most common type of transport used by Londoners on lower incomes (69% use the bus at least once a week, compared with 59% of all Londoners).²⁶ Evidence in the Camden Transport Strategy Evidence Base Report shows that areas in Camden with the highest Indices of Multiple Deprivation (IMD) are comparatively less likely to own a vehicle. Changes to bus stop locations or pedestrian access may therefore disproportionately affect these groups, increasing the cumulative impact on access to employment and essential services.

Refugees and asylum seekers

Those who claim asylum in the UK are not normally allowed to work whilst their claim is being considered. They are instead provided with accommodation and support to meet their essential living needs if they would otherwise be destitute²⁷ This means that refugees and asylum seekers are less likely to have access to the modes of travel which typically cost more such as driving or using public transport. Improving access to cheaper modes of transport such as walking, cycling and bus travel may therefore benefit refugees and asylum

²⁶ Transport for London, (2019). [Understanding our diverse communities.](#)

²⁷ UK Visas and Immigration, (2023). [Permission to work and volunteering for asylum seekers.](#)

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seekers for the reasons listed above in the section on 'low-income households'.

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

Parents travelling with infants or young children are more sensitive to street clutter as they are more likely to be travelling with buggies or pushchairs.²⁸ Construction works can introduce temporary ramps, remove rest opportunities, add clutter and diversions that increase physical strain, discomfort and fatigue.

People who are homeless

Construction areas may remove doorways, alcoves, and sheltered spots commonly used for rough sleeping. Site hoardings and building closures can also push rough sleepers into less safe or less visible areas, while the increased enforcement or security presence during works can inadvertently criminalise or displace individuals. Homeless people are also likely to make many trips on foot and therefore the disruption to existing pedestrian routes during construction may particularly impact this group.

Research from Homeless Link highlights that people experiencing homelessness face significantly worse health outcomes compared with the general population, making them more vulnerable to environmental stressors such as pollution, noise, and disturbed sleep²⁹. In addition, narrowed pedestrian routes and poorly lit areas created by temporary works increase risks of injury, and in some cases rough sleepers may attempt to use partially built structures for shelter, adding further danger.

Private rental tenants in deprived areas

In Kilburn Ward, 29.7% of households live in a privately rented home. This is lower than the Camden borough average of 35.6%, and the London average of 30%. According to the 2019 Government's Index of Multiple Deprivation, two of the Lower Super Output Areas (LSOA) of this Ward, have neighbourhoods listed in the 20% most deprived areas in the UK and will therefore have residents who are disproportionately affected by the impacts of construction which may include increased noise and air pollution and disruption to the accessibility of local services.

Single parent households

The Kilburn Ward has a higher proportion of households with dependent children in single parent households (7.8%), than the overall Camden proportion of 6.4%. Compared to nuclear family parents, single parents usually have more daily trips, spend more time on transportation, and spend more time outside their home per day on average.³⁰

Low-cost modes of travel including cycling, walking and public transport could be made less accessible through route diversions, bus stop closures and increase street clutter during the

²⁸ [Centre for London | Making walking in London more inclusive](#)

²⁹ [Unhealthy State of Homelessness 2025: Findings from the Homeless Health Needs Audit | Homeless Link](#)

³⁰ Chlund, B. & Ottmann, P., (2007). The mobility behaviour of single parents and their activities outside the home. German Journal of Urban Studies.

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construction process.

Social housing tenants

In Kilburn Ward, 38.3% of households live in socially rented housing. This is significantly higher than the Camden borough average of 33.7% and the London wide average of 23%.

Some studies have noted the impact that housing condition can have on physical and mental health³¹, with others noting that the quality of housing differs depending on the type, with social rented properties often in poorer quality³². As such, residents of these properties may be more prone to the health impacts of construction caused by construction dust and vehicle emissions such as asthma and COPD. Local residents therefore may be disproportionately affected by the impacts of construction occurring locally in their area.

Any other, please specify

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.

There are intersectional considerations here, particularly with ethnicity and other protected characteristics such as age or pregnancy/maternity. People with these characteristics are likely to be more significantly impacted by a lack of resting opportunities and street clutter associated with construction works – the signage of which relies heavily on written English or technical language.

Bordering on to Kilburn High Road are large social housing estates, providing accommodation for people with multiple characteristics including larger populations of people from ethnic minorities, asylum seekers and women with children, all with lower incomes.

As people on lower incomes are more likely to live on main roads, where accommodation costs are cheaper, the negative impacts of construction along main roads could disproportionately impact those with disabilities due to the heightened need for temporary traffic management measures which may reduce vehicular access to properties for disabled people.

As older people are more likely to have acquired disabilities relating to the aging process, temporarily removed disabled bays to accommodate construction processes could therefore disproportionately negatively impact disabled people.

³¹ [Housing and health: a reading list - House of Commons Library](#)

³² Bilal (2022) [Does poor quality housing impact on child health? Evidence from the social housing sector in Avon, UK.](#) Journal of Environmental Psychology vol.82

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Studies suggest that pregnant women who are homeless or in temporary accommodation are more at risk to environmental hazards³³, some of which may be exacerbated by the construction impacts (increased noise and air pollution due to construction processes).

³³ [Pregnant and Homeless in the UK: A Qualitative Analysis of Maternal Experiences in Temporary Accommodation](#)

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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	Yes	<p>The construction period has the potential to lead to disruption to access and services, particularly for older people who rely heavily on public transport and are more likely to walk for a greater proportion of their trips³⁴.</p> <p>With older people less likely to travel longer distances, the safety (road safety and personal safety) and experience of shopping in their local town centre is of greater importance to this age group. The quality and smoothness of paving and frequency of seating also matter proportionately more to older people with reduced balance and energy. Construction works may worsen the quality of the environment and relative enjoyment of the local area and could reduce older people's propensity to walk and interact daily, limiting their mental and physical health.</p> <p>Other risks due to poor site management include the risk of slips, trips and falls due to the uneven pavement, wet surface and loose materials on site. Physical fatigue – the need to navigate through longer routes may cause excessive physical fatigue.</p>

³⁴ [older-people-summary.pdf](#)

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Disability including carers	Yes	<p>The construction works will have a significant impact on visually or hearing-impaired persons as this group may not detect warning signs or moving machinery/vehicles as early as possible given increased noise pollution and restricted visibility due to site hoardings.</p> <p>Temporary footway closures, narrowed routes, uneven surfaces, and the use of ramps or temporary crossings can make navigation difficult or unsafe for wheelchair users, people with mobility issues, and those using mobility aids.</p> <p>Visually impaired people may also be affected by poorly positioned barriers, inconsistent layouts, or a lack of tactile and audible cues due to traffic management components such as temporary signal crossings. These factors may reduce independent access to shops, services, and public transport during the construction period.</p> <p>Those with hearing impairments may also be negatively impacted from a lack of tactile cues on temporary traffic lights and may not be able to identify audible warnings from site staff or vehicles.</p> <p>Construction noise can mask audible crossing signals, while temporary signage may not meet visibility or contrast standards making it difficult for those with sensory impairments. Inconsistent pedestrian routes and the removal or relocation of controlled crossings may increase confusion and anxiety, making it more difficult to navigate the area safely.</p> <p>There are also potential negative impacts for people with learning disabilities due to confusing temporary signage and a change to learned or familiar routes.</p> <p>Construction dust can also worsen respiratory conditions and therefore can disproportionately affect those with existing disabilities (as set out in Step 2 previously).</p>
Gender reassignment	No	<p>This characteristic is not known to be affected by construction works, however some people who are going or have gone through gender reassignment often find safety and security issues a concern on streets and when using public transport.</p> <p>A 2025 report into transphobia in the UK identified rising interpersonal violence and social exclusion experienced</p>

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		by gender-diverse people interacting in daily public life ³⁵ , while a GLA report found that gender-diverse people often feel fear rather than confidence when moving through public space. This can mean they alter their routes or walk quicker through public space ³⁶ . Construction works which can reduce active frontages, limit natural surveillance and reduce lighting may increase the perceived level of risk by members of this group.
Marriage/civil partnership	No	No relevant data applicable for this assessment and there is no evidence to suggest that this project would have a disproportionate negative impact on this characteristic.
Pregnancy/maternity	Yes	<p>Construction activities are likely to have some negative impacts on pregnant women and individuals with dependent children due to physical, safety and environmental hazards on site.</p> <p>Key hazards are associated with the heightened risk to the foetus, for example:</p> <ul style="list-style-type: none"> • Slips, trips and falls – • Exposure to harmful substances – e.g. dust or hazardous fumes can affect developing foetus • Noise / vibration – prolonged exposure to high decibel noise is likely to affect the foetus <p>As well as this, the need to navigate through longer routes may cause excessive physical fatigue and the removal of any seating during the construction phase would reduce opportunities for rest.</p>
Race/ethnicity	Yes	<p>Traffic management changes may have an indirect impact on people from minority ethnic backgrounds, particularly where temporary signage and information rely heavily on written English or technical language. Sudden changes to familiar routes without clear visual guidance may create confusion and reduce accessibility for those with limited English proficiency, affecting confidence in navigating the high street during construction works.</p> <p>Evidence in Step 2 suggests that ethnic minority community groups are less likely to experience</p>

³⁵ Connolly, D.J., Meads, C., Wurm, A. *et al.* Transphobia in the United Kingdom: a public health crisis. *Int J Equity Health*

³⁶ [Safety in Public Space: Women, Girls and Gender Diverse People](#) - Greater London Authority

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		<p>meaningful engagement in the design and delivery of regeneration schemes. In this instance, communication materials associated with the construction work may therefore exclude members of these groups.</p>
Religion or belief	Yes	<p>Kilburn High Road contains several very large places of worship of traditional and non-traditional religions, including UCKG, Rauch City Church, Kilburn Islamic Centre, Islamic Centre of England, Kilburn & Hampstead Masjid. Nearby are many smaller Christian churches such as Sacred Heart and St Marys.</p> <p>Works could affect access during prayer times, religious services, festivals and processions, as well as increased noise or restricted footway space at sensitive times. There may also be impacts on elderly worshippers or those with mobility needs who rely on step-free access. Careful programming, clear communication and liaison with religious organisations will therefore be important to minimise disruption and ensure inclusive access throughout the construction period</p>
Sex	Yes	<p>As TfL evidence shows that women in London are more likely to travel on foot and by bus, and more likely to travel with pushchairs and young dependents, this makes them particularly likely to be affected by constrained footways and altered pedestrian routes³⁷.</p> <p>Construction works which can reduce active frontages, limit natural surveillance and reduce lighting may also increase the perceived level of risk to personal safety for women and girls.</p>
Sexual orientation	No	<p>This characteristic is not known to be affected by construction works, however people in the LGBTQ+ community often find safety and security issues a concern on streets and when using public transport.</p> <p>Construction works which can reduce active frontages, limit natural surveillance and reduce lighting may increase the perceived level of risk by members of this group.</p>

³⁷ [Understanding the travel needs of London's diverse communities \(TfL; 2012\)](#)

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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	Traffic management measures may create positive impacts for older people where vehicle speeds are reduced, crossing points are more clearly defined, or pedestrian priority is enhanced. Temporary traffic calming can create a calmer street environment, improving perceived and actual safety. Clear signage and managed crossings may also support confidence when navigating the high street during construction.
Disability including carers	Yes	Traffic management measures may create positive impacts for disabled people where vehicle speeds are reduced, crossing points are more clearly defined, or pedestrian priority is enhanced. Temporary traffic calming can create a calmer street environment, improving perceived and actual safety. Clear signage and managed crossings may also support confidence when navigating the high street during construction.
Gender reassignment	Yes	Construction works can introduce safer, well-lit diversion routes, benefiting trans people who statistically experience higher levels of harassment in public space.
Marriage/civil partnership	No	Based on the evidence available there aren't felt to be any potential positive impacts for this characteristic.

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Pregnancy/ maternity	Yes	<p>When construction management measures are successfully implemented, pregnant people and those with infants in prams benefit from:</p> <ul style="list-style-type: none">• Smoother temporary surfaces• Dropped kerbs on diversions• Wider temporary pathways• Better lighting and surveillance <p>These reduce trip hazards and fear of falling — issues particularly relevant during pregnancy.</p>
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Race	Yes	<p>Temporary streetscape measures such as better lighting, CCTV, and clear wayfinding can counter fears of racial harassment in public spaces.</p> <p>Stewarding and clear signage reduce confusion and vulnerability for racial minorities who may already face disproportionate harassment.</p> <p>Construction-period engagement (pop-ups, surveys, workshops) can bring in racial and ethnic minority communities as active participants in shaping town-centre access and mobility.</p> <p>Multi-lingual communication ensures equal access to information during all phases of works.</p>
Religion or belief	No	Based on the evidence available there aren't felt to be any potential positive impacts for this characteristic.
Sex	Yes	Construction works can introduce safer, well-lit diversion routes, benefiting women who statistically experience higher levels of harassment in public space.
Sexual orientation	Yes	Construction works can introduce safer, well-lit diversion routes, benefiting LGBTQ+ people who statistically experience higher levels of harassment in public space.

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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	No relevant data applicable for this assessment and there is no evidence to suggest that this project would have a disproportionate negative impact on this characteristic.
Looked after children/care leavers	No	No relevant data applicable for this assessment and there is no evidence to suggest that this project would have a disproportionate negative impact on this characteristic.
Low-income households	Yes	<p>Construction works may disproportionately affect low-income households who are more likely to rely on local shops, walking, cycling, and public transport.</p> <p>Disruption to bus services, increased travel times, and reduced access to affordable local amenities may place additional financial and time pressures on these households. Noise, dust, and prolonged construction activity may also affect quality of life, particularly where residents have limited ability to relocate or adjust working hours.</p>
Refugees and asylum seekers	Yes	Refugees and asylum seekers may experience increased barriers during construction due to language barriers, unfamiliarity with the area, and reliance on clear and consistent routes to essential services. Temporary signage or communications that are not accessible or multilingual may cause confusion, while disruption to local support services, shops, or transport may limit access to food, healthcare, legal advice, or community networks.

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Parents (of any gender, with children aged under 18)	Yes	<p>Parents travelling with infants or young children are more sensitive to street clutter as they are more likely to be travelling with buggies or pushchairs</p> <p>There is a risk that these construction works can introduce temporary ramps, remove rest opportunities, add clutter and diversions that increase physical strain, discomfort and fatigue.</p>
People who are homeless	Yes	<p>Construction areas may remove doorways, alcoves, and sheltered spots commonly used for rough sleeping. Site hoardings and building closures can also push rough sleepers into less safe or less visible areas, while the increased enforcement or security presence during works can inadvertently criminalise or displace individuals. Homeless people are also likely to make many trips on foot and therefore the disruption to existing pedestrian routes during construction may particularly impact this group.</p> <p>Research suggests that homeless people are also more vulnerable to environmental stressors such as pollution, noise, and disturbed sleep, all of which can be exacerbated by construction works. In addition, narrowed pedestrian routes and poorly lit areas created by temporary works increase risks of injury, and in some cases rough sleepers may attempt to use partially built structures for shelter, adding further danger.</p>
Private rental tenants in deprived areas	Yes	<p>Private renters in deprived areas may experience indirect negative impacts from construction through reduced environmental quality, increased noise and dust, and disruption to local amenities. These households may have limited ability to influence construction activities or temporarily relocate, and prolonged disruption may affect wellbeing and satisfaction with the local area.</p>
Single parent households	No	<p>Officers do not consider the proposed changes would have any specific negative impact on single parent households, beyond those identified for parents.</p>

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Social housing tenants	Yes	Social housing tenants living near the construction area may experience negative impacts from prolonged noise, dust, restricted access, and reduced availability of local services. These impacts may be compounded for tenants with health conditions, disabilities, or caring responsibilities, and may affect overall wellbeing and use of the Kilburn High Road during the construction period.
Any other, please specify.		

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	Officers do not consider the proposed changes would have any specific positive impact on foster carers.
Looked after children/care leavers	No	Officers do not consider the proposed changes would have any specific positive impact on looked after children/care leavers.
Low-income households	No	Officers do not consider the proposed changes would have any specific positive impact on low-income households.

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Refugees and asylum seekers	No	Officers do not consider the proposed changes would have any specific positive impact on refugees and asylum seekers.
Parents (of any gender, with children aged under 18)	No	Officers do not consider the proposed changes would have any specific positive impact on parents.
People who are homeless	No	Officers do not consider the proposed changes would have any specific positive impact on people who are homeless.
Private rental tenants in deprived areas	No	Officers do not consider the proposed changes would have any specific positive impact on private rental tenants.
Single parent households	No	Officers do not consider the proposed changes would have any specific positive impact on single-parent households.
Social housing tenants	No	Officers do not consider the proposed changes would have any specific positive impact on social housing tenants.
Any other, please specify		

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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.

Disability and Age

Older people who are also disabled may be disproportionately and negatively impacted by the construction works. As older people are more likely to have acquired disabilities relating to the aging process, temporarily removed disabled bays to accommodate construction processes could therefore disproportionately negatively impact older disabled people. Older people with impaired vision or hearing loss may experience compounded impacts caused by temporary traffic measures such as pedestrian route diversions, lack of resting points and reduction in accessibility measures to assist navigation through the affected area (e.g., temporary traffic lights).

Ethnicity and disability

Disabled people from ethnic minority backgrounds may have difficulties navigating temporary layouts created by traffic management measures with a potential lack of clear signage (particularly those whose first language is not English) or tactile cues due (particularly for those with impaired vision or hearing).

Sex and maternity

Pregnant women are likely to be disproportionately impacted by construction works due to the increased difficulties in navigating temporary layouts which may increase walking distances. Equally for women with young children who may use pushchairs or prams, footways may be constrained which may make travelling with young children more difficult. In both instances, mothers can be more susceptible to exhaustion and fatigue, particularly as the opportunities to rest may be reduced by construction hoardings and the removal/relocation of benches during construction.

Sex, ethnicity, sexual orientation and disability

LGBTQ+ people, particularly women, who are also ethnic minorities or disabled may have heightened concerns around navigating construction at night. This can be because of the reduced natural surveillance caused by a reduction in active frontages, poor lighting and reduction in footfall in proximity to construction sites.

Social housing/lower income households and ethnicity

Bordering on to Kilburn High Road are large social housing estates, providing accommodation for people with multiple characteristics including larger populations of people from ethnic minorities, asylum seekers and women with children, all with lower incomes. Health inequalities associated with low-income groups and those in social housing may be at risk of worsening due to a reduction in air quality in the vicinity of construction sites (e.g., construction dust, vehicle emissions).

As people on lower incomes are more likely to live on main roads, where accommodation costs are cheaper, the negative impacts of construction along main roads could disproportionately impact those with disabilities due to the heightened need for temporary traffic management measures which may reduce vehicular access to properties for disabled

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people.

2 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?
All groups (formal consultation on main scheme proposals)	<p>Between 12th July 2024 and 23rd August 2024, the Council carried out a public consultation on the proposed changes along Kilburn High Road, covering all Phases of the BSK scheme from Exeter Road to Greville Place. A consultation summary report on the scheme’s proposals can be found here.</p> <p>The EQIA for the BSK scheme can be found at the following link: Better Safer Kilburn EQIA</p> <p>Of respondents to the Equalities questions in the online consultation, there were a higher proportion of respondents that identified as being a woman, and there was higher representation of those identifying as gay/lesbian than the average in the local population or in Camden more broadly. There was less diversity in terms of the religion/belief of respondents to these questions, with most claiming to have no religion/belief, with a significant underrepresentation from the Muslim community compared with population in the local area.</p>

3 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.

As the construction works for this Phase 3 of the BSK scheme are to be delivered by a contractor appointed following a tender process, the successful contractor will be expected to set out their approach to mitigating impacts on those with protected characteristics.

This EQIA has been developed with input from Transport Strategy and Highways, particularly colleagues in the Construction Design & Management (CDM) team. This latter team alongside the Highways Manager will be responsible for engaging with the appointed contractor to ensure measures are put in place to mitigate negative impacts on equalities where possible. As set out in Step 6, the appointed contractor will be expected to set out an inclusive Temporary Traffic Management plan

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>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>Construction works are necessary in order to deliver improvements to Kilburn High Road that are expected to bring many positive impacts to protected characteristics, as set out in the scheme’s EQIA.</p> <p>We have noted potential negative impacts arising for protected groups as a result of the construction works required for this scheme, however, such impacts are to be anticipated due to the nature of the scheme. It is expected that mitigation measures are put in place to minimise risk on those with protected characteristics through effective site and traffic management practices by the appointed contractor. These mitigation measures have been set out in our action plan at Step 6.</p>
<p>2. Continue the work as it is because no potential negative impacts have been found</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
<p>The successful bidder must develop and implement an inclusive Temporary Traffic Management (TTM) plan that demonstrates how impacts on all characteristics identified within this EQIA will be mitigated throughout the delivery of the works.</p> <p>The plan must include:</p> <ul style="list-style-type: none"> • Accessibility risk assessment: A site-specific assessment of how the proposed works will affect people with protected characteristics (e.g., disabled people, older people, pregnant individuals, children, people with sensory impairments). • Mitigation measures: Clear, practical steps to avoid or minimise negative impacts. This must include accessible diversions, compliant minimum footway widths, continuous step-free routes, adequate lighting, and safe crossings. • Engagement and communication: Processes for informing affected groups (e.g., disability groups, local communities) and ensuring information is provided in accessible formats. • Monitoring & reporting: Regular monitoring of TTM layouts to ensure accessibility measures remain in place. The appointed contractor must report issues and corrective actions to the client. • Training requirements: Evidence that staff involved in planning and managing TTM have received training on equality, accessibility, and inclusive design principles. • Compliance with standards: commitment to adhere to relevant legislation and guidance 	Upon start of contract and throughout	Appointed contractor
<p>The Council's Construction Design Management representative is to liaise with the appointed contractor to oversee the implementation of the TTM and ensure measures are effectively put in place to mitigate impact on protected characteristics where possible.</p>	Throughout contract	CDM Manager

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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

Step 8: Sign-off

EqIA author	Name: Alec Davies Job title: Consultant Project Manager Date:
EqIA advisor / reviewer	Name: Jack Kilker Job title: Equality Impact Quality Assurance Lead Date: 06/03/2026
Senior accountable officer	Name: Job title: Date: