

# **Camden Council Equality Impact Assessment Form**

# Camden Council Equality Impact Assessment Form

Before beginning this equality impact assessment (EqIA) form, you should use the [EqIA screening tool](#) to decide whether you need to complete an EqIA for your activity and read the [EqIA guidance](#).

The term “activities” is used by the Council to mean a range of things, such as policies, projects, functions, services, staff restructures, major developments or planning applications.

Most significant activities that affect Council stakeholders will require an EqIA when they are in the planning stage. Many will also require an EqIA to monitor their impact on equality over time or if there is a significant change that prompts a review, such as in local demographics.

EqIAs help the Council to fulfil its legal obligations under the Equality Act’s public sector equality duty. The duty requires the Council to have due regard<sup>1</sup> to the need to:

- eliminate unlawful behaviour, such as discrimination, harassment and victimisation;
- promote equality of opportunity between those who share a protected characteristic and those who don’t; and
- promote good relations between people who share a protected characteristic and those who don’t.

The way that we demonstrate that we have due regard for these three aims, and therefore that we are complying with the public sector equality duty, is by undertaking an EqIA.

EqIAs will almost certainly be required when a new activity affecting people who share the protected characteristics is being developed and when reviewing or changing such activities.

They will also be likely required before and during any staff re-organisations.

An EqIA should be started at the beginning of a new activity and developed in parallel with it. Activities such as services and projects should also be regularly reviewed for their impact.

An EqIA should be revisited and updated to determine whether any planned positive impacts have been achieved and whether any identified negative impacts have been mitigated. You can indicate the version of the EqIA below.

For more complex enquiries on EqIAs, in the first instance please contact [equalities@camden.gov.uk](mailto:equalities@camden.gov.uk) where you will be able to receive dedicated support.

EqIAs should be signed off by the relevant sponsor, director or Head of Service.

<sup>1</sup> [Due regard](#) is a legal requirement and means that decision makers have to consider the equality implications of a proposal before a commissioning or policy decision has been made that may affect people who share each of the protected characteristics. Paying ‘due regard’ means giving a proportionate amount of resource to this analytical exercise relevant to the potential impact on equality.

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Title of the activity	
Regis Road Area Guidance	
Officer accountable for the EqIA (e.g. director or project sponsor)	
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Version number and date of update	
19 <sup>th</sup> February 2025	

## Step 1: Clarifying aims

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

- New
- Under review
- Being changed

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

- Staff
- Residents
- Contractors
- Other (please detail) Local Groups and Organisations, Businesses, Visitors

**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.)**

## **Aims of the activity**

The Regis Road Area has been identified as an area for growth in Camden's Local Plan (2017) and an opportunity for comprehensive redevelopment.

The Kentish Town Planning Framework (KTPF) Supplementary Planning Document (SPD), adopted in 2020 following extensive public consultation, sets out a vision and key aims for this area of the borough as an innovative and sustainable mixed-use neighbourhood. This includes industrial, commercial, and creative uses, such as film studios, alongside high-quality homes, including affordable homes, with new green public spaces, and improved connectivity, which support a diverse local community.

Whilst the context has evolved since the KTPF was adopted, the Council wants to see the framework area remain an area of business, industry and employment, with infrastructure planned in a coordinated manner, making the best use of land to deliver significant numbers of new and affordable homes as part of a mixed and more connected neighbourhood. In 2023, Camden took a proactive approach to help bring forward regeneration in this area through an agreement with experienced London developer, Yoo Capital. Yoo Capital's vision for the area, which includes a Camden Film Quarter, was the subject of a public consultation in 2023/2024, with Yoo Capital subsequently submitting a Masterplan Vision to Camden for review.

The Regis Road Area Guidance draws on relevant aspects of Yoo Capital's Masterplan Vision, while also building on the Kentish Town Planning Framework vision and objectives, and reflecting changes in local planning since 2020. Importantly, it is a separate Camden document which will provide guidance for comprehensive development in the area. If adopted it will act as an addendum to the KTPF and become a material consideration in the future determination of planning applications in the area.

Camden Council ran a public consultation on the draft Regis Road Area Guidance between Tuesday 12th November and Monday 23rd December 2024. The consultation was open to local residents, businesses, workers, community workers, community groups and anyone with an interest in the area. The consultation included a dedicated website on the Commonplace online engagement platform, meeting with the Kentish Town Neighbourhood Forum, fixed exhibition and staffed drop-in sessions in Kentish Town Library.

Analysis of the consultation has been undertaken and a feedback summary report produced. Comments received have been incorporated into the final version of the Guidance document which is intended to be adopted through a Single Member Decision by the Cabinet Member for Planning and a Sustainable Camden.

## **Purpose of the Equality Impact Assessment (EqIA)**

This EqIA assesses the equality impact of the decision for Camden Council to run a public

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consultation and adopt the Regis Road Area Guidance as a SPD and addendum to the KTPF SPD.

Several consultations have already taken place in this area, including the three stages of public consultation for the Kentish Town Planning Framework (to which the Regis Road Area Guidance will be an addendum), and Yoo Capital's public consultation on their Masterplan Vision for the Camden Film Quarter.

## Regis Road Area Guidance Map



Regis Road Area

## Regis Road Area Guidance Vision

Whilst the context may have changed, the 2020 KTPF's vision, principles and objectives remain:

*A richly layered and characterful place that is an exemplar for mixed-use. A place that works hard, with intensive industrial, commercial and creative activity, harmoniously provided alongside high quality homes that support a diverse local community.*

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*Seamlessly integrated and well-connected with surrounding neighbourhoods of Kentish Town, Gospel Oak and Dartmouth Park. An environmentally friendly place, where people walk and cycle and that draws the green character of Hampstead Heath through the urban neighbourhood connecting to Kentish Town.*

*A socially mixed place that builds on the distinctive community and character of Kentish Town, bringing residents, workers and visitors together with space and facilities to relax, play and interact and enjoy cultural activities and events.*

## **Guiding Principles**

Based on the objectives set out in the KTPF, we have developed the following principles:

### **Over 1,500 New Jobs and New Employment Space**

The Regis Road Area will create over 1,500 new jobs in diverse sectors like creative industries, local services, retail and logistics as part of the KTPF ambition to deliver 3,000 jobs across the wider area.

### **Creating 1,000 New Homes, including affordable homes**

The Regis Road development will cater to a variety of residents. A key aspiration is to offer 50% affordable housing on site, in line with Camden's Local Plan policy. The broader goal is to potentially see 2,000 new homes in the KTPF area, with Regis Road potentially contributing around 1,000 of those homes.

### **Ambitious Employment and Training Strategy**

The Regis Road development will offer a variety of job opportunities, particularly within the creative industries like those found in the Camden Film Quarter. We will also invest in local talent through partnerships, apprenticeships, and procurement.

### **Innovative Building Design**

The development will employ innovative design principles, prioritising sustainability and flexibility to create a dynamic mixed-use neighbourhood.

### **New Pedestrian and Cycle Friendly Connections**

Regis Road will be transformed into a key active transport spine, connecting Kentish Town, Gospel Oak, and Hampstead Heath. By removing servicing traffic and prioritising pedestrian and cycle movements, Regis Road will become a vibrant, accessible, and sustainable route.

### **Transformed Character**

Development should prioritise integration with Kentish Town, addressing the local community's desire for a more cohesive neighbourhood and enhancing access to existing and potential new social and community infrastructure. By aligning with the Kentish Town Neighbourhood Plan's vision, development should create a place that enhances the surrounding neighbourhood character.

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## **Sustainable and Innovative Neighbourhood**

The development will create a zero emission neighbourhood across its buildings, open spaces, public realm, and homes. The area will be resilient to climate change, promote clean air, and incorporate energy-efficient and circular economy practices.

## **Attractive, Safe and Green Public Realm**

The Regis Road development will create attractive, accessible, and green public spaces that not only promote safety and welcome all residents, workers, and visitors, but also support local biodiversity and enhance the area's natural environment.

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A large, empty rectangular box with a thin black border, occupying most of the page. It is intended for the user to provide their response to the Equality Impact Assessment form.



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## Step 2: Data and evidence

What data do you have about the people affected by the activity, for example those who use a service? Where did you get that data from (existing data gathered generally) or have you gone out and got it and what does it say about the protected characteristics and the other characteristics about which the council is interested?

Is there currently any evidence of discrimination or disadvantage to the groups?

What will the impact of the changes be?

You should try to identify any data and/or evidence about people who have a **combination, or intersection, of two or more characteristics**. For example, homeless women, older disabled people or young Black men.

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

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

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## Equalities Impact Assessment Area Map

Residents living in and near the Kentish Town Planning Framework (KTPF) area may be affected by development guided by the Regis Road Area Guidance. Because the Guidance is intended to become an addendum to the KTPF, this Equality Impact Assessment (EqIA) also considers the impact on the same resident population. Therefore, this EqIA uses data from Lower Super Output Areas (LSOAs) that cover the KTPF area and its immediate surroundings (north, south, east, and west). Specific data for the KTPF area is not readily available. Where possible, data for a slightly larger area (the “Site Area +,” shown in red on the map) is used. For some information not available at the LSOA level, Camden-wide data is used.



## Regis Road Regeneration Strategy

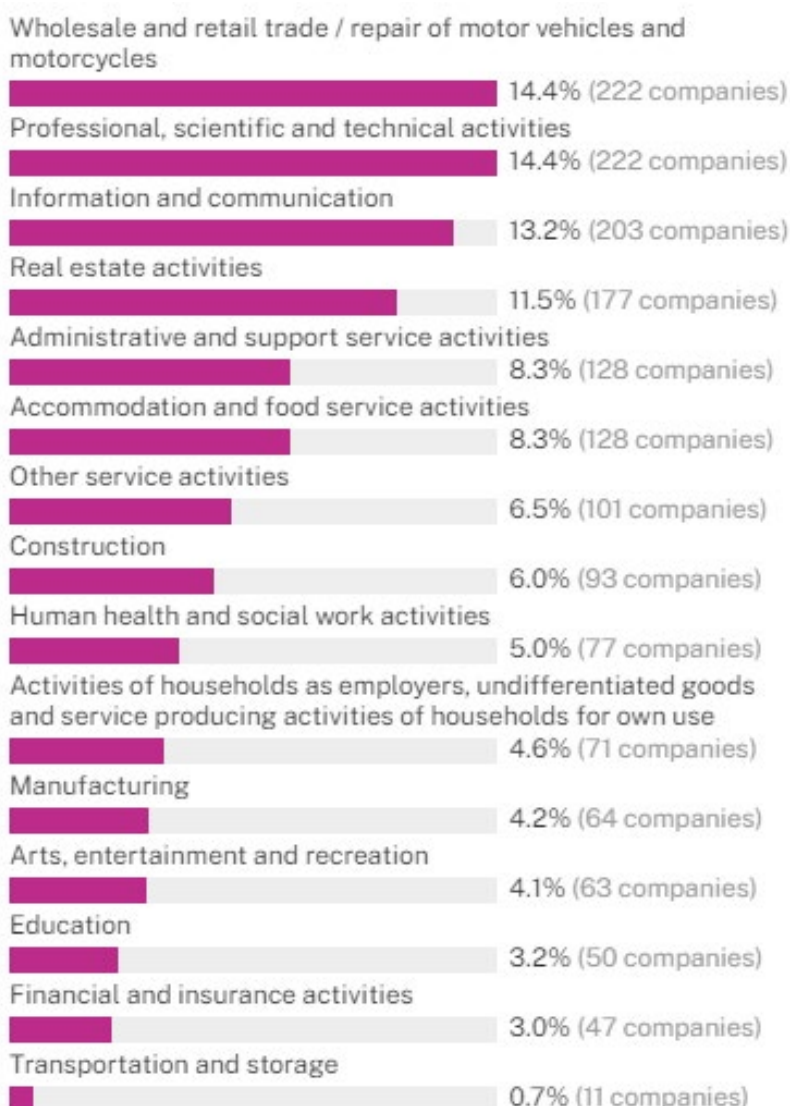
The Regis Road Regeneration Strategy includes the Council's approval of the conditional land sale of the Regis Road Car Pound & Reuse Recycling Centre and the Holmes Road Depot site (including 25 flats at 76 & 78 Holmes Road) to Yoo Capital. These flats comprise 20 council tenancies, two resident leasehold homes, and three non-resident leasehold homes. A separate Equalities Impact Assessment (EqIA) has been prepared for a Single Member Decision, assessing the impacts on these residents and potentially authorising the Housing Strategy and leaseholder buyback arrangements that support the Regis Road Regeneration Strategy. That EqIA specifically considers the implications for the residents of the flats at 76 & 78 Holmes Road, where the Council is the freeholder.

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## Businesses

Demographic data on businesses and the protected characteristics of business owners, employers, employees and business users is not readily available. However, for information, the Beauhurst Business database provides up to date information of companies whose head office and or registered address is in Kentish Town North and Kentish Town South and are active on Companies House.

The search for Kentish Town North and Kentish Town South generated a total of 1,543 companies with multiple industries. The top 15 industry ranking of businesses in Kentish Town North and Kentish Town South area:



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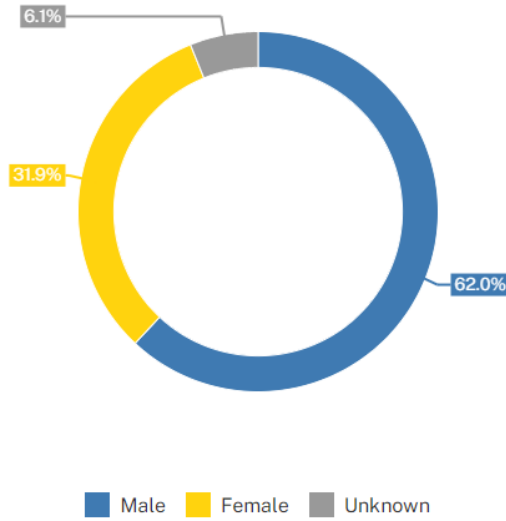
## Gender of Directors

current breakdown ▾

of

directors ▾

Download ▾



Based on the directors at 1,543 companies. This chart shows the percentage of directors that are male, female, or unknown. Unknown is used where there is no gender data available.

## Directors age over time

Yearly ▾

All

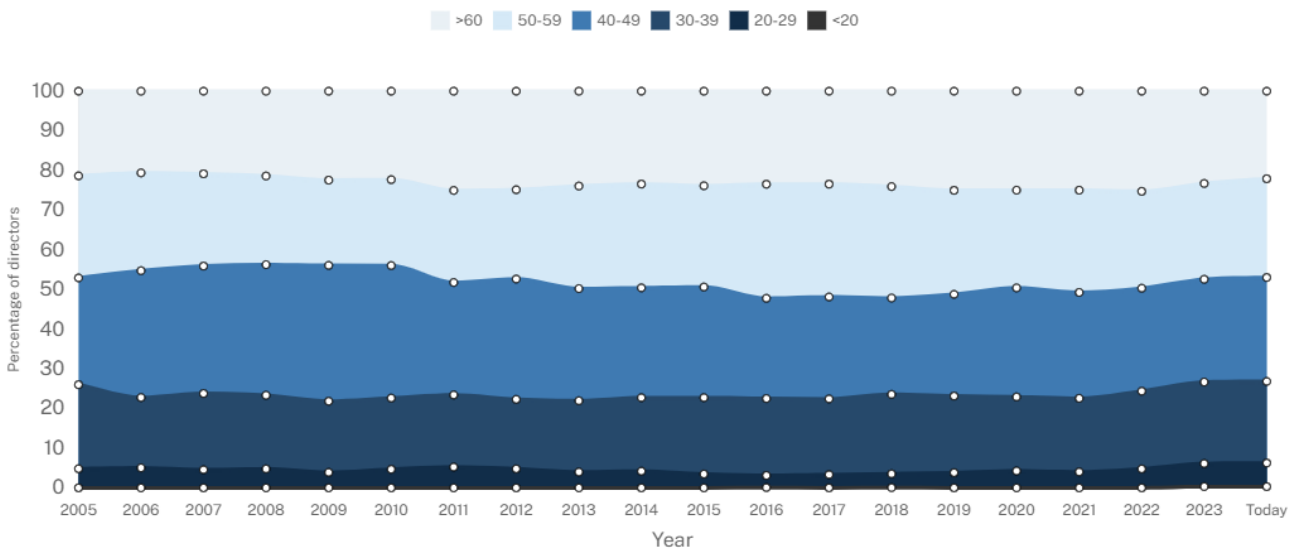
10y

5y

1y

Custom ▾

Download ▾



This chart shows the percentage of directors per age bracket, based on 1,543 companies with known directors.

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## Age

Age	Site Area +	North	East	South	West	Camden
<b>Total No.</b>	<b>2,959</b>	<b>4,182</b>	<b>5,666</b>	<b>6,314</b>	<b>8,249</b>	<b>210,136</b>
0-4	3.8%	4.2%	4.9%	4.3%	5.2%	4.8%
5-14	7.4%	11.1%	9.2%	11.2%	12.3%	9.6%
15-24	18.4%	11.9%	10.6%	14.2%	13.0%	16.1%
25-44	40.1%	28.7%	38.7%	34.7%	32.4%	35.0%
45-59	16.0%	21.3%	19.6%	18.6%	20.0%	28.3%
60-74	10.2%	15.5%	12.0%	11.7%	11.5%	10.9%
75-84	3.0%	5.6%	3.6%	4.0%	4.0%	3.9%
85+	1.0%	1.7%	1.4%	1.4%	1.6%	1.5%

The age profile of residents in the immediate local area (North, East, South, and West) shows some key variations compared to the Site Area + and the wider borough of Camden.

The area to the north of the Site Area + has a noticeably higher proportion of older residents aged 60+ (22.8%) than the Site Area + (14.2%), the east (17.0%), south (17.1%), and west (17.1%). The proportion of older residents in the North is also higher than the borough-wide average (16.3%).

Conversely, the Site Area + has a considerably higher proportion of young adults aged 15-24 (18.4%) compared to the north (11.9%), east (10.6%), south (14.2%), west (13.0%), and the borough as a whole (16.1%).

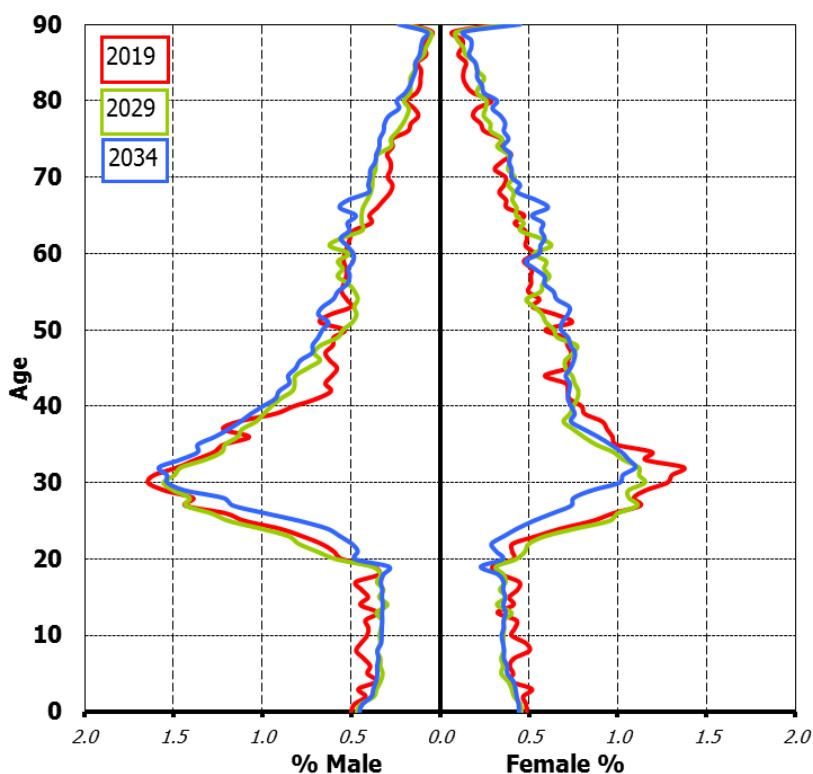
The Site Area + also has a higher proportion of adults aged 25-44 (40.1%) than all surrounding areas: north (28.7%), east (38.7%), south (34.7%), and west (32.4%), as well as the borough (35.0%).

The Site Area + has a lower proportion of residents aged 45-59 (16.0%) compared to all surrounding areas: north (21.3%), east (19.6%), south (18.6%), and west (20.0%), as well as the borough (28.3%).

While the percentages of children (0-4 and 5-14) are relatively consistent across all areas, the Site Area + has a slightly lower proportion of both age groups compared to its surrounding areas.

The most significant demographic differences are the higher proportion of older residents (60+) north of the site, and the higher proportion of young adults (15-24) and adults (25-44) within the Site Area +. This distinguishes the Site Area + as having a younger population profile compared to its surrounding areas and the wider borough.

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The chart shows the age and sex structure changes over time. The red lines show the percentage of the population by age in 2019, green shows 2029 and blue shows 2034. Over the projection period, the Kentish Town population is forecasted to have smaller proportions of children aged under 19, lower proportions of working-aged 18-31 (men) and 20-40 (women); and larger proportions of people aged 60+.

There are a number of local groups in the local area who provide social, health and well-being services to local older people and these include QCCA, Thanet, Ingestre and Kentish Town community centres. Wellesley Road Care Home is close by and provides care to older people.

In previous consultations, communities in Kentish Town have raised concerns about the lack of local provisions for young people, attributing this to a rise in antisocial behaviour and violent incidents involving young people. This situation has left some local residents feeling unsafe. A Camden Youth Safety Taskforce was set up in December 2017 and has involved participation from local people in Kentish Town to work together and intervene to keep young people safe.

There are several voluntary sector groups close to the KTPF area providing a range of services and provisions to young people. These include Kentish Town City Farm, Gospel Oak Action Link Youth Club, Kentish Town Community Centre, and Thanet Youth & Community Centre.

2 This is the legal term in the Equality Act. In practice there are specific legal protections for a diverse range of people who have physical, mental and sensory impairments, long-term health conditions and/or neurodivergence, as well as carers who provide unpaid care for a friend or family member who cannot function without their support. Census and local datasets use the Equality Act definition and will include people who may not use the language of disability to describe themselves.

3 This is the legal term in the Equality Act. In practice there are specific legal protections for anyone whose gender identity does not match the sex they were assigned at birth. This means, for example, that people who are trans and people who are non-binary or gender fluid are considered a specific protected group under the Equality Act.

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<b>Disability, including family carers</b>						
<b>Disabled under the Equality Act</b>	<b>Site Area +</b>	<b>North</b>	<b>East</b>	<b>South</b>	<b>West</b>	<b>Camden</b>
<b>Total No.</b>	<b>523</b>	<b>653</b>	<b>922</b>	<b>1,092</b>	<b>1,562</b>	<b>31,882</b>
<b>Total</b>	<b>17.7%</b>	<b>15.6%</b>	<b>16.3%</b>	<b>17.3%</b>	<b>19.0%</b>	<b>15.2%</b>
Day-to-day activities limited a lot	8.3%	5.8%	6.8%	7.6%	9.2%	6.7%
Day-to-day activities limited a little	9.4%	9.9%	9.5%	9.7%	9.8%	8.5%
<b>Not disabled under the Equality Act</b>	<b>Site Area +</b>	<b>North</b>	<b>East</b>	<b>South</b>	<b>West</b>	<b>Camden</b>
<b>Total No.</b>	<b>2,436</b>	<b>3,528</b>	<b>4,745</b>	<b>5,224</b>	<b>6,660</b>	<b>178,254</b>
<b>Total</b>	<b>82.3%</b>	<b>84.4%</b>	<b>83.7%</b>	<b>82.7%</b>	<b>81.0%</b>	<b>84.8%</b>
Has long term physical or mental health condition, but day to day activities are not limited	6.8%	7.0%	6.6%	6.2%	5.5%	5.7%
No long term physical or mental health condition	75.6%	77.4%	77.1%	76.5%	75.5%	79.1%

The West area has the highest percentage of residents with disabilities (19.0%), while the North area has the lowest (15.6%), slightly above the Camden average (15.2%). The Site Area + falls in between, with 17.7% of residents reporting a disability.

Within the disabled population, the West area also has the highest proportion of individuals whose day-to-day activities are limited a lot (9.2%), while the North has the lowest (5.8%). In the Site Area +, 8.3% of residents report significant limitations.

Among individuals not considered disabled, the North area has the highest percentage of residents with no long-term health conditions (77.4%). The Site Area + has 75.6% of residents with no such conditions.

In summary, the West area shows the highest prevalence of disability and more severe limitations. The Site Area + proportion of residents with a disability is marginally higher than the North, and Camden overall.

In autumn 2018, Camden Council opened the Greenwood Centre in Greenwood Place which is within the Framework area. The Greenwood Centre is Camden’s first community resource centre for independent living, led by disabled people, for disabled people. It is run by a consortium of Camden voluntary sector disability organisations and led by Camden Disability Action. Members include Camden Carers’ Centre, Camden Family Members Reference Group, Centre 404, Highgate Day Centre, and family carer representatives. The centre is used by approximately 200 people per day.

Lime Tree Gardens in Burghley Road, to the north and within a reasonable walking distance to the Framework area, is a registered mental health care home with 24 beds which provides

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an integrated model of care, linking customers with the local statutory mental health services.

## General Health

General Health	Site Area +	North	East	South	West	Camden
<b>Total</b>	<b>2,964</b>	<b>4,187</b>	<b>5,657</b>	<b>6,315</b>	<b>8,229</b>	<b>210,136</b>
Very good health	51.9%	56.6%	55.0%	54.6%	52.1%	55.5%
Good health	30.1%	28.5%	29.8%	28.5%	28.4%	29.3%
Fair Health	11.4%	10.2%	10.1%	10.8%	12.2%	10.0%
Bad health	5.1%	3.8%	4.0%	4.6%	5.3%	3.8%
Very bad health	1.5%	0.9%	1.1%	1.4%	2.0%	1.3%

General health shows some variation across the areas. The North area reports the highest percentage of residents in "very good health" (56.6%), while the Site Area + has a slightly lower percentage (51.9%). Camden as a whole reports 55.5% in "very good health".

"Good health" is relatively consistent across all areas, with the Site Area + reporting 30.1%.

For "fair health," the West area has the highest proportion (12.2%), while the East area has the lowest (10.1%). The Site Area + reports 11.4% in "fair health".

"Bad health" is slightly more prevalent in the West area (5.3%) and the Site Area + (5.1%). The North area reports the lowest percentage of residents in "bad health" (3.8%).

"Very bad health" is rare across all areas, with the West area having the highest percentage (2.0%) and the North area having the lowest (0.9%). The Site Area + reports 1.5% in "very bad health".

In summary, the North area reports the highest proportion of residents in "very good health," while the Site Area plus is slightly lower. The West area tends to have a slightly higher proportion of residents reporting less positive health outcomes ("fair," "bad," and "very bad" health).

Kentish Town and its surrounding areas offer a variety of healthcare provisions. This includes the Kentish Town Health Centre, housing GP services (The James Wigg Practice), dental services, a breast screening clinic, Camden community paediatrics, and physiotherapy. Connect Health provides physiotherapy at locations such as the Peckwater Health Centre, offering programmes like exercise classes and PhysioLine.

Major hospitals like the Royal Free and Whittington are readily accessible. Numerous pharmacies throughout the area provide prescriptions and over-the-counter medications, and mental health services are likely available through the Camden and Islington NHS Foundation Trust.



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## Provision of Unpaid Care

Provision of unpaid care	Site Area +	North	East	South	West	Camden
<b>All usual residents aged 5+</b>	<b>2,855</b>	<b>4,014</b>	<b>5,392</b>	<b>6,038</b>	<b>7,793</b>	<b>200,104</b>
Provides no unpaid care	92.3%	91.8%	91.9%	91.7%	91.5%	92.7%
Provides 9 hours or less unpaid care a week	2.8%	3.9%	4.1%	3.3%	3.1%	2.9%
Provides 10 to 19 hours unpaid care a week	1.1%	1.3%	1.0%	1.0%	1.3%	1.0%
Provides 20 to 34 hours unpaid care a week	0.7%	0.8%	0.9%	1.1%	0.9%	0.8%
Provides 35 to 49 hours unpaid care a week	1.2%	0.5%	0.8%	1.0%	0.9%	0.8%
Provides 50 or more hours unpaid care a week	1.9%	1.7%	1.4%	2.0%	2.2%	1.8%

The vast majority of residents in all areas provide no unpaid care. The proportion of residents providing no unpaid care is consistently high, ranging from 91.5% in the West area to 92.7% in Camden. The Site Area + reports 92.3% providing no unpaid care.

For residents providing some unpaid care, the most common category is "9 hours or less per week." The East area has the highest proportion in this category (4.1%), while the Site Area + reports 2.8%, which is slightly lower than the North, South, West and Camden as a whole.

The proportions of residents providing more substantial amounts of unpaid care (10-19 hours, 20-34 hours, 35-49 hours, and 50+ hours) are relatively low across all areas. For residents providing 50 or more hours of unpaid care per week, the West area has the highest proportion (2.2%), and the Site Area has a slightly higher proportion (1.9%) than other areas except the South (2.0%).

In summary, unpaid care is not a widespread activity, with the overwhelming majority of residents providing no such care. For residents who do provide unpaid care, it is typically for a small number of hours per week. The West area shows slightly higher proportions of residents providing both smaller amounts of care (10 to 19 hours) and substantial amounts of care (50 or more hours). The Site Area + shows similar levels of high intensity care compared to the South, which is slightly higher than other areas.

Wellesley Care Home, located on Wellesley Road in Kentish Town, is a 60-bed facility operated by Shaw Healthcare in partnership with Camden Council. The home provides care for older individuals, including those living with dementia and mental disabilities.

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Gender reassignment				
Gender Identity		Camden	Greater London	England
All Residents		210,134	4,268,095	56,490,048
	Gender ID the same as sex registered at birth	91.0%	91.2%	93.5%
Gender Identity was a voluntary question asked only to people aged 16+	Gender identity different from sex registered at birth but no specific identity given	0.3%	0.5%	0.2%
	Trans woman	0.1%	0.2%	0.1%
	Trans man	0.1%	0.2%	0.1%
	All other gender identities	0.2%	0.1%	0.1%
	Not answered	8.2%	7.9%	6.0%

(Ref. Date 21 March 2021)

Due to small sample sizes in responses, accurate data at the output level for the project area is unavailable.

The vast majority of Camden residents (91.0%) identify their gender as the same as their sex registered at birth. This figure is similar for Greater London as a whole (91.2%) and slightly higher for England overall (93.5%).

A small percentage of residents identify their gender differently from their sex registered at birth. In Camden, 0.3% gave a different gender identity but no specific identity; 0.1% identified as a trans woman; 0.1% as a trans man; and 0.2% selected another gender identity. These percentages are generally similar to those for Greater London and England, with slightly higher percentages for "different gender identity" responses in Greater London.

A notable proportion of residents did not answer the gender identity question. This "Not answered" category accounts for 8.2% of Camden residents, 7.9% of Greater London residents, and 6.0% of England residents. This suggests a degree of caution in interpreting the data on gender identity, as a significant portion of the population chose not to disclose this information. The relatively high "Not answered" rate may also mask additional variations in gender identity that are not captured in the other categories.

London Transgender Meetup is a weekly meetup in London for people who identify as non-binary, trans men, trans women, trans youth, parents and partners. The group offers a Meetup for all trans people in London and beyond, has regular meetups in London and will organise other events if the interest is there. The group also runs online meetups and webinars.

Organisations serving transgender and gender-diverse individuals often extend their services to the broader LGBTQ+ community. While gender and sex are different from each other, many of these organisations also offer services related to sex. For more information on services in the Guidance Area, please refer to the 'Sex' section.

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## Marriage and civil partnership

Legal Partnership Status	Site Area +	North	East	South	West	Camden
<b>All Residents Aged 16+</b>	<b>2,610</b>	<b>3,502</b>	<b>4,826</b>	<b>5,269</b>	<b>6,676</b>	<b>177,909</b>
Never Married or in Civil Partnership	66.1%	46.3%	58.4%	56.8%	54.9%	55.7%
Married: Opposite Sex	20.7%	38.7%	28.1%	29.0%	29.4%	30.2%
Married: Same Sex	0.4%	0.8%	0.4%	0.6%	0.4%	0.6%
In a Civil Partnership: Opposite Sex	0.1%	0.2%	0.3%	0.2%	0.1%	0.2%
In a Civil Partnership: Same Sex	0.2%	0.6%	0.3%	0.3%	0.3%	0.4%
Separated, but still married	2.1%	1.7%	2.0%	1.9%	2.5%	2.2%
Separated, but still in Civil Partnership	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Divorced	6.9%	7.8%	7.5%	7.4%	8.3%	7.3%
Was in Civil Partnership now dissolved	0.2%	0.1%	0.0%	0.1%	0.0%	0.1%
Widowed	3.3%	3.8%	2.9%	3.6%	4.0%	3.3%
Surviving partner from Civil Partnership	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

The most common legal partnership status across all areas is "Never married or in a civil partnership." However, there is significant variation in this category. The Site Area + has a considerably higher proportion of residents in this category (66.1%) compared to all other areas, particularly the North (46.3%).

Conversely, the North area has a substantially higher proportion of residents who are "Married: Opposite Sex" (38.7%) compared to the Site Area + (20.7%) and all other areas.

The proportions of residents in same-sex marriages or civil partnerships are low and relatively consistent across all areas.

"Separated, but still married" shows some variation, with the West area having the highest proportion (2.5%). The Site Area + reports 2.1% in this category.

"Divorced" is also relatively consistent, with the West area having a slightly higher proportion (8.3%) and the Site Area + reporting 6.9%.

"Widowed" shows some variation, with the West area having the highest proportion (4.0%) and the East area the lowest (2.9%). The Site Area + reports 3.3% in this category.

In summary, the Site Area + has a considerably higher proportion of residents who have never been married or in a civil partnership, and a correspondingly lower proportion of residents who are married (opposite sex). The North area exhibits the opposite trend. These differences in legal partnership status are important demographic factors to consider.

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## **Pregnancy and maternity**

Information on pregnancy and maternity is available for Camden which provides comprehensive pregnancy and maternity services throughout the borough. In the year ending mid-2021, there were 2,266 births recorded to Camden-resident mothers. Since 2011-12, annual births in Camden have decreased by 27%. This decline is part of a broader national (-16%) and London (-18%) trend, but Camden has experienced one of the most significant reductions in birth rates in the city over the past decade (6<sup>th</sup> largest fall in birth rates).

Camden's low fertility rate could be attributed to several factors, including its large student population (61% female), high cost of family accommodation, and broader societal factors such as welfare reform, short-term lettings, Brexit, and economic uncertainties.

Pregnant women in Kentish Town and the surrounding area can access a range of support services. Primary care is provided by GPs and midwives, with hospital-based maternity care available at the Royal Free and Whittington Hospitals. Camden Council's Sure Start programme offers antenatal courses, family support services, and access to children's centres. Specialised support for infant feeding is available through the Camden Baby Feeding Team. Local pregnancy yoga classes are also accessible.

# Camden Council Equality Impact Assessment Form

<b>Race</b>						
<b>Ethnic Groups</b>	<b>Site Area +</b>	<b>North</b>	<b>East</b>	<b>South</b>	<b>West</b>	<b>Camden</b>
<b>All usual residents</b>	<b>2,970</b>	<b>4,194</b>	<b>5,661</b>	<b>6,312</b>	<b>8,230</b>	<b>210,136</b>
<b>White</b>	<b>65.2%</b>	<b>74.5%</b>	<b>72.6%</b>	<b>64.8%</b>	<b>59.7%</b>	<b>59.5%</b>
<b>Mixed / Multiple Ethnic Groups</b>	<b>8.7%</b>	<b>5.6%</b>	<b>6.4%</b>	<b>6.5%</b>	<b>6.7%</b>	<b>6.6%</b>
<b>Asian or Asian British</b>	<b>12.5%</b>	<b>7.5%</b>	<b>9.5%</b>	<b>12.3%</b>	<b>15.7%</b>	<b>18.1%</b>
<b>Black or Black British</b>	<b>8.2%</b>	<b>7.4%</b>	<b>7.2%</b>	<b>11.5%</b>	<b>11.4%</b>	<b>9.0%</b>
<b>Other Ethnic Group</b>	<b>5.4%</b>	<b>5.1%</b>	<b>4.3%</b>	<b>4.8%</b>	<b>6.5%</b>	<b>6.8%</b>
<b>Black, Asian and minority ethnic groups</b>	<b>34.8%</b>	<b>25.5%</b>	<b>27.4%</b>	<b>35.2%</b>	<b>40.3%</b>	<b>40.5%</b>
<b>All Minority Ethnic Groups</b>	<b>57.4%</b>	<b>43.4%</b>	<b>49.5%</b>	<b>57.0%</b>	<b>59.0%</b>	<b>64.6%</b>
<b>Detailed ethnic groups:</b>						
<b>White</b>						
English/Welsh/Scottish/Northern Irish/British	42.6%	56.6%	50.5%	43.0%	41.0%	35.4%
Irish	4.1%	2.0%	4.0%	3.6%	2.7%	2.5%
Gypsy or Irish Traveller	0.0%	0.0%	0.1%	0.1%	0.3%	0.1%
Roma	0.6%	0.1%	0.4%	0.2%	0.3%	0.5%
Other White	17.8%	15.8%	17.6%	18.0%	15.4%	21.1%
<b>Multiple / Mixed Ethnic Groups</b>						
White and Black Caribbean	2.2%	1.4%	1.5%	1.7%	1.4%	1.2%
White and Black African	1.4%	0.6%	0.9%	0.9%	1.1%	1.0%
White and Asian	2.4%	1.4%	1.7%	1.7%	1.7%	2.0%
Other Mixed	2.7%	2.2%	2.4%	2.2%	2.5%	2.4%
<b>Asian / Asian British</b>						
Indian	1.9%	1.1%	1.7%	1.8%	1.4%	3.3%
Pakistani	0.5%	0.1%	0.4%	0.3%	0.4%	0.8%
Bangladeshi	4.5%	3.7%	4.3%	6.4%	10.3%	6.8%
Chinese	3.4%	0.9%	1.3%	1.2%	1.1%	3.2%
Other Asian	2.1%	1.7%	1.8%	2.6%	2.4%	4.0%
<b>Black / African / Caribbean / Black British</b>						
African	5.3%	5.1%	4.8%	8.6%	8.8%	6.8%
Caribbean	2.0%	1.2%	1.4%	1.7%	1.3%	1.3%
Other Black	1.0%	1.1%	0.9%	1.2%	1.3%	1.0%
<b>Other ethnic group</b>						
Arab	1.0%	0.6%	1.1%	1.3%	1.5%	2.1%
Any other Ethnic Group	4.4%	4.5%	3.2%	3.5%	5.0%	4.7%

The Site Area + shows a relatively diverse population. While White residents make up the largest group (65.2%), this is lower than the North (74.5%) and East (72.6%) areas, but similar to the South (64.8%), West (59.7%), and Camden as a whole (59.5%). The Site Area + also has a higher percentage of residents identifying as Mixed/Multiple Ethnic Groups (8.7%) compared to all other areas (ranging from 5.6% to 6.7%).

The proportion of Asian or Asian British residents in the Site Area + (12.5%) is higher than in

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the North (7.5%) and East (9.5%), similar to the South (12.3%), but lower than the West (15.7%) and Camden as a whole (18.1%). The percentage of Black or Black British residents in the Site Area + (8.2%) is similar to the North (7.4%) and East (7.2%), lower than the South (11.5%) and West (11.4%), and slightly lower than Camden as a whole (9.0%).

Looking at broader categorisations, the Site Area + has a higher percentage of residents identifying as Black, Asian, and minority ethnic (BAME) groups (34.8%) compared to the North (25.5%) and East (27.4%), similar to the South (35.2%), but lower than the West (40.3%) and Camden (40.5%). Similarly, the percentage of all minority ethnic groups is higher in the Site Area + (57.4%) than in the North (43.4%) and East (49.5%), similar to the South (57.0%) and West (59.0%), but lower than Camden as a whole (64.6%).

Within the detailed ethnic group breakdown, the largest White subgroup in all areas is "English/Welsh/Scottish/Northern Irish/British." The "Other White" category shows some variation, with the Site Area + (17.8%) having a slightly higher percentage than the North (15.8%) and West (15.4%), similar to the South (18.0%), East (17.6%), but lower than Camden (21.1%). Among Asian subgroups, "Bangladeshi" shows notable variation, with higher percentages in the West (10.3%) and Camden (6.8%) compared to the Site Area + (4.5%) and other areas. The "African" subgroup within Black/African/Caribbean/Black British also shows some variation, with the South (8.6%) and West (8.8%) having higher percentages than the Site Area + (5.3%).

In summary, the Site Area + demonstrates a more diverse ethnic profile than the North and East areas, with a higher percentage of residents identifying as Mixed/Multiple Ethnic Groups. While the Site Area +'s diversity is similar to the South and West in some respects, it is less diverse than Camden overall. The detailed breakdowns reveal further nuances within each ethnic category, highlighting specific variations across the different areas.

There are a number of groups providing services to Black, Asian and Minority Ethnic communities and many of these groups are in Kentish Town. These include Somali Youth Development Group, Somali Welfare Association, Somali Supplementary Schools Project, Sante Refugee Mental Health Access Project and the Caraf Centre who provide parenting skills, training and careers advice.

## Religion or belief

Religion	Site Area +	North	East	South	West	Camden
<b>All usual residents</b> (inc 'no religion'/'not answered')	<b>2,959</b>	<b>4,178</b>	<b>5,653</b>	<b>6,320</b>	<b>8,215</b>	<b>210,138</b>
Christian	34.8%	29.7%	30.9%	31.2%	32.9%	31.4%
Buddhist	0.8%	0.7%	0.8%	0.9%	0.8%	1.1%
Hindu	1.0%	0.5%	0.6%	0.8%	0.6%	1.9%
Jewish	2.5%	4.4%	2.3%	2.7%	2.2%	4.8%
Muslim	12.6%	8.3%	8.5%	14.6%	20.3%	16.1%
Sikh	0.0%	0.1%	0.2%	0.1%	0.3%	0.2%
Other religion	0.4%	0.7%	1.0%	0.5%	0.8%	0.9%
No religion	40.0%	47.3%	47.0%	40.5%	34.6%	34.6%
Not answered	7.5%	7.8%	8.4%	8.8%	7.4%	8.9%

The Site Area + shows a diverse range of religious affiliations. The largest group is "No

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religion" (40.0%), followed by Christian (34.8%). The proportion of Christians in the Site Area + is slightly higher than in the North (29.7%), East (30.9%), and South (31.2%), similar to the West (32.9%), but slightly higher than Camden (31.4%). The "No religion" category is lower in the Site Area + (40.0%) than in the North (47.3%) and East (47.0%), similar to the South (40.5%), but higher than the West (34.6%) and Camden (34.6%).

The Site Area + has a higher percentage of Muslim residents (12.6%) compared to the North (8.3%) and East (8.5%), similar to the South (14.6%), but lower than the West (20.3%) and Camden (16.1%). The percentage of Jewish residents in the Site Area + (2.5%) is similar to the East (2.3%), South (2.7%), and West (2.2%), but lower than the North (4.4%) and Camden (4.8%).

Other religious groups have smaller representations. The proportion of Hindus is slightly higher in Camden (1.9%) compared to the Site Area + (1.0%) and other areas. Sikh representation is very low across all areas. The "Other religion" category shows some variation, with slightly higher percentages in the East (1.0%) and Camden (0.9%).

The percentage of residents who "Not answered" is relatively consistent across all areas, ranging from 7.4% to 8.9%.

In summary, the Site Area + shows a relatively balanced distribution between religious affiliations, with the largest groups being "No religion" and Christian. The Site Area + has a higher proportion of Muslim residents compared to the North and East, while the West and Camden have the highest percentages. The proportion of Jewish residents is highest in the North and Camden. Other religious groups have smaller representations, and the percentage of "Not answered" responses is relatively consistent.

Kentish Town is home to a variety of religious institutions. Among the Church of England presence are Holy Trinity Church on Clarence Way and St. Silas Church on St. Silas Place. The Roman Catholic community is served by the Church of Our Lady Help of Christians on Lady Margaret Road. Other Christian denominations include Kentish Town Congregational Church (United Reformed Church) and Highgate Road Chapel (Baptist). The Greek Orthodox Cathedral of St Andrew and the Greek Orthodox Church of St Cosmas & St Damian, both located in the area, cater to the Greek Orthodox community. Baitul Aaman Mosque and Education Centre is to the West in Gospel Oak.

## Sex

Sex	Site Area +	North	East	South	West	Camden
<b>All usual residents</b>	<b>2,958</b>	<b>4,189</b>	<b>5,669</b>	<b>6,314</b>	<b>8,215</b>	<b>210,136</b>
Male	47.0%	47.9%	46.7%	45.5%	47.3%	47.3%
Female	53.0%	52.1%	53.3%	54.5%	52.7%	52.7%

In the Site Area +, 53.0% of residents are women, compared to 47.0% who are men. This female majority is marginally consistent across all other areas: North (52.1% women, 47.9% men), East (53.3% women, 46.7% men), South (54.5% women, 45.5% men), West (52.7% women, 47.3% men), and Camden (52.7% women, 47.3% men).

The largest difference between men and women is in the South area, where women make up 54.5% of the population. The smallest difference is in the North, where women make up 52.1% of the population. The Site Area + is in the middle of this range.

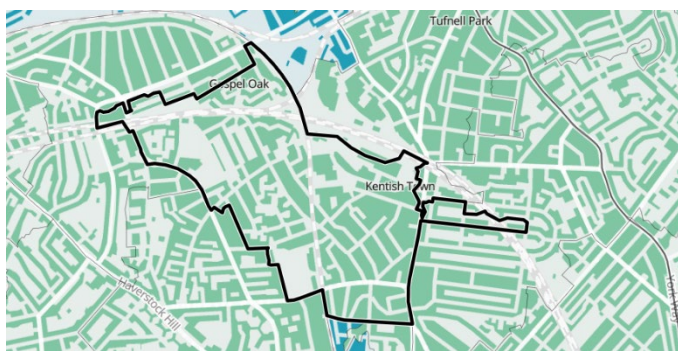
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## Sexual orientation

Sexual Orientation	Kentish Town West	Camden
Straight or Heterosexual	83.6%	82.6%
Gay or Lesbian	2.6%	3.7%
Bisexual	2.2%	2.5%
All other sexual orientations	0.7%	0.7%
Not answered	10.9%	10.5%

Ref. Date 21 March 2021 (Official statistics in development)

This data is taken from the Kentish Town West Middle Layer Super Output Area (ONS, Census 2021) which includes the majority of the Regis Road Area, as well as areas to the East, South and West:



In Kentish Town West, the vast majority (83.6%) of respondents identified as straight or heterosexual. Smaller proportions identified as gay or lesbian (2.6%), bisexual (2.2%), or another sexual orientation (0.7%). A notable proportion (10.9%) of respondents did not answer the question.

Comparing Kentish Town West to Camden as a whole, similar trends emerge. The percentage of residents identifying as straight or heterosexual is slightly lower in Camden (82.6%) than in Kentish Town West. Conversely, the proportion identifying as gay or lesbian is slightly higher in Camden (3.7%) compared to Kentish Town West (2.6%). The proportions identifying as bisexual and another sexual orientation are nearly identical in both areas. Similar to Kentish Town West, a substantial percentage of Camden residents (10.5%) did not answer the question regarding their sexual orientation. This "Not answered" category in both areas warrants consideration when interpreting the overall findings.

The Camden LGBT Forum run by LGBT people for LGBT people promote equality and diversity by the elimination of discrimination in relation to LGBT people living and / or working in Camden. The forum does this through advocacy work, youth work, advisory work and raising LGBT awareness across the borough.



# Camden Council Equality Impact Assessment Form

## Intersectional Groups

Data for intersectional groups is limited. There is however evidence to suggest that life expectancy and health in Camden for different groups vary on the basis of a number of protected characteristics including age, gender and ethnicity.

## 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

Information about Foster Carers is available for the Camden Borough.

The Children's Safeguarding and Social Work Service's Full Year Performance Assessment Management Information Report (March 2023) provides data on foster care within the Camden Borough. As of the end of March 2023, 120 children were placed in foster care, reflecting a 20% increase compared to the 100 children in care at the end of March 2022.

The report also provides a breakdown of the foster carer placements:

- **Camden Carers:** 56 children (46.7%) were placed with foster carers residing within the Camden Borough itself.
- **External Agencies and Local Authorities:** 41 children (34.2%) were placed with carers through independent fostering agencies, voluntary organizations, or local authorities outside of Camden.

## Camden Council Equality Impact Assessment Form

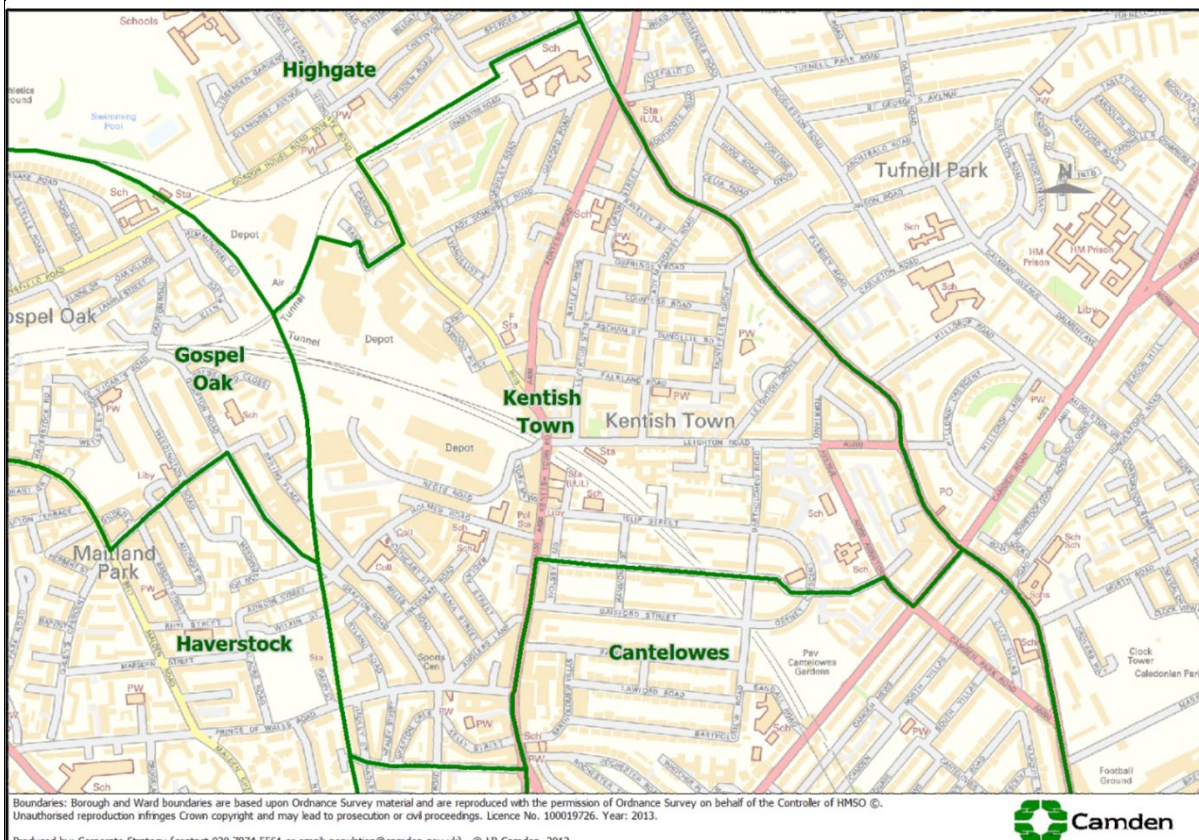
- **Relatives or Friends:** 23 children (19.2%) were placed with relatives or friends who had been approved by Camden's fostering service.

# Camden Council Equality Impact Assessment Form

## Looked after children/care leavers

Data from the Children's Safeguarding and Social Work Service's Full Year Performance Assessment Management Information Report (March 2023) shows that on March 31st, 2023, there were 197 children looked after by Camden. The report also details that 127 children exited care during the year 2022/23.

## Low-income households



Household income data is available for the former Kentish Town Ward, which was divided into the newly created Kentish Town North and Kentish Town South Wards for the 2022 election.

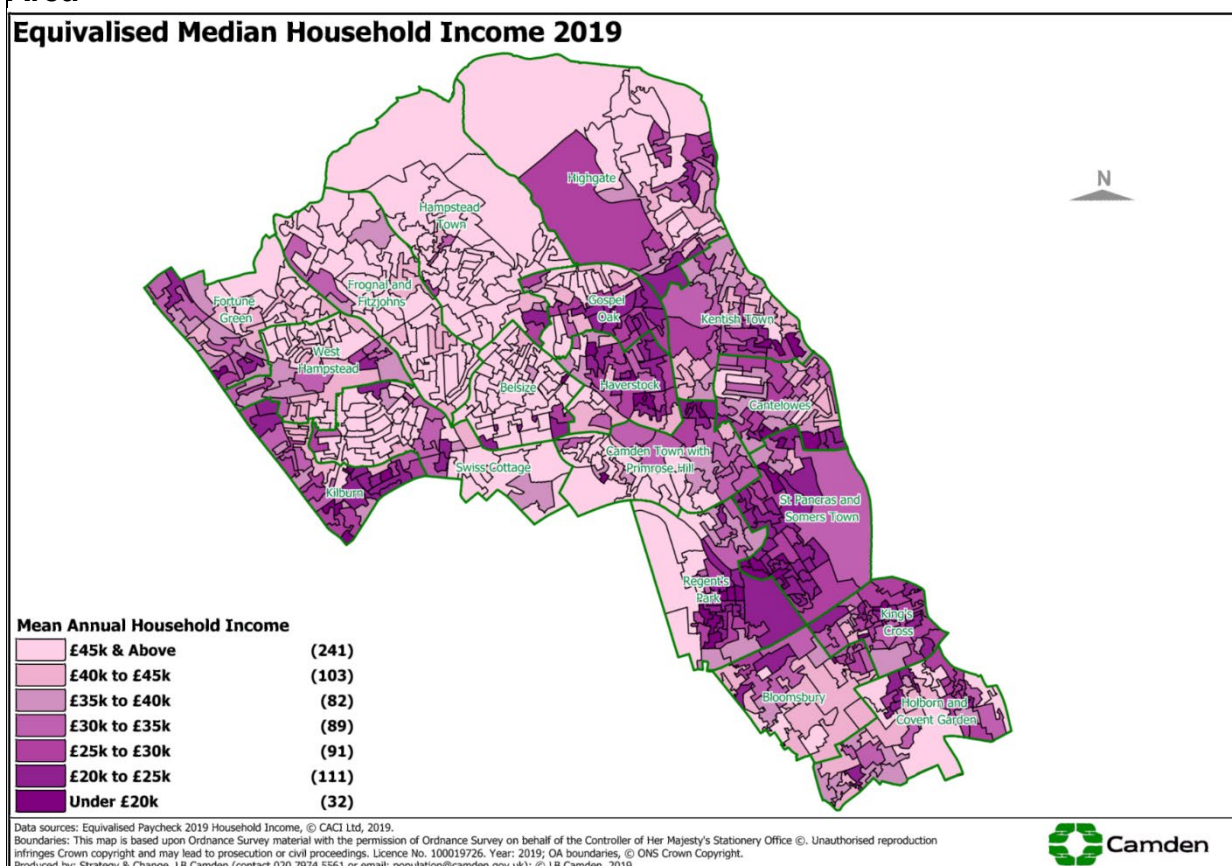
# Camden Council Equality Impact Assessment Form

## Household income

Estimates of equivalised household income for 2019<sup>1</sup> show that median gross household income in Camden was £36,053, 17% higher than the London average (£30,700). There are wide differences across Camden wards, ranging from £24,674 in St Pancras & Somers Town to £47,748 in Hampstead Town. Median household income in Kentish Town ward falls to the middle of the range at £35,532, ranking 10<sup>th</sup> highest for median and 11<sup>th</sup> for mean (£41,717) household income.

The map in Fig.2 below shows the median household income by Output Area<sup>2</sup>. There is a concentration of households with lower median household incomes in Kentish Town ward, especially to the north, to the south and mid-ward.

**Figure 2. Equivalised Median Annual Household Income 2019, by Camden Output Area**



Source: *Paycheck 2019*, © CACI Ltd.

Household income data matters because low household income is used as a proxy for poverty, with poverty being defined as when equivalised household income is below 60% of median household income in an area. While the CACI *Paycheck* data cannot be broken down to reveal more socio-economic details about the individual households, we know already from DWP Households Below Average Income (HBAI) local measures that poverty in Camden is above the average and that 28.5% of children live in households that are in poverty by this measure<sup>3</sup>. The same data expressed by ward suggests that 28.2% of

<sup>1</sup> Equivalised *Paycheck* household income data for 2019, © CACI Ltd. Equivalising reflects the notion that, for example, a household of five will need a higher income than a single person living alone to enjoy a comparable standard of living. CACI calculate an 'equivalence value' for households, based on the number and age of household members. Equivalised income is calculated by applying the equivalence value to the *Paycheck* income data.

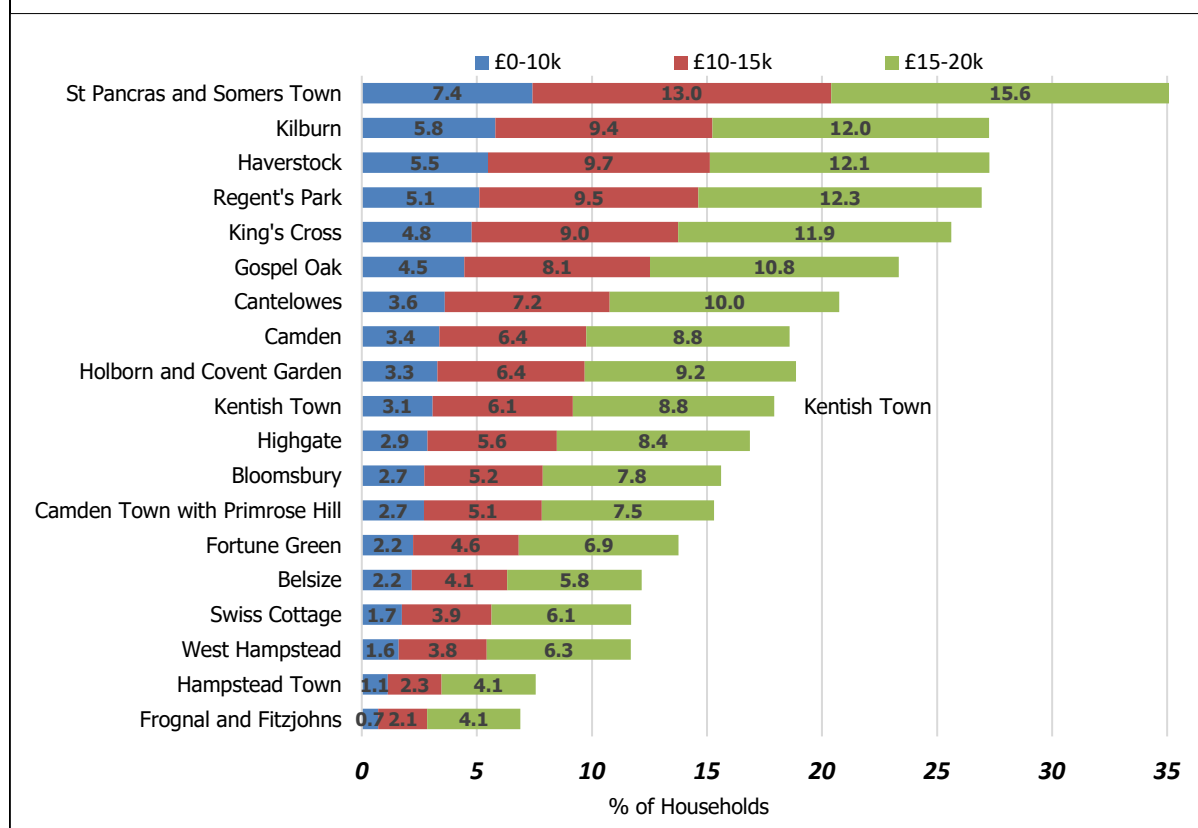
<sup>2</sup> Output Areas (OAs) were the areas used to output data from the 2011 Census. There are 749 OAs in Camden. OAs form the lowest tier of a statistical geography hierarchy. OAs build into Lower-layer Super Output Areas (LSOAs) and LSOAs build into Middle-layer Super Output Areas (MSOAs).

<sup>3</sup> Households Below Average Income local measures 2016, © HMRC, 2019.

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children in Kentish Town ward live in poverty, ranking 9<sup>th</sup> highest by ward in Camden.

According to equivalised Paycheck 2019, using the HBAI definition, a household in poverty in Camden is one with less than £21,632. Therefore, the Paycheck 2019 household income group below £20k is the group that can positively be identified as wholly below the poverty threshold, while a minority of those with household incomes of less than £25k are likely to be households in poverty, but it cannot be said definitively<sup>4</sup>.



**Figure 3. % of Households with Median Income less than £20,000 a year**

Source: Paycheck 2019, © CACI Ltd.

## Deprivation

The Indices of Deprivation 2019<sup>5</sup> allows for the identification of the areas in England with the highest proportion of people and households experiencing deprivation. The data is calculated at LSOA<sup>6</sup> level and takes into consideration relative deprivation across seven factors: *income, employment, health and disability, education, skills and training, housing and services, and crime and living environment*. The indices are provided as both a score and as a rank position within England. The combined overall index is the *Index of Multiple Deprivation (IMD)* and, with the LSOA geography, is designed to show hotspots of deprivation that are often masked with ward level measures. However, a ward position can be calculated by averaging the IMD scores. On this basis Kentish Town is ranked the 10<sup>th</sup> most deprived ward.

<sup>4</sup> CACI PayCheck data is published in £5k bands so it is not possible to establish the exact number of households below or above the 60% threshold.

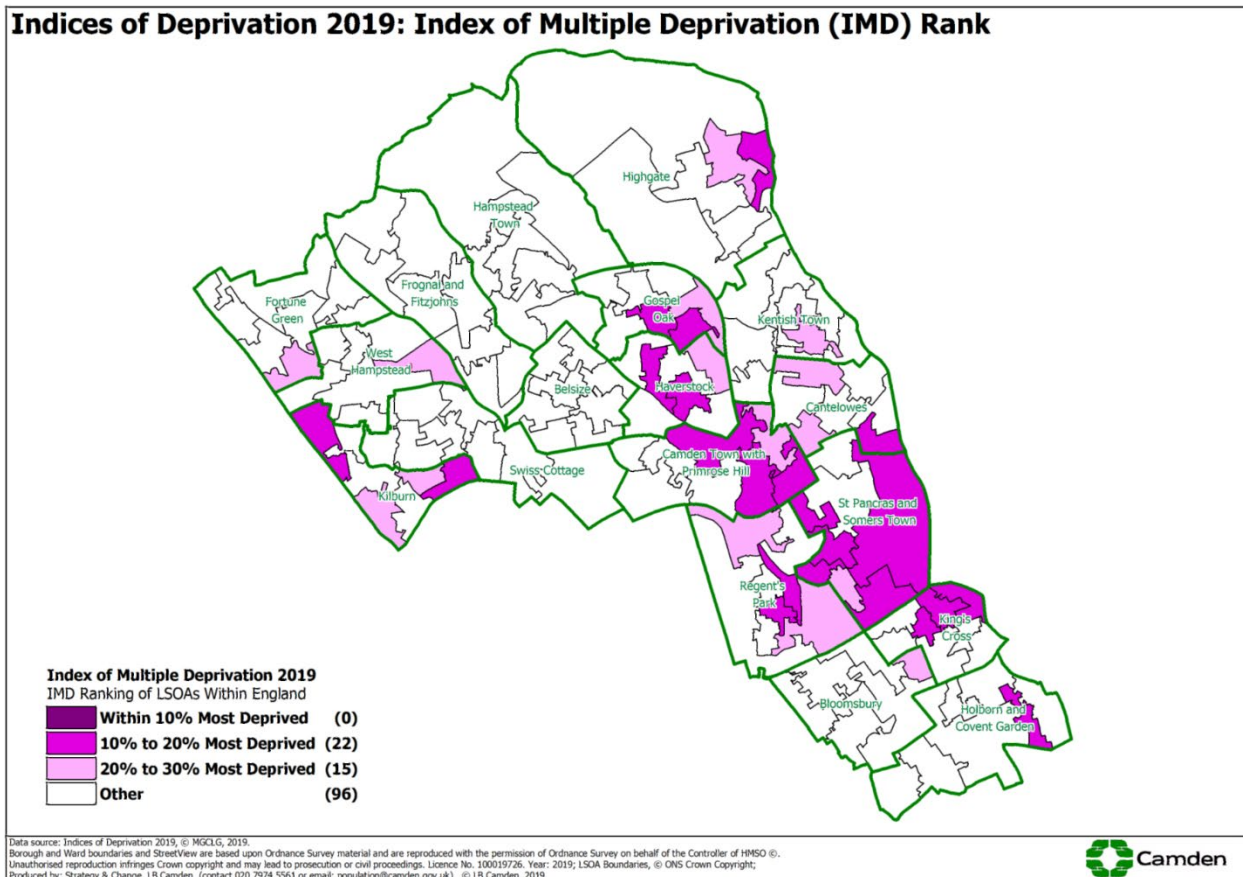
<sup>5</sup> English Indices of Deprivation 2019, © MHCLG, 2019.

<sup>6</sup> LSOAs are a statistical geography, smaller than wards, based on groups of 2011 Census Output Areas (OAs). There are 133 LSOAs in Camden and 32,844 in England. There are 8 LSOAs in Kentish Town ward (E01000921-E01000928).

# Camden Council Equality Impact Assessment Form

Results for Camden show that there are concentrations of LSOAs within Camden that on the rankings of IMD fall within the highest levels in England. Kentish Town ward contains no LSOAs that falls within the 20% most deprived LSOAs in England, but 1 that fall within the 20-30% most deprived LSOAs in England. Gospel Oak's most deprived LSOA (E01000925) is the 32<sup>nd</sup> most deprived LSOA in Camden and falls within the 25.4% most deprived LSOAs in England. Best viewed on a map, Fig.4 shows the LSOAs in Camden ranked within the 10%, 20% and 30% most deprived in England.

**Figure 4. Index of Multiple Deprivation (IMD) 2019 – Most deprived LSOAs in Camden**



Source: English Indices of Deprivation 2019, © MHCLG, 2019.

Two sub domains are often picked out to indicate deprivation affecting children (IDACI) and older people (IDAOP). Table 1 below shows the results for Kentish Town ward for the overall Index of Multiple Deprivation and for the Income sub-domains affecting children and older people. 2 of the 8 Kentish Town LSOAs fall within the 20% most deprived in England on IDACI (affecting children); while 3 out of the 8 LSOAs fall within the 20% most deprived in England on IDAOP (affecting older people). See maps below Figs.5 and 6.

# Camden Council Equality Impact Assessment Form

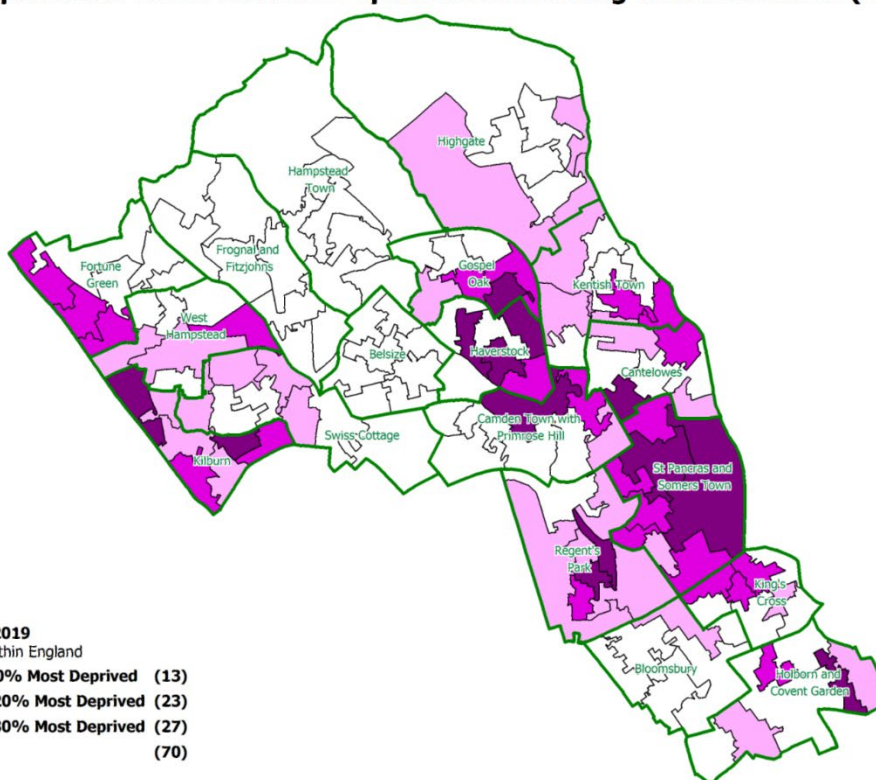
**Table 1. Index of Multiple Deprivation (IMD) 2019: LSOAs in Kentish Town**

Ward and LSOA		Index of Multiple Deprivation			Indices of Deprivation Sub-domains			
Ward name	LSOA code	Rank in Camden (/133)	RANK OF IMD of all LSOAs in England (/32,844)		Income Deprivation Affecting Children Index (IDACI)		Income Deprivation Affecting Older People Index (IDAOPI)	
			1 is most deprived	% Most Deprived of LSOAs in England	Rank in England (/32,844)	% Most Deprived of LSOAs in England	Rank in England (/32,844)	% Most Deprived of LSOAs in England
Kentish Town	E0100092	79	18,723	57.0	17,346	52.8	8,990	27.4
	E0100092	56	12,979	39.5	6,820	20.8	4,110	12.5
	E0100092	66	14,943	45.5	20,923	63.7	8,223	25.0
	E0100092	94	20,738	63.1	18,389	56.0	8,678	26.4
	E0100092	32	8,318	25.3	4,017	12.2	2,548	7.8
	E0100092	72	16,623	50.6	5,011	15.3	4,104	12.5
	E0100092	82	18,974	57.8	16,434	50.0	13,117	39.9
	E0100092	60	14,085	42.9	9,046	27.5	8,751	26.6

Source: English Indices of Deprivation 2019, © MHCLG, 2019.

**Figure 5. Income Deprivation Affecting Children Index (IDACI) 2019**

**Indices of Deprivation 2019: Income Deprivation Affecting Children Index (IDACI) Rank**



Data source: Indices of Deprivation 2019, © MHCLG, 2019.  
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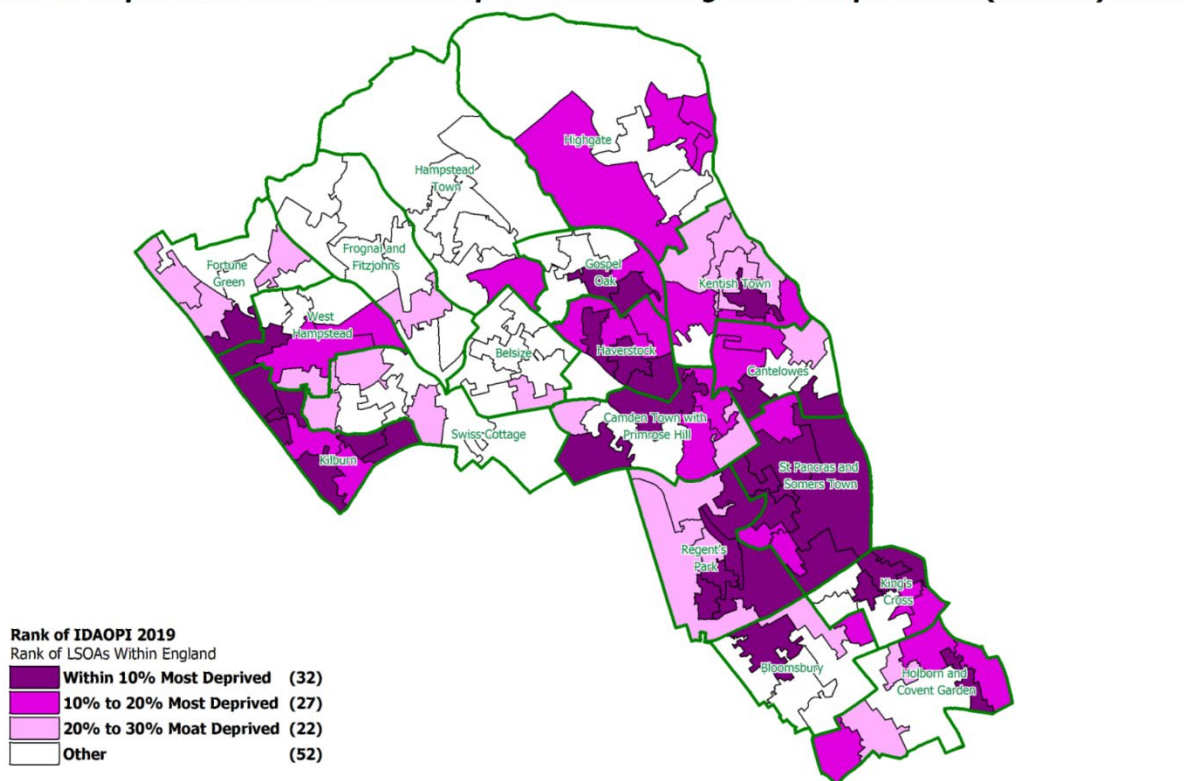


Source: English Indices of Deprivation 2019, © MHCLG, 2019.

# Camden Council Equality Impact Assessment Form

**Figure 6. Income Deprivation Affecting Older People Index (IDAOP) 2019**

**Indices of Deprivation 2019: Income Deprivation Affecting Older People Index (IDAOP) Rank**



Data source: Indices of Deprivation 2019, © MHCLG, 2019. Borough and Ward boundaries and StreetView are based upon Ordnance Survey material and are reproduced with the permission of Ordnance Survey on behalf of the Controller of HMSO ©. Unauthorised reproduction infringes Crown copyright and may lead to prosecution or civil proceedings. Licence No. 100019726. Year: 2019; LSOA Boundaries, © ONS Crown Copyright; Produced by: Strategy & Change, LB Camden (contact 020 7574 5561 or email: population@camden.gov.uk). © LB Camden, 2019.



Source: *English Indices of Deprivation 2019*, © MHCLG, 2019.

## Employment

There are no up to date data on the employment status of residents, but detailed information can be obtained from the 2011 Census to cover economic activity, employment and unemployment at that time. Estimates of workplace jobs in the area from the Business Register and Employment Survey (BRES) reveals that in 2018 that there were 12,000 jobs located in Kentish Town ward. The largest sectors providing employment are in Production, Construction & Transportation (2,500; 21%); *Public Services* (2,500; 21%); and *Professional & Business Services* (2,250; 19%). Employment levels in the ward have increased by 2,300 (24%) since 2009.

## Benefits

Due to the Government’s welfare reform programme there has been changes in the way that benefit statistics are measured, which is making it more difficult to make meaningful comparisons over time. The most recently accessible working aged benefits data relates to November 2018, with the most common benefits in Kentish Town ward: Employment & Support Allowance (590); Disability Living Allowance (370); and Income Support (130), followed by those in receipt of Incapacity Benefit & Severe Disablement Allowance (25). See table 2 below.

**Table 2. DWP Working aged Benefits Claimants, Kentish Town, November 2018**

Benefit type	Claimants
Employment & Support Allowance	590
Incapacity Benefit & Severe Disablement Allowance	25
Income Support	130
Disability Living Allowance	370

Source: *DWP, via NOMIS*, © 2019

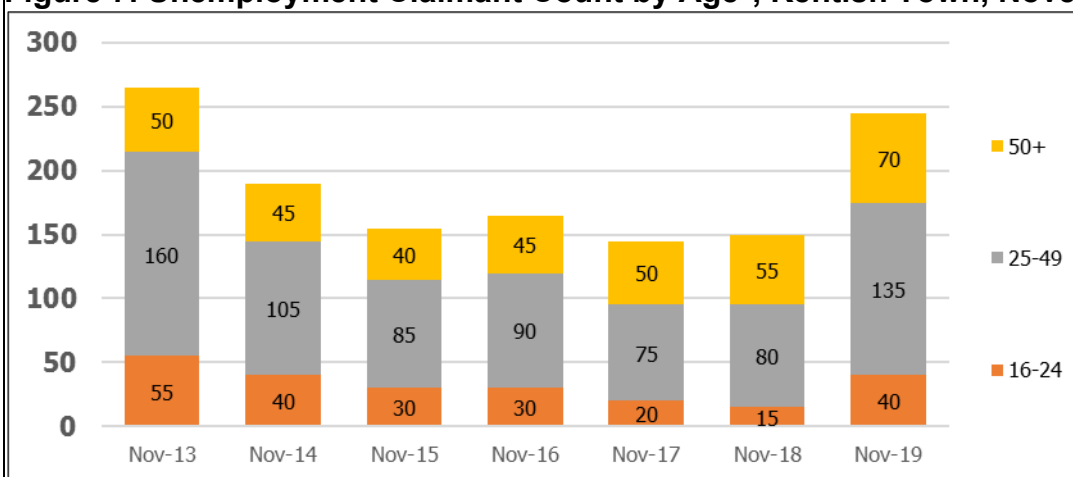


# Camden Council Equality Impact Assessment Form

## Unemployment

The current measure of unemployment at local-level is a hybrid of Jobseeker Allowance (JSA) and unemployment-related Universal Credit claimants<sup>7</sup> - referred to as the *Claimant Count*. In November 2019, there were 245 claimants in Kentish Town, ranking 9<sup>th</sup> highest by ward. Between November 2018 and November 2019, the count increased by 95 (63%), higher than the rate of increase across Camden (45%). The increase is in partly due to the broader span of claimants required to look for work under Universal Credit than under Jobseeker's Allowance. Figure 7 below shows the breakdown by age-group.

**Figure 7. Unemployment Claimant Count by Age<sup>8</sup>, Kentish Town, November 2019**



Source: DWP, via NOMIS, © 2020

## Refugees and asylum seekers

Statistics for refugees and asylum seekers are available for Camden borough. The Council's monitoring shows that in the first quarter of 2023, 603 people arrived under the homes for Ukraine scheme, bringing the total cohort of people from Ukraine to 1,294.

With regards to asylum seekers, at the end of July 2023 there were 630 asylum seekers living in temporary accommodation in Camden. Approx. 14% of the asylum seeker cohort are under 18 years of age and approx. 58% are between the ages of 18 and 35 years. The majority of the cohort are male, with the top three languages spoken recorded as Arabic, Kurdish and Pashto. At the end of July 2023, the size of the Afghan refugee cohort in Camden remained at 212 service users.

<sup>7</sup> Universal Credit was introduced in Camden from March 2016.

<sup>8</sup> Numbers are independently rounded to the nearest 5, so may not sum to the total quoted in the above paragraph.

# Camden Council Equality Impact Assessment Form

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

Household Composition	Site Area +	North	East	South	West	Camden
<b>All households</b>	<b>1,266</b>	<b>1,738</b>	<b>2,561</b>	<b>2,741</b>	<b>3,457</b>	<b>92,758</b>
<b>One person households (total)</b>	<b>42.9%</b>	<b>30.9%</b>	<b>36.4%</b>	<b>35.2%</b>	<b>36.0%</b>	<b>38.7%</b>
<b>One Family households (total)</b>	<b>45.2%</b>	<b>56.3%</b>	<b>51.9%</b>	<b>51.5%</b>	<b>52.8%</b>	<b>49.3%</b>
<b>Multi-family households (total)</b>	<b>11.9%</b>	<b>12.8%</b>	<b>11.8%</b>	<b>13.4%</b>	<b>11.2%</b>	<b>12.0%</b>
One person: Aged 66+	11.4%	12.5%	8.3%	10.6%	9.9%	10.5%
One person: Other	31.5%	18.4%	28.1%	24.6%	26.1%	28.3%
One Family: All aged 66+	1.3%	5.9%	3.1%	3.2%	2.6%	3.2%
One Family: Married/CP couple: No children	5.2%	7.9%	7.1%	6.8%	5.8%	7.2%
One Family: Married/CP couple: Dep.children	7.7%	15.7%	10.5%	11.7%	13.1%	11.9%
One Family: Married/CP couple: non-Dep.childs	2.6%	5.4%	2.7%	3.0%	3.3%	2.9%
One Family: Cohabiting couple: No children	11.7%	7.0%	12.2%	9.0%	6.9%	8.5%
One Family: Cohabiting couple: Dep.children	2.3%	2.5%	2.9%	2.8%	2.7%	1.9%
One Family: Cohabiting couple: non-Dep.childs	0.6%	0.5%	0.7%	0.5%	0.6%	0.3%
One Family: Lone Parent Family: Dep.Children	7.6%	5.5%	6.7%	7.0%	9.4%	6.4%
One Family: Lone Parent Family: non-Dep.childs	4.8%	5.2%	4.6%	6.2%	7.0%	5.0%
One Family: Other Family Composition	1.4%	0.8%	1.5%	1.3%	1.4%	1.8%
Multi-family: with Dependent children	1.7%	3.1%	2.4%	2.5%	3.0%	2.5%
Multi-family: Other (including all full-time students and all aged 66+)	10.2%	9.7%	9.3%	10.9%	8.2%	9.5%

The Site Area + exhibits a distinct household composition compared to surrounding areas and the wider borough of Camden. A notably higher proportion of households in the Site Area + are comprised of just one person (42.9%), exceeding all other areas. Conversely, one-family households are most common in the North (56.3%), while the Site Area + falls within the middle range for this household type (45.2%). Multi-family households show relatively consistent proportions across all areas, including the Site Area + (11.9%).

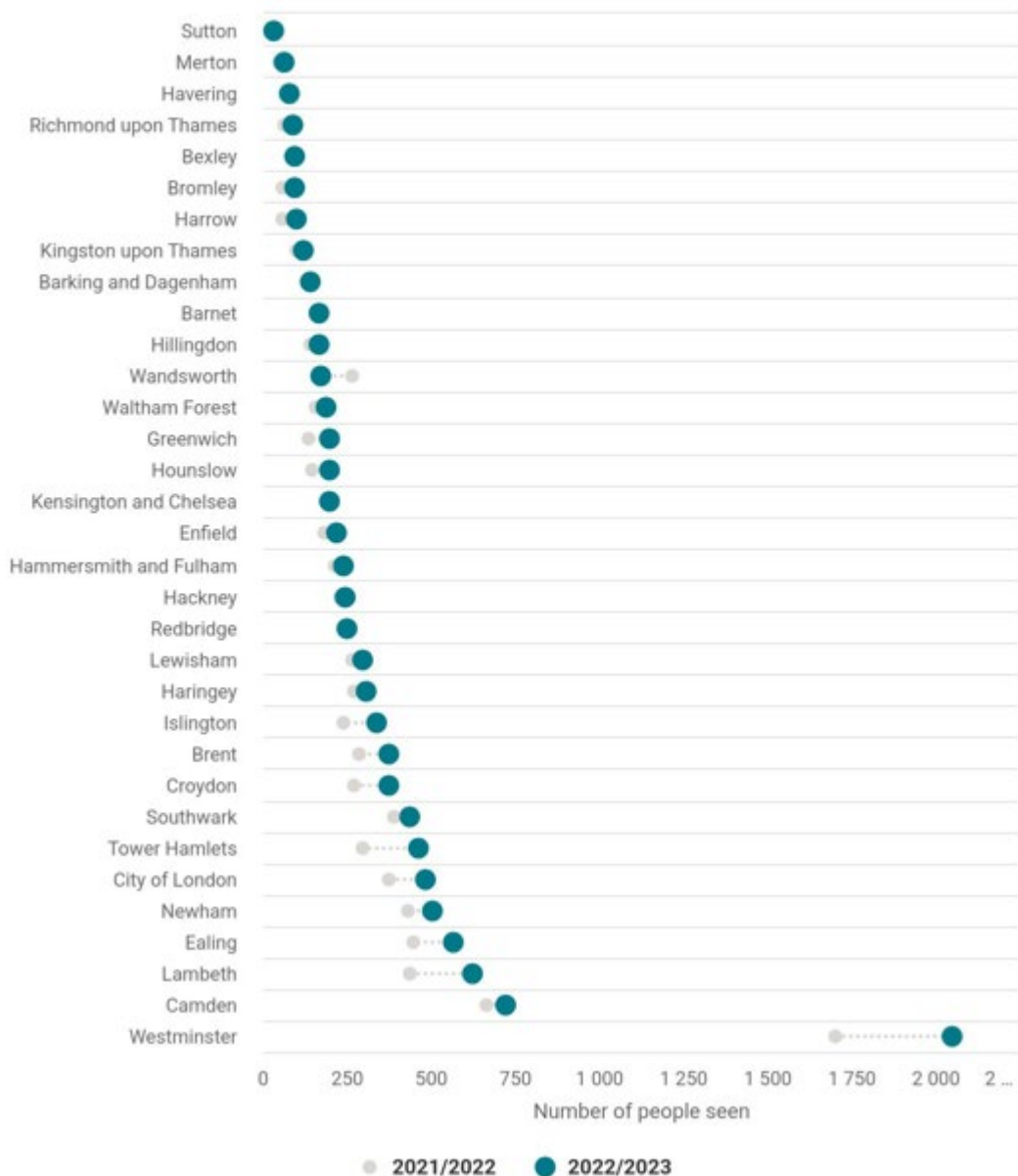
Looking more closely at one-person households, the Site Area + has a larger percentage of individuals under 66 living alone (31.5%) compared to its neighbours. Among one-family households, families with dependent children are most prevalent in the North, particularly married/civil partnership couples with dependent children (15.7%). The Site Area + shows a smaller proportion in this category (7.7%). Multi-family households with dependent children are also more common in the North (3.1%) and West (3.0%) than in the Site Area + (1.7%). These variations in household composition suggest different demographic profiles across the regions.

# Camden Council Equality Impact Assessment Form

## People who are homeless

### People seen sleeping rough by outreach workers by borough (2022/23)

Data source: CHAIN from St Mungo's via London Datastore (2022/23) and Spotlight from MHCLG (2023)



# Camden Council Equality Impact Assessment Form

Generally, central London boroughs have more people seen sleeping rough than outer boroughs. Westminster is the borough with the most people recorded sleeping rough by far, with 2,050 people known to outreach workers there. This is nearly three times the number in Camden, the next highest borough. While exact figures are unavailable, Kentish Town has a noticeable homeless population. Since 2021/2022 almost every borough, including Camden, has seen an increase in people seen sleeping rough.

In 2011 Crisis reported that Homeless people rough sleeping are:

- 150 times more likely to be fatally assaulted than the general population
- 35 times more likely to kill themselves than the general population
- 8 times more likely to die in an accident than the general population
- 3 times more likely to die of pneumonia or hypothermia than the general population

In addition to rough sleeping, Camden also sees other forms of homelessness, including statutory homelessness, hidden homelessness and people at risk of homelessness.

Camden provides services to all people who are homeless or at risk of homelessness, regardless of their protected characteristics. These include pregnant women, people with dependent children, older adults, young people, individuals transitioning from hospitals or prisons, those arriving from abroad at risk of homelessness, and victims of domestic abuse.

SanKTus is a homeless service in Kentish Town at 4 Lady Margaret Road, Kentish Town, London that helps people experiencing homelessness and other disadvantages. Other organisations that can help include Shelter and Depaul UK (which supports young people and has homes in Camden).

## Private rental tenants in deprived areas

Tenure	Site Area +	North	East	South	West	Camden
<b>All households</b>	<b>1,269</b>	<b>1,742</b>	<b>2,558</b>	<b>2,735</b>	<b>3,466</b>	<b>92,758</b>
<b>Owned</b>	<b>24.9%</b>	<b>49.5%</b>	<b>36.7%</b>	<b>32.5%</b>	<b>27.6%</b>	<b>29.7%</b>
Owns outright	11.6%	27.5%	17.0%	16.9%	13.6%	15.9%
Owns with mortgage or loan	13.3%	22.0%	19.6%	15.6%	14.1%	13.7%
<b>Shared ownership</b>	<b>0.9%</b>	<b>0.5%</b>	<b>0.7%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>0.8%</b>
<b>Social rented</b>	<b>42.6%</b>	<b>30.4%</b>	<b>29.2%</b>	<b>38.6%</b>	<b>50.8%</b>	<b>33.7%</b>
Rents from Council or Local Authority	26.2%	18.9%	18.6%	32.8%	43.7%	22.7%
Other social rented	16.4%	11.5%	10.6%	5.7%	7.1%	11.0%
<b>Private rented</b>	<b>31.3%</b>	<b>19.5%</b>	<b>33.1%</b>	<b>28.0%</b>	<b>20.6%</b>	<b>35.6%</b>
Private landlord or letting agency	28.8%	17.2%	30.6%	26.3%	18.9%	32.8%
Other private rented	2.4%	2.3%	2.4%	1.8%	1.7%	2.8%
<b>Lives rent free</b>	<b>0.3%</b>	<b>0.2%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>0.4%</b>	<b>0.3%</b>

## Camden Council Equality Impact Assessment Form

The Site Area + has a distinct tenure profile compared to surrounding areas and the wider borough of Camden. A significantly smaller proportion of households in the Site Area + own their home (24.9%) compared to the North (49.5%), East (36.7%), South (32.5%), West (27.6%), and Camden as a whole (29.7%). Conversely, social renting is much more prevalent in the Site Area + (42.6%) than in most other areas, although the West has a higher percentage of households in this category (50.8%).

Private renting is also a significant tenure type in the Site Area + (31.3%), comparable to the East (33.1%) and Camden (35.6%), but higher than the North (19.5%), South (28.0%) and West (20.6%). Within the owned category, the North has a particularly high proportion of outright ownership (27.5%). Within social renting, a larger proportion of Site Area + households rent from the council or local authority (26.2%) compared to other social rented options. The Site Area +'s tenure profile indicates a greater reliance on social and private renting and a significantly lower rate of home ownership than the surrounding areas, especially the North

Private renters in Kentish Town and the wider Camden area can access support through several avenues. Camden Council's Housing Options and Advice service provides guidance on tenancy rights, rent, repairs, and evictions, while the Private Sector Sustainment Team addresses issues like landlord harassment.

Camden Lettings offers a non-profit alternative for finding reputable landlords, and the council's Environmental Health team can assist with property disrepair. The Camden Federation of Private Tenants (CFPT) offers specialised support and advocacy for renters in the borough. National organisations like Shelter and Citizens Advice provide comprehensive online resources and helplines covering a wide range of tenancy issues. Renters' Rights London offers further information and resources specific to London.

# Camden Council Equality Impact Assessment Form

## Single parent households

Household Composition	Site Area +	North	East	South	West	Camden
<b>All households</b>	<b>1,266</b>	<b>1,738</b>	<b>2,561</b>	<b>2,741</b>	<b>3,457</b>	<b>92,758</b>
<b>One person households (total)</b>	<b>42.9%</b>	<b>30.9%</b>	<b>36.4%</b>	<b>35.2%</b>	<b>36.0%</b>	<b>38.7%</b>
<b>One Family households (total)</b>	<b>45.2%</b>	<b>56.3%</b>	<b>51.9%</b>	<b>51.5%</b>	<b>52.8%</b>	<b>49.3%</b>
<b>Multi-family households (total)</b>	<b>11.9%</b>	<b>12.8%</b>	<b>11.8%</b>	<b>13.4%</b>	<b>11.2%</b>	<b>12.0%</b>
One person: Aged 66+	11.4%	12.5%	8.3%	10.6%	9.9%	10.5%
One person: Other	31.5%	18.4%	28.1%	24.6%	26.1%	28.3%
One Family: All aged 66+	1.3%	5.9%	3.1%	3.2%	2.6%	3.2%
One Family: Married/CP couple: No children	5.2%	7.9%	7.1%	6.8%	5.8%	7.2%
One Family: Married/CP couple: Dep.children	7.7%	15.7%	10.5%	11.7%	13.1%	11.9%
One Family: Married/CP couple: non-Dep.childs	2.6%	5.4%	2.7%	3.0%	3.3%	2.9%
One Family: Cohabiting couple: No children	11.7%	7.0%	12.2%	9.0%	6.9%	8.5%
One Family: Cohabiting couple: Dep.children	2.3%	2.5%	2.9%	2.8%	2.7%	1.9%
One Family: Cohabiting couple: non-Dep.childs	0.6%	0.5%	0.7%	0.5%	0.6%	0.3%
One Family: Lone Parent Family: Dep.Children	7.6%	5.5%	6.7%	7.0%	9.4%	6.4%
One Family: Lone Parent Family: non-Dep.childs	4.8%	5.2%	4.6%	6.2%	7.0%	5.0%
One Family: Other Family Composition	1.4%	0.8%	1.5%	1.3%	1.4%	1.8%
Multi-family: with Dependent children	1.7%	3.1%	2.4%	2.5%	3.0%	2.5%
Multi-family: Other (including all full-time students and all aged 66+)	10.2%	9.7%	9.3%	10.9%	8.2%	9.5%

The Site Area + has a different mix of households compared to nearby areas and the rest of Camden. A much larger share of households in the Site Area + are single people living alone (42.9%), more than anywhere else. Family households are most common in the North (56.3%), while the Site Area + has a moderate proportion (45.2%). Households with multiple families living together are about the same across all areas, including the Site Area + (11.9%).

The Site Area + has a higher percentage of people under 66 living alone (31.5%) than its neighbours. Among family households, families with children are most common in the North, especially married or civil partnered couples with children (15.7%). The Site Area + has fewer of these families (7.7%). Multi-family households with children are also more frequent in the North (3.1%) and West (3.0%) than in the Site Area + (1.7%). These differences in household types suggest that the people living in these areas are different.

# Camden Council Equality Impact Assessment Form

Gingerbread Home is based in Kentish Town in Camden and offers free advice and support services for single parents in the UK. Gingerbread Home's vision is to create a world where all single parents and their children don't just survive, they Thrive.

## Social housing tenants

Tenure	Site Area +	North	East	South	West	Camden
<b>All households</b>	<b>1,269</b>	<b>1,742</b>	<b>2,558</b>	<b>2,735</b>	<b>3,466</b>	<b>92,758</b>
<b>Owned</b>	<b>24.9%</b>	<b>49.5%</b>	<b>36.7%</b>	<b>32.5%</b>	<b>27.6%</b>	<b>29.7%</b>
Owns outright	11.6%	27.5%	17.0%	16.9%	13.6%	15.9%
Owns with mortgage or loan	13.3%	22.0%	19.6%	15.6%	14.1%	13.7%
<b>Shared ownership</b>	<b>0.9%</b>	<b>0.5%</b>	<b>0.7%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>0.8%</b>
<b>Social rented</b>	<b>42.6%</b>	<b>30.4%</b>	<b>29.2%</b>	<b>38.6%</b>	<b>50.8%</b>	<b>33.7%</b>
Rents from Council or Local Authority	26.2%	18.9%	18.6%	32.8%	43.7%	22.7%
Other social rented	16.4%	11.5%	10.6%	5.7%	7.1%	11.0%
<b>Private rented</b>	<b>31.3%</b>	<b>19.5%</b>	<b>33.1%</b>	<b>28.0%</b>	<b>20.6%</b>	<b>35.6%</b>
Private landlord or letting agency	28.8%	17.2%	30.6%	26.3%	18.9%	32.8%
Other private rented	2.4%	2.3%	2.4%	1.8%	1.7%	2.8%
<b>Lives rent free</b>	<b>0.3%</b>	<b>0.2%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>0.4%</b>	<b>0.3%</b>

Home ownership is considerably less common in the Site Area + (24.9%) compared to all other areas, most notably the North (49.5%).

Conversely, social renting is significantly more prevalent in the Site Area + (42.6%) than most surrounding areas, although slightly less than the West (50.8%).

Private renting is also substantial in the Site Area + (31.3%), similar to the East (33.1%) and Camden (35.6%), but greater than the North (19.5%), South (28.0%), and West (20.6%).

Within the ownership category, outright ownership is highest in the North (27.5%), while in the Site Area + it is 11.6%. This further emphasises the lower rate of home ownership in the Site Area +, specifically a lower proportion of outright owners.

Within social renting, the Site Area + relies more heavily on council or local authority rentals (26.2%) than other forms of social housing.

# Camden Council Equality Impact Assessment Form

## **Tenant Representation and Engagement**

Many social housing estates and blocks in and around the Kentish Town area have Tenants and Residents Associations (TRAs) or Residents Associations (RAs). These groups work collaboratively with residents with the aim to improve their living environment and advocate for their interests. TRAs engage with housing services to influence the management of their estates and blocks, ensuring that residents' voices are heard. Residents in estates without TRAs can take the initiative to establish one. Some TRAs in Kentish Town include Brookfield Estate TRA, Kennistoun & Willingham TRA, Holly Lodge TRA, Camden Square TRA, Ingestre Road TA, and Torriano Estate TRA. This list is not exhaustive.

## **District Management Committees (DMCs)**

Camden's five District Management Committees, including the Kentish Town DMC, are independent advisory groups comprising tenant representatives and councillors. These committees meet quarterly to focus on the performance of housing management and property services delivered to tenants and residents. While the DMC primarily addresses housing-related matters, certain issues may be referred by DMC chairs and council officers.

The National Housing Federation (NHF) is a UK-based charity representing housing associations and other providers of affordable housing. Headquartered at Lion Court, 25 Procter Street, London WC1V 6NY.

The NHF works to:

- Promote affordable housing: The NHF campaigns for policies that support the development and maintenance of affordable housing.
- Support housing associations: The NHF provides advice, training, and support to housing associations, enabling them to deliver high-quality services to their tenants.
- Represent the sector: The NHF advocates for the interests of housing associations and their tenants, both to the government and the public.

The NHF plays a vital role aiming to ensure that everyone has access to a safe and affordable home.



# Camden Council Equality Impact Assessment Form

Any other, please specify

## Economic Activity

Economic activity status	Site Area +	North	East	South	West	Camden
All usual residents aged 16+	2,613	3,481	4,816	5,282	6,695	177,908
<b>Overall 16+ Economic Activity rate (%)</b>	<b>60.5%</b>	<b>65.6%</b>	<b>70.7%</b>	<b>65.5%</b>	<b>61.9%</b>	<b>62.7%</b>
<b>Overall 16+ Unemployment rate (%)</b>	<b>8.7%</b>	<b>6.0%</b>	<b>6.2%</b>	<b>7.5%</b>	<b>9.2%</b>	<b>8.1%</b>
<b>Economically active (exc. full-time students)</b>	<b>57.2%</b>	<b>63.4%</b>	<b>69.1%</b>	<b>62.9%</b>	<b>59.4%</b>	<b>59.3%</b>
In employment	53.0%	60.2%	65.1%	58.7%	54.5%	55.3%
Employee	42.5%	41.6%	49.3%	44.4%	42.7%	42.7%
Part-time	8.0%	8.0%	8.0%	8.7%	9.8%	7.7%
Full-time	34.5%	33.5%	41.3%	35.7%	32.9%	35.0%
Self-employed with employees	1.7%	2.6%	2.0%	2.1%	1.5%	2.0%
Part-time	0.3%	0.4%	0.2%	0.4%	0.4%	0.5%
Full-time	1.5%	2.2%	1.7%	1.7%	1.2%	1.5%
Self-employed without employees	8.8%	16.1%	13.8%	12.2%	10.2%	10.6%
Part-time	4.2%	7.8%	6.5%	5.9%	4.9%	5.2%
Full-time	4.6%	8.3%	7.3%	6.3%	5.3%	5.4%
Unemployed	4.2%	3.2%	4.0%	4.2%	4.9%	4.0%
<b>Economically active and a full-time student</b>	<b>3.3%</b>	<b>2.2%</b>	<b>1.6%</b>	<b>2.7%</b>	<b>2.5%</b>	<b>3.4%</b>
In employment	2.2%	1.4%	1.2%	1.9%	1.7%	2.3%
Employee	1.9%	1.0%	1.1%	1.5%	1.4%	1.8%
Part-time	1.8%	0.6%	0.8%	1.2%	1.1%	1.4%
Full-time	0.2%	0.4%	0.3%	0.3%	0.3%	0.4%
Self-employed with employees	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Part-time	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Full-time	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Self-employed without employees	0.3%	0.4%	0.1%	0.3%	0.3%	0.4%
Part-time	0.2%	0.3%	0.1%	0.2%	0.2%	0.4%
Full-time	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%
Unemployed	1.1%	0.8%	0.3%	0.8%	0.8%	1.1%
<b>Economically inactive</b>	<b>39.5%</b>	<b>34.4%</b>	<b>29.3%</b>	<b>34.5%</b>	<b>38.1%</b>	<b>37.3%</b>
Retired	9.2%	15.2%	10.2%	11.2%	11.4%	10.8%
Student	14.4%	7.4%	6.8%	9.4%	8.2%	12.4%
Looking after home or family	4.3%	4.9%	3.9%	4.6%	6.3%	5.4%
Long-term sick or disabled	5.5%	3.7%	4.9%	5.6%	7.6%	4.6%
Other	6.0%	3.2%	3.6%	3.7%	4.7%	4.2%

The Site Area + has a lower overall economic activity rate (60.5%) compared to most surrounding areas, notably lower than the East (70.7%) and North (65.6%). While unemployment in the Site Area + (8.7%) is slightly higher than the North (6.0%) and East (6.2%), it is similar to Camden overall (8.1%) and lower than the West (9.2%). The Site Area + also shows a lower percentage of residents in employment (53.0%) compared to the surrounding areas.

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Self-employment, particularly without employees, is a notable component of economic activity across all areas, with the North having a higher proportion (16.1%) than the Site Area + (8.8%) and other areas.

The proportion of economically inactive residents is higher in the Site Area + (39.5%) than many surrounding areas, although similar to Camden overall (37.3%). This is partially driven by a higher proportion of students (14.4%) in the Site Area +.

## Occupancy Rating

Occupancy Rating	Site Area +	North	East	South	West	Camden
<b>All households</b>	<b>1,279</b>	<b>1,744</b>	<b>2,573</b>	<b>2,751</b>	<b>3,455</b>	<b>92,758</b>
Occupancy rating of +2	11.1%	28.8%	15.7%	15.5%	13.8%	14.4%
Occupancy rating of +1	19.3%	29.5%	26.1%	27.9%	24.3%	26.5%
Occupancy rating of 0	60.6%	35.6%	50.8%	46.7%	49.1%	49.6%
Occupancy rating of -1	7.9%	4.9%	6.1%	8.0%	10.4%	7.7%
Occupancy rating of -2	1.1%	1.3%	1.3%	2.0%	2.4%	1.8%

A significant portion (60.6%) of households within the Site Area + have an occupancy rating of 0. This is significantly higher than all other areas, including Camden overall (49.6%). The North area notably has the lowest proportion of households with an occupancy rating of 0 (35.6%).

19.3% of households within the Site Area + have an occupancy rating of +1, suggesting they have one more occupant than is ideal. This is lower than all of the other areas, including the borough-wide proportion of 26.5%.

11.1% of households within the Site Area + have an occupancy rating of +2, indicating that they have two more occupants than is ideal. This is again lower than all of the other area, including Camden overall (14.4%). Notably, the North area has a much higher occupancy rating of +2, at 28.8%.

7.9% of households within the Site Area + have an occupancy rating of -1, suggesting they have one fewer occupants than is ideal. This is very similar to the borough-wide proportion of 7.7%. The other areas range from slightly below to slightly above these figures, with the West area having the largest proportion (10.4%).

1.1% of households within the Site Area + have an occupancy rating of -2, indicating they have two fewer occupants than is ideal. This is lower than the borough-wide proportion of 1.8%.

The Site Area + has a notably higher proportion of households with an occupancy rating of 0, with fewer households reporting a +1 or +2 occupancy rating than all other areas. Conversely, the North area has a higher proportion of households reporting a higher occupancy rating than all other areas, including the borough-wide proportions.

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**2.c Have you found any data or evidence about intersectionality. This could be statistically significant data on disproportionality or evidence of disadvantage or discrimination for people who have a combination, or intersection, of two or more characteristics.**

The Census 2021 data for the Kentish Town North and Kentish Town South geographical area lacks the necessary detail to conduct a comprehensive intersectional analysis.

Intersectionality recognises that individuals can experience multiple forms of discrimination simultaneously, based on their protected characteristics. While it is possible to speculate about the intersectionality of protected characteristics in Kentish Town, relying solely on assumptions can be misleading.

People within a protected characteristic group exhibit diverse experiences and identities, and generalisations can overlook individual differences. Additionally, the interplay of different protected characteristics can vary significantly across individuals and over time.

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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>Some of the potential negative impacts outlined in all of the protected characteristics and other characteristics could impact individuals based on their age.</p> <p>Overall, the creation of 1,500 new jobs is potentially very positive especially when combined with an Ambitious Employment and Training Strategy. However, local young people could still feel excluded if they don't have the necessary skills or meet the entry requirements for these opportunities. It is crucial that opportunities are available for local young people. Older adults (65+) may also experience ageism.</p> <p>While the proposed 1,000 new homes, including the ambition of 50% affordable housing, a portion of which would be social housing and intermediate rent, is very positive and received positive consultation feedback, challenges could still arise. The new neighbourhood, particularly with creative industries, could have unintended consequences, such as increased housing costs locally due to increased demand. People of all ages, including young people with limited resources and older adults on fixed incomes, may find some of the 'affordable' units out of reach.</p> <p>Innovative building designs, while intended to be forward-thinking, could introduce unforeseen maintenance challenges and costs for all age groups.</p> <p>The Area Guidance promotes active travel including walking and cycling. In general and across Camden, residents of all ages have prioritised safety while walking. Feedback from consultations on active travel reveals concerns about potential conflicts between</p>

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		<p>pedestrians and cyclists, particularly regarding some cyclists traveling carelessly and at high speeds.</p> <p>Any potential changes to the overall area's character could be particularly unsettling for older residents who have strong ties and memories to the area and may find their familiar routines disrupted, which could lead to feelings of displacement. Consultation feedback expressed strong concerns about the potential development being overly dense and that high-rise buildings would be inappropriate for the area. These concerns were particularly prominent among older residents.</p> <p>The Area Guidance supports the creation of attractive, accessible, and green public spaces that promote safety and welcome everyone. Maintaining these green spaces could be a concern if they deteriorate, making them less attractive and in some instances unusable. Additionally, certain "green" features could potentially exclude some people due to allergies or sensitivities. Concerns during public consultation were also raised in relation to the existing greening and biodiversity on site being potentially harmed by development.</p>
Disability including carers	Yes	<p>Some of the potential negative impacts outlined in all of the protected characteristics and other characteristics could impact individuals with disabilities, including carers.</p> <p>The creation of 1,500 new jobs is a potentially very positive development, especially with an Ambitious Employment and Training Strategy and was especially welcomed in the consultation drop-in sessions. However, local people with disabilities could feel excluded if they lack the skills or meet the entry requirements for these local opportunities. It is crucial that opportunities are provided for people with disabilities, who are particularly vulnerable to discrimination.</p> <p>While the proposed 1,000 new homes, including the ambition of 50% affordable housing a portion of which would be social housing and intermediate rent, is very positive and received positive consultation feedback, challenges could still potentially arise for people with disabilities. The new neighbourhood, particularly with creative industries, could have unintended consequences, such as increased housing costs locally due to increased demand. People with disabilities often</p>

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		<p>have extra expenses for care, equipment, or adapted housing, which can make housing costs even higher.</p> <p>The Guidance's support for active travel received positive consultation feedback. However, residents with disabilities could have strong concerns about potential difficulties using these new routes and navigating the area, including interacting with cyclists who, in several Camden consultations, have been reported to travel carelessly and at high speeds. Additionally, public consultation revealed concerns about reduced vehicle access and resident parking, with some residents with disabilities relying on car transport.</p> <p>Proposals that come forward could present several potential challenges for neurodivergent individuals and individuals with unseen disabilities. Sensory overload, changes to routines and navigation, and increased social interaction can be particularly difficult.</p> <p>Residents with disabilities and their caregivers could be disproportionately affected by the potential noise, dust, and traffic congestion associated with new construction, as they could be more likely to be present in the area throughout the day.</p>
Gender reassignment	Yes	<p>Some of the potential negative impacts outlined in all of the protected characteristics and other characteristics could impact Transgender, non-binary and gender-non conforming individuals.</p> <p>Consultation feedback supported the potential creation of over 1,500 new jobs and an Ambitious Employment and Training Strategy. However, Transgender, non-binary and gender non-conforming individuals could feel excluded if they lack the skills or meet the entry requirements for these local opportunities. In addition, any potential bias could affect the employment and promotion of transgender, non-binary, and gender non-conforming individuals.</p> <p>The Area Guidance supports 1,000 new homes including affordable homes and the development of a mixed-use neighbourhood designed to integrate workers, residents, and visitors. Transgender, non-binary, and gender non-conforming individuals could experience anxieties regarding prejudice, particularly from new arrivals, and may feel unsafe in the public realm.</p> <p>The new neighbourhood, particularly with creative industries, could have unintended consequences, such as increased housing costs due to increased demand,</p>

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		<p>affecting low-income individuals. As reported by the Living Wage Foundation in February 2022, transgender individuals are particularly vulnerable to low wages and may face additional challenges due to economic disparities.</p>
<p>Marriage/civil partnership</p>	<p>Yes</p>	<p>Some of the potential negative impacts outlined in all of the protected characteristics and other characteristics could impact individuals who are married or are in a civil partnership.</p> <p>The Area Guidance seeks comprehensive redevelopment of the Regis Road area which will require construction. This construction could generate temporary noise, dust and traffic congestion, potentially disrupting the daily routines for people who are in a partnership, making it difficult to relax at home or enjoy the area. This could put a strain on relationships.</p>

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Protected Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Pregnancy/ maternity	Yes	<p>Some of the potential negative impacts outlined in all of the protected characteristics and other characteristics could impact pregnant or maternity women.</p> <p>Consultation feedback supported the creation of over 1,500 new jobs and an Ambitious Employment and Training Strategy. However, some pregnant and maternity women could feel excluded if they do not have the skills or meet the entry requirements for these local opportunities. In addition, any potential bias could affect the employment and promotion of pregnant or maternity women.</p> <p>While the proposed 1,000 new homes, including the ambition of 50% affordable housing a portion of which would be social housing and intermediate rent, is very positive and received positive consultation feedback, challenges could still arise. The new neighbourhood, particularly with creative industries, could have unintended consequences, such as increased housing costs due to increased demand. This could put additional pressure on pregnant individuals or individuals with young children who may have a reduced income during maternity leave and increased expenses associated with a young child.</p> <p>The Area Guidance seeks comprehensive redevelopment of the Regis Road area which will require construction. While much of the construction guided by the Area Guidance will occur away from residential areas, residents may still experience temporary noise, dust, and traffic congestion, potentially disrupting daily routines and impacting their ability to relax at home and enjoy the area. This could be particularly challenging for pregnant women who need rest both indoors and outdoors, as well as for young children who can thrive on regular and predictable schedules. Construction noise and dust may have a negative impact on the experience of pregnant women and young children spending time outdoors, which is important for health, well-being and development.</p>



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Race	Yes	<p>Some of the potential negative impacts outlined in all of the protected characteristics and other characteristics could impact minority ethnic individuals.</p> <p>Consultation feedback supported the creation of over 1,500 new jobs and an Ambitious Employment and Training Strategy. However, local people could feel excluded if they do not have the necessary skills or meet the entry requirements for these opportunities. Any potential bias could affect the employment and promotion of individuals based on their race.</p> <p>While the proposed 1,000 new homes, including the ambition of 50% affordable housing a portion of which would be social housing and intermediate rent, is very positive and received positive consultation feedback, challenges could still potentially arise for individuals based on their race. The new neighbourhood, particularly with creative industries, could have unintended consequences, such as increased costs locally including housing costs, due to increased demand. This could especially impact lower-income residents, who, according to the Trust for London, are more likely to belong to minority ethnic groups.</p> <p>Any potential increased business costs could pose a significant challenge for small businesses. While demographic data on Kentish Town businesses is limited, some of the businesses including some of the small businesses in the area are operated by minority ethnic communities. These businesses could be particularly vulnerable to any potential increased costs.</p>
Religion or belief	Yes	<p>Some of the potential negative impacts outlined in all of the protected characteristics and other characteristics could impact religion and belief communities.</p> <p>Consultation feedback supported the creation of over 1,500 new jobs and an Ambitious Employment and Training Strategy. However, local religious or belief communities could feel excluded if they don't have the necessary skills or meet the entry requirements for these opportunities. Any potential bias could affect the employment and promotion of individuals based on their religion or belief.</p> <p>While the proposed 1,000 new homes, including the ambition of 50% affordable housing, are very positive and received positive consultation feedback, challenges could still potentially arise for individuals with a religion or belief. The new neighbourhood, particularly with creative industries, could have unintended consequences, such as increased housing costs locally</p>

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		<p>due to increased demand. These impacts could pose a significant challenge to religious and belief communities. If residents, including their Children, over time are unable to continue living in the area due to increased costs, then this could disrupt their social networks and religious or belief practices.</p>
Sex	Yes	<p>Some of the potential negative impacts outlined in all of the protected characteristics could affect individuals based on their sex.</p> <p>Consultation feedback supported the creation of over 1,500 new jobs and an Ambitious Employment and Training Strategy. However, some of these opportunities may not be genuinely inclusive. Any potential bias could affect the employment and promotion of individuals based on their sex.</p> <p>Consultation feedback supported the creation of over 1,500 new jobs and an Ambitious Employment and Training Strategy. However new jobs may not always offer adequate or equal wages or benefits. On average female employees are paid less per hour than male employees (14% less in 2023 in London), according to GLA intelligence.</p> <p>While the proposed 1,000 new homes, including the ambition of 50% affordable housing, a portion of which would be social housing and intermediate rent, is very positive and received positive consultation feedback, challenges could still arise for individuals based on their sex. The new neighbourhood, particularly with creative industries, could have unintended consequences, such as increased costs locally including housing costs, due to increased demand. These impacts could especially pose a challenge to women partly due to the gender pay gap.</p> <p>Women, alongside other groups, are typically under-represented in cycling. The focus of the Area Guidance on active travel and cycling infrastructure could potentially make the public realm feel less welcoming for some women.</p>

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Sexual orientation	Yes	<p>Some of the potential negative impacts outlined in all of the protected characteristics and other characteristics could affect individuals based on their sexual orientation.</p> <p>Consultation feedback supported the creation of over 1,500 new jobs and an Ambitious Employment and Training Strategy. However, LGBTQ+ people could feel excluded if they don't have the necessary skills or meet the entry requirements for these opportunities. Any potential bias could affect the employment and promotion of individuals based on their sexual orientation.</p> <p>The Area Guidance supports 1,000 new affordable homes and the development of a mixed-use neighbourhood designed to integrate workers, residents, and visitors. LGBTQ+ individuals could experience anxieties regarding prejudice, particularly from new arrivals, and may feel unsafe or unwelcome in the public realm</p> <p>While the proposed 1,000 new homes, including the ambition of 50% affordable housing a portion of which would be social housing and intermediate rent, is very positive and received positive consultation feedback, challenges could still arise for LGBTQ+ individuals. The new neighbourhood, particularly with creative industries could have unintended consequences, such as increased housing costs in the local area due to increased demand. This could particularly impact LGBTQ+ individuals who may be more vulnerable to economic hardship due to discrimination. LGBTQ+ individuals may also face specific barriers such as discrimination in the private rental market area and can be disproportionately vulnerable to homelessness. LGBTQ+ refugees and asylum seekers are often at risk of homelessness and additional discrimination, and LGBTQ+ young people may have had to leave their parental home due to family rejection.</p> <p>Additionally, increased development and investment could disrupt existing social networks within the LGBTQ+ community. Regeneration projects can sometimes lead to the loss of LGBTQ+ specific businesses.</p>
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# Camden Council Equality Impact Assessment Form

## 3.b Potential positive impact on protected characteristics

Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Age	Yes	<p>Some of the potential positive impacts outlined in all of the protected characteristics and other characteristics could impact individuals by age.</p> <p>The potential creation of over 1,500 new jobs and employment space received positive feedback in consultation and can provide valuable opportunities for young people entering the workforce, offering them a chance to gain education and experience and build careers, particularly within the creative industries. Positivity towards the potential employment creation was especially expressed during the drop-ins hosted at Kentish Town Library. For working-age adults (25-64), these new jobs can provide financial stability, more job satisfaction, and career advancement. Older adults (65+) who wish to remain active in the workforce may find suitable opportunities including part-time or flexible opportunities. The Ambitious Employment and Training Strategy, with its promise to invest in local talent through partnerships, apprenticeships and procurement, can further enhance these benefits by equipping people of all ages with new or enhanced skills. There are opportunities to work together with Camden STEAM, which specifically brings opportunities for young people in digital, scientific and creative industries.</p> <p>Consultation feedback showed support for the creation of high-quality new homes, including affordable housing. The Area Guidance supports the potential creation of 1,000 new homes, including the ambition of 50% affordable housing a portion of which would be social housing and intermediate rent, which would help address a critical need for more housing. New housing developments would align with Camden's existing policies, prioritising accessibility, adaptability, and self-containment. In line with the policies set out in the adopted Local Plan, proportions of homes would be designed to accommodate wheelchair users and be easily adaptable to future needs, making them particularly beneficial for older residents who wish to age in place and maintain their independence.</p>

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		<p>Houses of Multiple Occupation (HMOs) are protected by policy and consist of residential units with shared facilities, such as kitchens and bathrooms. HMOs often offer more affordable rental options than self-contained dwellings, making them a valuable source of accommodation for young people.</p> <p>New homes, including affordable homes, can potentially help local young people live independently while remaining in the area and close to family, friends, and support networks. Working-age adults (25-64) can benefit from more suitable housing options, especially for their changing needs, including growing families. Older adults (65+) may find more appropriate housing that allows them to age in place comfortably and securely, potentially freeing up larger homes for families who need more space. The ambition of 50% affordable housing is particularly beneficial for people on average and lower incomes.</p> <p>Consultation feedback revealed strong support for enhanced green spaces and biodiversity, including the proposed green spaces and nature corridor. Strong support was also expressed for active travel improvements, such as the proposed pedestrian, cycle routes and increased connections. These enhancements have the potential to offer significant benefits for all. For children, they could provide safe and stimulating environments for play, socialisation, and development, encouraging physical activity, educational opportunities and independent mobility. Adults, including individuals working in the area, could benefit from improved mental health and well-being through access to green spaces, which may reduce stress, enhance mood, and contribute to overall mental health. Older adults could have increased opportunities for walking, cycling, and other forms of exercise. These spaces could also foster social engagement and reduce social isolation for everyone.</p> <p>A transformed character that prioritises integration with Kentish Town and addresses the local community's desire for a more cohesive neighbourhood can help strengthen the sense of place and foster a greater sense of belonging and pride for people of all ages.</p> <p>A potential sustainable and innovative neighbourhood with zero emissions and clean air could potentially create a healthier environment for everyone. Poor air quality poses a significant health risk especially for individuals with severe asthma, including children.</p>
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<p>Disability including carers</p>	<p>Yes</p>	<p>Some of the potential positive impacts outlined in all of the protected characteristics and other characteristics could impact individuals with disabilities, including their caregivers.</p> <p>Individuals with disabilities disproportionately encounter higher unemployment rates and face discriminatory barriers in the job market. The potential creation of over 1,500 new jobs and employment space, coupled with the Ambitious Employment and Training Strategy, can provide valuable opportunities for people with disabilities seeking employment. A focus on accessible design in new employment spaces, alongside tailored training and apprenticeship programs, can potentially open doors to previously inaccessible career paths. The diverse range of sectors targeted, including creative industries like those found in a potential Camden Film Quarter, local services, and retail, can also cater to a wider range of skills and interests among people with disabilities seeking jobs.</p> <p>The potential creation of 1,000 new homes, including affordable homes received positive feedback in consultation and has the potential to significantly improve housing opportunities for people with disabilities. The commitment to accessible design within these new homes can address the shortage of suitable housing, promoting independent living and helping to reduce reliance on specialised care. The availability of affordable housing is particularly crucial for people with disabilities who may face financial barriers to securing appropriate accommodation. People with disabilities often face additional costs including for care and equipment. A potential variety of housing types, including adaptable homes, can also cater to diverse needs and changing circumstances for individuals with disabilities.</p> <p>The principles related to improved infrastructure and public spaces can potentially provide significant benefits for people with disabilities. New pedestrian, wheelchair, and cycle-friendly connections, designed with accessibility in mind (e.g. smooth surfaces, dropped kerbs and tactile paving) can improve mobility and access to local amenities. According to TfL, 78% of people with disabilities are able to cycle. This highlights the need for inclusive cycling infrastructure that accommodates a variety of non-standard cycles, such as tricycles, tandems, recumbent and hand cycles.</p> <p>Disabilities can encompass a wide range of conditions, including mobility impairments, mental health</p>
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		<p>conditions, learning disabilities, and neurodevelopment conditions. The Area Guidance promotes a more inclusive and accessible environment for all individuals. Enhancing routes and wayfinding can benefit everyone, but it is particularly crucial for individuals with neurodivergence who can often experience increased stress and anxiety when navigating unfamiliar areas.</p> <p>A transformed character that prioritises integration can enhance access to social and community infrastructure, reducing social isolation and promoting inclusion. A sustainable and innovative neighbourhood with a focus on clean air and reduced emissions will potentially create a healthier environment for people with respiratory conditions or other sensitivities.</p> <p>Attractive, safe, and green public spaces, designed to be accessible and inclusive, can provide opportunities for recreation, social interaction, and connection with nature, improving physical and mental well-being for people with disabilities. Accessible play equipment in green spaces, for example, can ensure that children with disabilities can participate fully in recreational activities.</p>
Gender reassignment	Yes	<p>Some of the potential positive impacts outlined in all of the protected characteristics and other characteristics could impact Transgender, non-binary and gender non-confirming individuals.</p> <p>The potential creation of over 1,500 new jobs and employment space, coupled with the Ambitious Employment and Training Strategy, can provide valuable opportunities for Transgender, non-binary and gender non-confirming individuals, who often face discriminatory barriers in the job market. A focus on diversity and inclusion within these employment spaces, alongside fair employment practices and inclusive workplace cultures, can create a more welcoming and supportive environment. The diverse range of sectors targeted, including creative industries, local services, and retail, can offer a variety of career paths and opportunities for personal and professional development.</p> <p>The potential creation of 1,000 new homes, including affordable homes, can contribute to housing stability for Transgender, non-binary and gender non-confirming individuals, who can often face discriminatory barriers in the housing market. Secure and affordable housing</p>

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		<p>is a fundamental need, and access to such housing can alleviate stress and improve overall well-being. A mix of housing types may also be beneficial, allowing individuals to find accommodation that suits their specific needs and circumstances.</p> <p>The principles related to improved infrastructure and public spaces, can contribute to a more inclusive and welcoming community. A transformed character that prioritises integration and community cohesion can foster a more inclusive environment for people of all gender identities. Accessible and inclusive public spaces can also promote social interaction and reduce feelings of isolation. This can contribute to a more positive and supportive community overall.</p>
<p>Marriage/civil partnership</p>	<p>Yes</p>	<p>Some of the potential positive impacts outlined in all of the protected characteristics and other characteristics could impact individuals who are married or are in a civil partnership.</p> <p>The potential creation of over 1,500 new jobs and employment space, along with the Ambitious Employment and Training Strategy, can provide valuable opportunities for couples to secure stable employment and advance their careers. This is particularly beneficial for couples seeking to balance work and family life, as the availability of diverse job opportunities and flexible work arrangements could be crucial. The diverse range of sectors targeted, including the creative industries can also offer varied career paths for couples with different skill sets and interests.</p> <p>The potential creation of 1,000 new homes, including affordable homes, directly addresses a key need for couples and families. Access to secure and affordable housing is fundamental for establishing a stable home life. The mix of housing types, including family-sized homes, can be particularly beneficial for couples planning to start or raise families. Affordable housing options can also ease financial burdens and allow couples to invest in other areas of their lives.</p> <p>Improved infrastructure, including new pedestrian and cycle-friendly connections, can make it easier for couples to commute together, access local amenities, and enjoy leisure activities.</p> <p>A transformed character that prioritises integration and community cohesion can foster a stronger sense of</p>



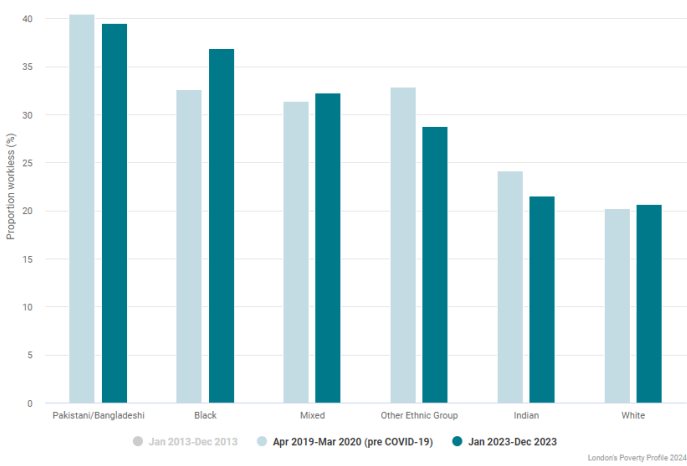
# Camden Council Equality Impact Assessment Form

		<p>belonging and create opportunities for couples to connect with other families and build support networks.</p> <p>A sustainable and innovative neighbourhood, with clean air and green spaces, provides a healthier environment for families, contributing to the well-being of both partners and any children.</p> <p>Attractive, safe, and green public spaces offer places for couples to spend quality time together, relax, and engage in recreational activities.</p>
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Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Pregnancy/ maternity	Yes	<p>Some of the potential positive impacts outlined in all of the protected characteristics and other characteristics could impact pregnant or maternity individuals.</p> <p>The potential creation of over 1,500 new jobs and employment space, coupled with the Ambitious Employment and Training Strategy, can provide valuable opportunities for pregnant women and new mothers to maintain or re-enter the workforce. Flexible work arrangements, access to childcare facilities or support services near employment spaces, and opportunities for part-time work are particularly crucial during this period. The diverse range of sectors targeted, including the creative industries can also offer varied career paths suitable for individuals returning to work after maternity leave.</p> <p>The potential creation of 1,000 new homes, including the ambition of 50% affordable housing a portion of which would be social housing and intermediate rent, directly addresses a significant need for pregnant women and new families. Access to secure and affordable housing is fundamental for creating a stable and supportive environment for a growing family. The mix of housing types, aligning with Camden's existing housing policies and strategies, including larger family homes, can be particularly beneficial for those planning to have children. Affordable housing options can also alleviate financial pressures, allowing families to focus on the well-being of the mother and child.</p> <p>While the remaining principles may not be as directly impactful, they can still contribute to a more positive and supportive community for pregnant individuals and new mothers. Improved infrastructure, including safe and accessible pedestrian connections, can make it easier to navigate the area, especially with strollers or young children. A transformed character that prioritises integration and community cohesion can foster a stronger sense of belonging and create opportunities for new mothers to connect with other parents and build support networks. A sustainable and innovative neighbourhood, with clean air and green spaces, provides a healthier environment for both mother and child. Attractive, safe, and green public spaces offer places for relaxation, recreation, and social interaction, which are particularly important for new mothers and</p>

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		<p>their children. Access to local amenities and services, such as healthcare facilities and parent-child groups, is also crucial.</p>																												
Race	Yes	<p>Some of the potential positive impacts outlined in all of the protected characteristics and other characteristics could impact individuals from minority ethnic backgrounds.</p> <p>The potential creation of over 1,500 new jobs and employment space, coupled with the Ambitious Employment and Training Strategy, can provide valuable opportunities for individuals from all racial backgrounds, including Black, Asian, and Minority Ethnic communities, to enter or remain in the workforce.</p> <p>For context people from Black, Asian and Minority Ethnic backgrounds have a higher unemployment rate than people from a White background and the rate varies considerably by ethnic group.</p> <p><b>Proportions of London’s working-age population who are not in paid work by ethnic group (2013 Q4, 2020 Q1 2023 Q4. Source: Trust for London</b></p>  <table border="1"> <caption>Proportions of London’s working-age population who are not in paid work by ethnic group</caption> <thead> <tr> <th>Ethnic Group</th> <th>Jan 2013-Dec 2013 (%)</th> <th>Apr 2019-Mar 2020 (pre COVID-19) (%)</th> <th>Jan 2023-Dec 2023 (%)</th> </tr> </thead> <tbody> <tr> <td>Pakistani/Bangladeshi</td> <td>40.5</td> <td>39.5</td> <td>39.5</td> </tr> <tr> <td>Black</td> <td>32.5</td> <td>36.9</td> <td>36.9</td> </tr> <tr> <td>Mixed</td> <td>31.5</td> <td>32.5</td> <td>32.5</td> </tr> <tr> <td>Other Ethnic Group</td> <td>33.0</td> <td>29.0</td> <td>29.0</td> </tr> <tr> <td>Indian</td> <td>24.5</td> <td>21.5</td> <td>21.5</td> </tr> <tr> <td>White</td> <td>20.0</td> <td>20.5</td> <td>20.5</td> </tr> </tbody> </table> <p>As shown in the above table 39.5% of working-age Londoners with Pakistani/Bangladeshi backgrounds are not working – more than any other group. Black Londoners have the second highest proportion (36.9%). White Londoners have the lowest rate of</p>	Ethnic Group	Jan 2013-Dec 2013 (%)	Apr 2019-Mar 2020 (pre COVID-19) (%)	Jan 2023-Dec 2023 (%)	Pakistani/Bangladeshi	40.5	39.5	39.5	Black	32.5	36.9	36.9	Mixed	31.5	32.5	32.5	Other Ethnic Group	33.0	29.0	29.0	Indian	24.5	21.5	21.5	White	20.0	20.5	20.5
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White	20.0	20.5	20.5																											

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		<p>being out of work (20.7%), followed by people of Indian backgrounds (21.5%).</p> <p>Targeted outreach, education and support programmes aimed at underrepresented racial groups within the creative industries and other targeted sectors, could help to ensure equitable access to these employment and training opportunities.</p> <p>The potential creation of 1,000 new homes, including affordable housing, can contribute to addressing housing disparities that may disproportionately affect certain racial groups, including minority ethnic communities. Access to secure and affordable housing is a fundamental need, and the ambition of 50% affordable housing is a positive step towards creating a more equitable housing market. A mix of housing types can also cater to the diverse needs of different families and households within the community, including larger families.</p> <p>The principles related to improved infrastructure and public spaces can also have positive impacts. New pedestrian and cycle-friendly connections designed with accessibility in mind, can encourage more people to cycle as a method of transportation including local Black, Asian and Minority Ethnic groups, as well as women, older people and individuals with disabilities all of whom are typically under-represented in cycling. Improved and accessible connections can also improve access to local amenities and services for residents from all racial backgrounds.</p> <p>A transformed character that prioritises integration and community cohesion can foster a more inclusive and welcoming environment for diverse communities, including individuals who may experience racial discrimination. This can improve the health and well-being of people from all backgrounds including minority ethnic backgrounds.</p> <p>A sustainable and innovative neighbourhood, with a focus on clean air and green spaces, can benefit the health and well-being of all local people. Attractive, safe, and green public spaces can provide opportunities for recreation, social interaction, and community building, strengthening social connections across different racial groups.</p> <p>The principles outlined in the Area Guidance can potentially empower minority ethnic communities by proactively engaging individuals from all backgrounds</p>
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# Camden Council Equality Impact Assessment Form

		<p>in consultations and decision-making processes. Historically, minority ethnic groups have been under-represented in regeneration and planning consultations. Consequently, more effort is necessary, to reach out to these underrepresented communities and ensure their voices are heard.</p> <p>Recent years have seen a rise in protests and demonstrations in the UK targeting individuals based on their race. The Area Guidance aims to create a mixed-use neighbourhood that fosters a sense of community and belonging among workers, residents, and visitors, while also strengthening existing communities. These objectives could potentially contribute to a safer and more inclusive environment for everyone, allowing individuals of all races to feel safe in the area.</p>
<p>Religion or belief</p>	<p>Yes</p>	<p>Some of the potential positive impacts outlined in all protected characteristics and other characteristics could impact individuals who belong to a religion or have a belief.</p> <p>The potential creation of over 1,500 new jobs and employment space, coupled with the Ambitious Employment and Training Strategy, can provide valuable opportunities for individuals from all religious backgrounds to enter or remain in the workforce. This can potentially help to maintain the cohesion of the religious and belief communities within the neighbourhood and ensure that their descendants can remain connected to the area for future generations.</p> <p>The potential creation of 1,000 new homes, including affordable options, can contribute to addressing housing needs within the community, including those of religious groups. Access to secure and affordable housing is a fundamental need, and the ambition of 50% affordable housing a portion of which would be social housing and intermediate rent is a positive step towards creating a more equitable housing market. A mix of housing types can also cater to the diverse needs of different families and households. This can potentially help to maintain the cohesion of the religious and belief communities within the neighbourhood and ensure that their descendants can remain connected to the area for future generations.</p>

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		<p>The principles related to improved infrastructure and public spaces can also have positive impacts. New pedestrian and cycle-friendly connections can improve access to local amenities and services, including places of worship, for religious and belief individuals. A transformed character that prioritises integration and community cohesion can foster a more inclusive and welcoming environment for diverse communities, including communities of different faiths and beliefs. This can promote understanding and respect between different groups and reduce the potential for discrimination or prejudice.</p> <p>A sustainable and innovative neighbourhood, with a focus on clean air and green spaces, will benefit the health and well-being of all residents, regardless of their religion or belief. Attractive, safe, and green public spaces can provide opportunities for recreation, social interaction, and community building, strengthening social connections across different faith groups and fostering a sense of shared belonging.</p> <p>In recent years there has been a rise in protests and demonstrations in the UK targeting individuals with visibly identifiable religions and beliefs, particularly individuals of Muslim and Jewish faiths. The Area Guidance supports the creation of a mixed-use neighbourhood that brings together workers, residents and visitors, which can strengthen and enhance existing communities. This would foster a sense of community and belonging among workers, residents, and visitors. The principles could potentially contribute to a safer and more inclusive environment for everyone, allowing individuals to openly display, practice, and celebrate their religions and beliefs without fear.</p>
Sex	Yes	<p>Some of the potential positive impacts outlined in all of the protected characteristics and other characteristics could impact individuals based on their sex.</p> <p>The potential creation of over 1,500 new jobs and employment space, coupled with the Ambitious Employment and Training Strategy, can provide valuable opportunities for both men and women. However, it's important to consider potential imbalances in representation in different sectors. Targeted training and outreach programmes can encourage women's participation in the targeted employment sectors including any traditionally male-dominated areas and positions of employment, and vice-versa, promoting a more balanced workforce.</p>

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		<p>Flexible work arrangements and access to childcare facilities are particularly important for enabling women, who can often bear a disproportionate share of childcare responsibilities, to participate fully in the workforce.</p> <p>The potential creation of 1,000 new homes, including affordable housing, can benefit both men and women. However, housing needs vary. Safe and secure housing is particularly important for women, who can be more vulnerable to domestic violence and abuse. A mix of housing types can cater to diverse family structures, including single-parent households, which are often headed by women. Affordable housing options can also be crucial for women facing economic disadvantages.</p> <p>Improved infrastructure, including new pedestrian and cycle-friendly connections, can benefit both men and women. However, safety concerns can disproportionately affect women's use of public spaces. Well-lit and safe pedestrian and cycle routes are essential for women's safety, particularly at night and during winter months. Accessible and inclusive public spaces, including parks and recreational areas, should be designed to cater to the needs of both men and women, considering factors such as safety and accessibility. The transformed character that prioritises integration and community cohesion can contribute to a safer and more inclusive environment for all, which can be particularly beneficial for women.</p>
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# Camden Council Equality Impact Assessment Form

Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Sexual orientation	Yes	<p>Some of the potential positive impacts outlined in all of the protected characteristics and other characteristics could impact individuals based on their sexual orientation.</p> <p>The potential creation of over 1,500 new jobs and employment space, coupled with the Ambitious Employment and Training Strategy, offers opportunities for LGBTQ+ individuals to enter or remain in the workforce. A commitment to diversity and inclusion within these employment spaces is crucial and can help to foster workplace cultures and community that is free from discrimination. The diverse range of sectors targeted, can also offer a variety of career paths that cater to the diverse skills and interests within the LGBTQ+ community.</p> <p>The potential creation of 1,000 new homes, including affordable housing, can contribute to addressing housing needs within the LGBTQ+ community. Secure and affordable housing is a fundamental need, and access to such housing can be particularly important for LGBTQ+ individuals who may especially face discrimination in the private rental market area and can be disproportionately vulnerable to homelessness. LGBTQ+ refugees and asylum seekers are often at risk of homelessness and additional discrimination. A mix of housing types can cater to diverse family structures within the LGBTQ+ community, including same-sex couples and individuals who choose to live alone. Affordable housing can provide a safe and supporting environment for LGBTQ+ young people who may have had to leave their parental home due to family rejection.</p> <p>The principles related to improved infrastructure and public spaces can have a positive impact to LGBTQ+ individuals. New pedestrian and cycle-friendly connections can improve access to local amenities and services, including those that cater to the LGBTQ+ community. A transformed character that prioritises integration and community cohesion in a mixed-use neighbourhood can foster a more inclusive and welcoming environment for LGBTQ+ individuals. Safe and inclusive public spaces, free from harassment and discrimination, are essential for LGBTQ+ individuals to feel comfortable and participate fully in community life.</p>



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		<p>The vision of a "socially mixed place" that "builds on the distinctive community and character of Kentish Town" suggests an intention to create a welcoming environment for all, which can be particularly important for LGBTQ+ individuals who may feel marginalised in some communities.</p> <p>The emphasis on creating a "richly layered and characterful place" with "space and facilities to relax, play and interact" can be particularly beneficial for the LGBTQ+ community. Inclusive community spaces can provide opportunities for social interaction, community building, and the development of support networks. This can be especially important for LGBTQ+ individuals who may experience social isolation or lack access to affirming communities. The vision's focus on "cultural activities and events" also opens possibilities for events celebrating LGBTQ+ culture and history.</p>
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## 3.c Potential negative impact on other characteristics

Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Foster carers	Yes	<p>Some of the potential negative impacts outlined in all of the protected characteristics and other characteristics could affect foster carers.</p> <p>While the proposed 1,000 new homes, including the ambition of 50% affordable housing, is very positive development, and received positive consultation feedback, challenges may still arise. The new neighbourhood particularly, with creative industries, could have unintended consequences, such as increased housing costs locally due to increased demand. This could especially be challenging for foster carers. Potential increased housing costs could make it difficult for foster carers, especially those renting privately, to afford their homes. Relocation could disrupt the stability and continuity of care for the children in their homes.</p> <p>While the new neighbourhood may bring positive changes, the prospect of change can cause emotional stress for foster carers, potentially impacting their mental health and well-being, and consequently, the mental health and well-being of the children in their care.</p>

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Looked after children/care leavers	Yes	See Foster Carers
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# Camden Council Equality Impact Assessment Form

Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Low-income households	Yes	<p>Some of the potential negative impacts outlined in all of the protected characteristics and other characteristics could affect low-income households.</p> <p>While the proposed 1,000 new homes, including the ambition of 50% affordable housing a portion of which would be social housing and intermediate rent, is very positive, and received positive consultation feedback, challenges may still arise. The new neighbourhood particularly, with creative industries, could have unintended consequences, such as increased housing costs locally due to increased demand. This could particularly impact low-income households who, if housing costs increase, may find the area unaffordable. This could make low-income householders especially concerned about rising property values and rents, potentially forcing them to relocate, which can cause stress, anxiety, and disruption to their routines, connections, and sense of security.</p>
Refugees and asylum seekers	Yes	<p>Some of the potential negative impacts identified in relation to protected characteristics and other characteristics could affect Refugees and Asylum Seekers.</p> <p>While the proposed 1,000 new homes, including the ambition of 50% affordable housing a portion of which would be social housing and intermediate rent, is very positive, and received positive consultation feedback, challenges may still arise. The new neighbourhood particularly, with creative industries, could have unintended consequences, such as increased housing costs locally due to increased demand and could impact Refugees and asylum seekers and exacerbate the challenges they face. Any potential rise in housing costs throughout the wider area, could make affordable housing increasingly difficult to find. This is particularly problematic for refugees, who often face barriers to social housing and limited timeframes to relocate after their asylum applications are decided.</p> <p>A report by the Centre for Homelessness Impact underscores the disproportionate burden refugees bear, highlighting a 223% increase in rough sleeping among individuals who have left asylum housing.</p>

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		<p>While the Guidance supports the creation of over 1,500 new jobs and employment space, coupled with an Ambitious Employment and Training Strategy, there is a risk of exploitation, especially for vulnerable refugees and asylum seekers. Creative industries including film can be notorious for long and demanding workdays, often exceeding legal limits. Workers, especially those in lower paying positions, may be pressured or expected to work significant overtime without proper pay.</p>
<p>Parents (of any gender, with children aged under 18)</p>	<p>Yes</p>	<p>Some of the potential negative impacts identified in all of the protected characteristics and other characteristics could disproportionately affect parents (of any gender, with children aged under 18).</p> <p>The Area Guidance supports the creation of a new mixed-use neighbourhood, including employment opportunities and new homes. While the proposed 1,000 new homes, including the ambition of 50% affordable housing a portion of which would be social housing and intermediate rent, is very positive, and received positive consultation feedback, challenges may still arise. The new neighbourhood particularly, with creative industries, could have unintended consequences, such as increased housing costs locally due to increased demand.</p> <p>Any potential increase in costs could pose a significant challenge for parents with young children. If families find the area becoming unaffordable and need to relocate, it could disrupt their routines, connections, friendships, and sense of security. Additionally, such a move would disrupt children's education as they would need to adjust to a new school environment.</p>

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Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
People who are homeless	Yes	<p>Some of the potential negative impacts outlined in all of the protected characteristics could affect individuals who are homeless.</p> <p>As designs come forward, an objective could potentially be to design buildings and public spaces that reduce crime and anti-social behaviour. However, it is important to consider the potential negative impacts that such measures towards building design can have on people who are homeless.</p> <p>Hostile architecture, also known as defensive architecture, often used to deter anti-social behaviour, can have severe consequences for homeless people. It can make it difficult for homeless people to find safe and comfortable places to rest or sleep which can lead to physical harm and psychological distress. Additionally, hostile architecture can limit opportunities for homeless people to have social interaction, contributing to feelings of isolation and despair. Hostile architecture can also push homeless individuals into more vulnerable situations and increase their risk of involvement in criminal activity.</p>
Private rental tenants in deprived areas	Yes	<p>Some of the potential negative impacts outlined in all of the protected characteristics could affect private rental tenants.</p> <p>While the proposed 1,000 new homes, including the ambition of 50% affordable housing a portion of which would be social housing and intermediate rent, is very positive, and received positive consultation feedback, challenges may still arise. The new neighbourhood particularly, with creative industries, could have unintended consequences, such as increased housing costs locally due to increased demand and could impact private rental tenants. Any potential rising costs could pose a significant affordability challenge for private rental tenants in and around the local area. If these tenants need to relocate due to increased expenses, it could disrupt their connections, support networks, and friendships.</p> <p>Additionally, the noise and disruptions associated with construction work or other changes could be</p>

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		<p>particularly impactful, especially given the other stresses private rental tenants may face.</p>
<p>Single parent households</p>	<p>Yes</p>	<p>Some of the potential negative impacts outlined in all of the protected characteristics and other characteristics could affect single parent households.</p> <p>While the proposed 1,000 new homes, including the ambition of 50% affordable housing a portion of which would be social housing and intermediate rent, is very positive, and received positive consultation feedback challenges may still arise. The new neighbourhood particularly, with creative industries and improvements could have unintended consequences, such as increased housing costs locally due to increased demand. Potential increase in costs associated with improvements to the area could disproportionately affect single parent households, who are generally lower income than two parent households. If single parent households need to move out of the area, then this could be especially disruptive to their connections, support networks and friendships.</p> <p>Realising the redevelopment outlined in the Area Guidance could be especially disruptive to single parent households in terms of any potential disruption to them and their routines. These challenges associated with regeneration can increase parental stress and anxiety, which could potentially impact child development.</p>

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Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Social housing tenants	Yes	<p>Some of the potential negative impacts outlined in all of the protected characteristics and other characteristics could affect social housing tenants.</p> <p>The new neighbourhood particularly, with creative industries, could have unintended consequences, such as increased housing costs locally due to increased demand. The new neighbourhood and proposed new industry sectors including the creative industries could potentially contribute to increased housing costs in the wider area. These driving factors could potentially make social housing tenants fearful of the future of their housing, which can cause stress and anxiety. Social housing tenants may feel a loss of control over their living situation and could lead to feelings of powerlessness.</p>
Any other, please specify		

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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>Some of the potential positive impacts outlined in all protected characteristics and other characteristics could impact foster carers.</p> <p>The Area Guidance supports the provision of 1,000 new homes, including the ambition of 50% affordable homes, and the services that sustain them. This can potentially provide foster carers with more suitable living spaces, including extra bedrooms for foster children, safer environments and better amenities. This can create a more stable environment for foster children, who may have experienced instability in the past.</p> <p>The Area Guidance supports improvements to the public realm, including green spaces, creating safer, more welcoming, and more accessible environments for everyone. These spaces can provide foster families with opportunities for outdoor activities, exercise, and relaxation, which can benefit both physical and mental well-being. This can especially benefit foster carers and the children in their care. By improving living conditions, and enhancing connections, the Guidance could help foster carers provide the better care for vulnerable children.</p> <p>Strong support was also expressed for active travel improvements, such as the proposed pedestrian, cycle routes and increased connections. These enhancements have the potential to offer significant benefits for all. For children, they could provide safe and stimulating environments for play, socialisation, and development, encouraging physical activity, educational opportunities and independent mobility. Foster carers, including those working in the area, could benefit from improved mental health and well-being through access to green spaces, which may reduce stress, enhance mood, and contribute to overall mental health.</p> <p>The Area Guidance supports the potential creation of 1,500 new jobs, including educational and training opportunities, which can provide foster children with greater opportunities to develop their skills, pursue their interests and build a brighter future, which can improve</p>



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		the well-being of foster families as a whole.
Looked after children/care leavers	Yes	See Foster Carers
Low-income households	Yes	<p>Some of the potential positive impacts outlined in all protected characteristics and other characteristics could impact low-income households.</p> <p>The Area Guidance aims to strengthen existing residential communities by increasing the provision of much-needed housing by 1,000 new homes, including a range of affordable and social housing, and supporting services. This will help to ensure that low-income households can live in the area and access quality homes that meet their needs.</p> <p>The Area Guidance aims to provide 1,500 new jobs, including creative sector jobs, alongside training opportunities. This can help to facilitate skills training and employment support, enabling low-income residents to access new job opportunities and improve their long-term employment prospects.</p> <p>Recognising the importance of climate resilience, the Area Guidance prioritises circular economy principles, energy efficient design, improving air quality and climate resilience (including surface water flooding mitigation). This will protect vulnerable low-income residents from extreme weather events and reduce energy costs.</p>

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		<p>Furthermore, the Guidance promotes access to local connections, infrastructure and accessible green spaces, contributing to better public health.</p> <p>The Area Guidance promotes new and accessible public spaces where everyone feels safe, encouraging walking and cycling. This enhanced sense of safety and improved public realm will encourage low-income households to engage in outdoor activities and access more services and amenities that they may have previously not accessed.</p> <p>The Area Guidance aims to sensitively integrate new development with Kentish Town, ensuring that new development builds upon and enhances the existing character. This will create a pleasant and welcoming environment for all residents, fostering a sense of pride and belonging shared equally by low- and higher-income households.</p>
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# Camden Council Equality Impact Assessment Form

Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Refugees and asylum seekers	Yes	<p>The potential positive impacts outlined for all protected and other characteristics could impact refugees and asylum seekers.</p> <p>The potential creation of 1,000 new homes, including the ambition for 50% affordable housing, can contribute to addressing housing needs for refugees and asylum seekers. This is particularly beneficial for refugees and asylum seekers who may have specific needs due to their circumstances. Providing safe and secure housing is essential for refugees and asylum seekers who may have experienced trauma or displacement.</p> <p>The potential creation of over 1,500 new jobs and employment space, coupled with the Ambitious Employment and Training Strategy, can provide valuable opportunities for refugees and asylum seekers to enter or remain in the workforce. These strategies could potentially include language classes, vocational training, and skills development tailored to the needs of refugees and asylum seekers, thereby increasing their employability and facilitating financial independence.</p> <p>The Area Guidance aims to create new open green spaces that feel safe and encourage social interaction, bringing together diverse communities. These spaces are particularly valuable for refugees and asylum seekers who may have experienced trauma and are vulnerable to social isolation.</p>
Parents (of any gender, with children aged under 18)	Yes	<p>The potential positive impacts outlined for all protected and other characteristics could impact parents of any gender with children aged under 18.</p> <p>The potential creation of 1,000 new homes, including the ambition for 50% affordable housing a proportion of which would be social housing and intermediate rent can contribute to addressing housing needs within the community, which is particularly beneficial for parents of any gender with children aged under 18.</p> <p>The potential creation of over 1,500 new jobs and employment space, coupled with the Ambitious Employment and Training Strategy, can provide valuable opportunities for parents of any gender with children under 18. These objectives are particularly important for parents to potentially work locally and to</p>

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		<p>have more opportunities for their children including potential apprenticeships for their children.</p> <p>The Area Guidance supports creating new green, public and accessible places that encourages people of all ages to walk, cycle, sit, and socialise, including year-round opportunities for play. These objectives are particularly important for parents, who will benefit from knowing that connected, safe and stimulating environments for play, socialisation, development, physical activity, and learning are available locally for their children.</p> <p>The Area Guidance aims to create a climate-resilient neighbourhood, potentially improving the quality of life for people of all ages. These objectives can help improve the well-being of parents with children under 18 who may be concerned about the impacts of climate change.</p>
<p>People who are homeless</p>	<p>Yes</p>	<p>Potential positive impacts identified across all protected characteristics and other characteristics could impact people experiencing homelessness.</p> <p>The potential creation of 1,000 new homes, including the ambition for 50% affordable housing a proportion of which would be social housing and intermediate rent can lead to lead to increased access to suitable and permanent housing for people experiencing homelessness.</p> <p>The Area Guidance supports improvements to the public realm, including green spaces, creating safer, more welcoming, and more accessible environments for everyone. This could be particularly beneficial for people experiencing homelessness, contributing to safer and more secure public spaces and reducing vulnerability for those sleeping rough. These improvements could also potentially facilitate access to essential amenities, such as public toilets, washing facilities, and safe places to rest.</p> <p>As development in the area comes forward, buildings and public spaces could be designed to ensure safety and reduce crime whilst preventing hostile design elements and creating welcoming places, which is particularly important for this vulnerable group.</p> <p>The Area Guidance also supports the provision of 1,500 new jobs as well as learning and training opportunities. While specific targeted programmes are not explicitly detailed, these opportunities could potentially include</p>

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		<p>dedicated training and employment support for people experiencing homelessness, helping them develop new skills, gain work experience, and improve their prospects for securing stable employment.</p>
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Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Private rental tenants in deprived areas	Yes	<p>Potential positive impacts identified in relation to all protected characteristics and other characteristics could also impact private rental tenants.</p> <p>The Area Guidance intends to support the creation of a new neighbourhood, including 1,000 new homes with the ambition of 50% affordable housing, a portion of which will be social housing and intermediate rent. New housing developments would align with Camden's existing policies, prioritising accessibility, adaptability, self-containment, and quality.</p> <p>Homes would be designed to accommodate wheelchair users and be adaptable to future needs, making them particularly beneficial for older residents who wish to age in place and maintain their independence, in accordance with policies set out in the adopted Local Plan.</p> <p>These objectives could be particularly beneficial for private rented tenants by potentially providing greater housing opportunities, choice and affordability. Furthermore, potential improvements in housing quality could result in better insulation and energy efficiency, leading to lower energy bills.</p>
Single parent households	Yes	<p>Potential positive impacts identified in relation to all protected characteristics and other characteristics could impact single parent households.</p> <p>The Area Guidance intends to support the creation of a new neighbourhood, including 1,000 new homes with the ambition of 50% affordable housing, a portion of which will be social housing and intermediate rent. This has the potential to positively impact single parent households, a group disproportionately represented by women and often facing socio-economic disadvantages. The provision of affordable housing options could alleviate financial strain and improve housing security for these households.</p> <p>The Area Guidance also aims to support residents through the potential creation of over 1,500 new jobs and employment space, coupled with an ambitious employment and training strategy. This has the potential to positively impact single-parent households. This may include access to employment and training opportunities</p>

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		<p>closer to home, which could improve work-life balance and reduce childcare costs.</p> <p>The Area Guidance supports the creation of high-quality climate resilient homes, which can improve energy efficiency and reduce energy bills. While improved energy efficiency and reduced energy bills can benefit all households, they are particularly crucial for low-income households, including single-parent families.</p> <p>The Area Guidance also supports the creation of high-quality, accessible and safe public spaces. Green spaces offer significant benefits, particularly for single-parent households. For single parents with children, these spaces provide: safe and free play areas promoting development and social interaction; convenient access to nature for physical activity and improved well-being; and opportunities for supervised and independent play, potentially reducing short-term childcare needs.</p> <p>For single parents themselves, these improvements offer: improved mental health and reduced stress through access to green spaces; convenient locations for exercise and social connection, strengthening support networks; and free, accessible spaces for relaxation and respite.</p>
Social housing tenants	Yes	<p>Potential positive impacts identified in relation to all protected characteristics and other characteristics could impact social housing tenants.</p> <p>The Area Guidance aims to support the creation of a new neighbourhood, including 1,000 new homes with the ambition of 50% affordable housing. A portion of these will be social housing and intermediate rent. In line with policy, all new homes will be required to be high-quality, spacious, and well-designed, meeting the diverse needs of tenants and households. This new housing could offer existing local social housing tenants opportunities to find homes better suited to their needs, such as accommodating a growing family</p> <p>The Area Guidance supports the creation of high-quality climate resilient homes, which can improve energy efficiency and reduce energy bills. While improved energy efficiency and reduced energy bills can benefit all households, they are particularly crucial for social housing tenants which are disproportionately likely to be on lower incomes and may experience health inequalities.</p> <p>Furthermore, all new housing will be designed to be</p>

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		accessible and adaptable, meeting the needs of tenants with disabilities and promoting inclusive living.
Any other, please specify		



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

Intersectionality recognises that individuals can experience multiple forms of discrimination simultaneously, based on their protected characteristics. Considering potential impacts on individuals with intersecting characteristics is important. The following examples illustratively explores some of the potential impacts of the Regis Road Area Guidance when looking at intersectionality.

- Improved accessibility within the public realm could, for example, benefit older people of minority ethnic backgrounds with a disability. If the Regis Road Area Guidance leads to initiatives that helps to improve access to healthcare or community services, this could also have a positive impact. However, if for example, improvements to the area leads to local community services or social spaces that individuals with these intersectional characteristics frequents, being less accessible, it could increase social isolation for these individuals. If new housing were to be designed without accessibility in mind it could be unsuitable for their needs.
- Enhanced accessibility within the public realm would be essential for individuals with disabilities on low incomes who would benefit from improvements without having to pay to enjoy the public realm. However, the potential for a perceived change in the area that does not reflect the people who live locally could offset the benefits. Therefore, ensuring the provision of genuinely accessible and free access to the improved public realm is important.

These examples are illustrative, and the Regis Road Area Guidance does mitigate the potential negative impacts outlined in them, within its role as an SPD. While the Guidance has the potential to benefit people across all protected characteristics, careful consideration of intersectional impacts is essential, especially as planning applications are being developed and assessed, to ensure that no group is inadvertently disadvantaged and that positive outcomes are maximised for everyone.

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

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

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

Camden Council ran a public consultation on the draft Regis Road Area Guidance between 12 November and 23 December 2024. The public consultation was open to local residents, landowners, businesses, workers, community workers, community groups and anyone else with an interest in the area.

The following methods were used to promote the consultation and encourage feedback:

- **Dedicated Website:** A dedicated website was set up on the Commonplace online engagement platform, with questions.
- **Email Campaign:** 1,080 emails, with a consultation flyer, were sent to interested parties for their information and wider distribution.
- **Media Outreach:** A press release was distributed to local media organisations and published on the Camden website.
- **Print Advertising:** Advertisements were placed in the Camden New Journal and winter edition of the Camden Magazine. Site notices were erected within the area and in neighbouring areas.
- **Social Media:** The consultation was promoted on Camden's social media and through a Facebook advertising campaign.
- **Camden Magazine:** The consultation was promoted in the winter 2024 edition of the Camden Magazine.
- **Community Engagement:**
  - A meeting was held with the Kentish Town Neighbourhood Forum.
  - A dedicated email address and telephone number were provided for inquiries and feedback.
  - Site notices were posted throughout the area and in neighbouring areas.
  - Letters were sent to addresses within and near the Regis Road Area.
  - Information was shared with Yoo Capital for wider distribution to their mailing list.
- **Public Consultation Events:**
  - A fixed public exhibition was held at Kentish Town Library (duplicating the information on Commonplace), including copies of the full Regis Road Area Guidance document and paper questionnaires for physical responses.
  - Three public drop-in sessions were organised at Kentish Town Library,

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staffed by the Regeneration and Design and Place teams.

Question responses were collected and collated via Commonplace. A number of organisations and some individuals chose to submit written responses by email.

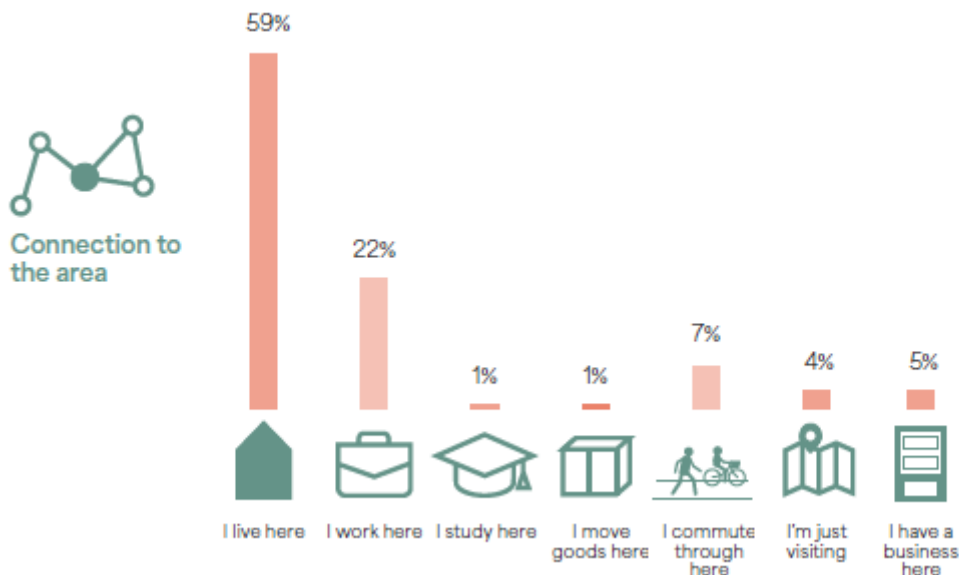
The feedback informed the final Regis Road Area Guidance.



Commonplace was the primary platform for gathering consultation feedback. It presented key aspects of the Regis Road Area Guidance and asked both quantitative and qualitative questions. Not all respondents answered every question. Written responses to qualitative questions were categorised into themes.

The full Regis Road Area Guidance document was also available on Commonplace for review. Paper versions of the Commonplace questions were available as questionnaires in Kentish Town Library.

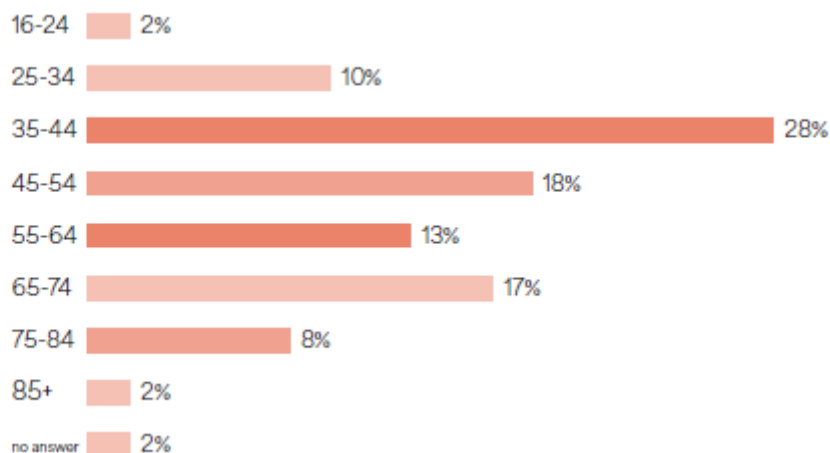
Commonplace also asked respondents questions about their demographics. Although demographic data is valuable, fewer respondents provided information about their ethnicity or health. There was lower representation from respondents identifying as Minority Ethnic (9%), as well as respondents whose daily activities are limited by health or disability (10%).



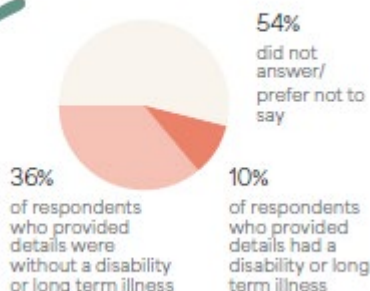
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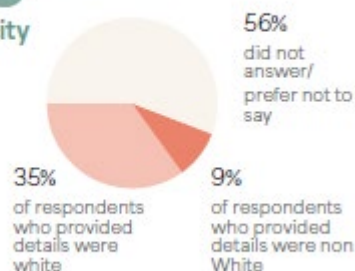
Age



Health



Ethnicity



## Overall Engagement Insights

The key findings from the consultation have provided a valuable insight into what is important in the Regis Road Area and how the guidance should reflect these views. Some of the feedback and suggestions reinforce those already made in the draft guidance, but these comments have helped us strengthen and revise the text further. A summary of feedback is provided below:

### Neutral Feedback

- **Clarification & Level of Detail** - a number of comments requested further clarity, especially relating to employment figures and infrastructure delivery and funding. Some comments requested more flexibility, while others asked for more detail.
- **Buildings & Design** - some supported well-designed taller buildings due to the need for affordable housing.
- **Community Facilities & Services** - many said that the existing recycling centre was important and well used.

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## Positive Feedback

- **General Support** - lots of support was expressed for the draft guidance and its general principles and aims.
- **Movement & Connectivity** - many expressed support for the increased connections proposed, especially towards Hampstead Heath, Kentish Town Road, and via Arctic Street.
- **Greening & Biodiversity** - support was expressed for the proposed green spaces and the inclusion of the Nature Corridor in the guidance.
- **Active Travel** - many supported the emphasis on pedestrian and cycle routes and connections.
- **Housing** - there was support for high quality new homes, including affordable homes.

## Negative Feedback

- **Buildings & Design** - strong concerns were raised about development being overly dense and that high-rise buildings would be inappropriate in the area, possibly blocking key views.
- **Conflict with Existing Permissions/Operations** - several comments questioned why the draft guidance included the Big Yellow and UPS sites that do not want to redevelop.
- **Greening & Biodiversity** - objections were raised to any routes through protected nature areas.

## Feedback Expressing Concern

- **Community Facilities & Services** - concerns were raised about the retention of the recycling centre, and the capacity of existing social infrastructure, e.g. schools and GPs.
- **Vehicles & Traffic** - many raised concerns about proposals leading to increased traffic. Some raised concerns about fewer parking places.
- **Transport Capacity** - some concerns were raised about exceeding the existing public transport capacity.
- **Conflict with Existing Operations** - some concerns were raised about the impact on the operations of existing industrial businesses in the area.
- **Housing** - some concern was raised about the provision of genuinely affordable housing.
- **Guidance Scepticism** - some comments suggested that the proposals were unrealistic.

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## Feedback Expressing Suggestions

- **Movement & Connectivity** - some specific suggestions were made for the location and types of proposed routes (such as active travel only).
- **Greening & Biodiversity** - prioritisation of green spaces was requested. Suggestions were made on the type of green spaces proposed and the inclusion of SuDS measures.
- **Recycling Centre** - requests were made for the location of the recycling centre to be shown on plans.
- **Accessibility** - there was strong encouragement for accessibility improvements at nearby stations.
- **Employment & Education** - requests were made for employment and training opportunities to be geared towards local people and schools.
- **Joined-Up Approach** - some comments requested a joined up approach between the Regis Road Area and Murphy's Yard.
- **Delivery** - some comments requested more information or flexibility about how development will come forward in terms of phasing and infrastructure.

## Organisational Responses

We received consultation responses from the following organisations (their comments are included in the overall engagement insights above):

- *Bartholomew Estate & Kentish Town Conservation Area Advisory Committee*
- *Bideford Ventures*
- *Big Yellow Self Storage Company Limited*
- *Camden Cycling Campaign*
- *Camden Nature Corridor*
- *Climate Emergency Camden*
- *Environment Agency*
- *Folgate Estates Limited*
- *Historic England*
- *Hertfordshire and North London Sustainable Places*
- *Joseph Homes*
- *Kentish Town Road Action*

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- *Kentish Town City Farm*
- *Kentish Town Neighbourhood Forum*
- *Metropolitan Police Service*
- *SEGRO plc*
- *Transport for London*
- *UK Power Networks*
- *United Parcel Service*
- *Yoo Capital Camden Film Quarter Limited*

## Reflecting

The Regis Road Area Guidance Public Feedback Summary (February 2025) offers a comprehensive analysis of the insights gathered during the consultation process and a demographic profile of the respondents via Commonplace. While the consultation and engagement responses were collected and analysed without categorisation based on protected characteristics or other specific demographics, the feedback can be correlated with these groups to help determine potential positive and negative impacts.

List the groups you intend to engage and reference any previous relevant activities, including relevant formal consultation? <sup>5</sup>	If engagement has taken place, what issues were raised in relation to one or more of the protected characteristics or the other characteristics about which the Council takes an interest, including multiple or intersecting impacts for people who have two or more of the relevant characteristics?
	Engagement has taken place and previous sections of this EqIA highlight issues related to one or more protected characteristics.

<sup>5</sup> 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.**

The Regis Road Area Guidance has been developed through extensive and ongoing engagement with various teams and directorates within the Council, as well as with Yoo Capital and Joseph Homes, both current owners of large sites within the Regis Road Area. This engagement has been a continuous process throughout the SPD's preparation, with specific periods of focused engagement. Public consultation ran between 12 November and 23 December 2024.

**Internal:**

- **Transport:**
  - Transport Strategy and Projects (including Safe and Healthy Streets team)
- **Planning:**
  - Planning Policy and Implementation
  - Development Management
- **Regeneration:**
  - Regis Road regeneration team
- **Environment and Sustainability:**
  - Climate, Air Quality and Energy (including the Climate Adaptation and Resilience and Sustainability teams)

**External:**

- Yoo Capital
- Joseph Homes

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## Step 5: Informed decision-making

### 5. Having assessed the potential positive and/or negative impact of the activity, what do you propose to do next?

Please select one of the options below and provide a rationale (for most EqlAs this will be box 1). Remember to review this and consider any additional evidence from the operation of the activity.

<p><b>1. Change the activity to mitigate potential negative impacts identified and/or to include additional positive impacts that can address disproportionality or otherwise promote equality or good relations.</b></p>	<p>The Regis Road Area Guidance Supplementary Planning Document (SPD) has been prepared to provide guidance for development within the Regis Road Area. While designed to shape and influence development outcomes, the SPD does not introduce new planning policy. Its function is to provide further detail to existing policies including those established within the adopted Local Plan. Therefore, the SPD operates within the established policy context, amplifying existing strategic objectives and providing a more granular level of guidance for development proposals.</p> <p>As a material consideration in the determination of planning applications, the SPD carries weight and will be considered by decision-makers. It directly responds to the strategic priorities outlined in the "We Make Camden" initiative which had extensive public consultation, ensuring alignment with broader community aspirations and strategic objectives for the borough.</p> <p>A key aspect of the SPD's development has been extensive community engagement. The consultation processes undertaken exceeded the requirements set out in the Statement of Community Involvement. A proactive approach to engagement ensured that a wide range of stakeholders, including local residents, businesses, and community groups, had the opportunity to contribute to the development of the Regis Road Area Guidance SPD. This SPD will be an addendum to the Kentish Town Planning Framework SPD, which had its own extensive public consultation.</p> <p>The feedback received has been carefully considered and has directly informed the content and direction of the document.</p>
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	<p>The developments guided by the SPD might affect different groups in different ways, including people with protected characteristics and this EqlA has been carried out to look at these potential impacts. While the EqlA highlighted some possible negative impacts, these can be addressed through the guidance in the SPD and by continuing to engage with local people, internal and external partners, especially as development proposals are being developed and planning applications come forward. The EqlA also found significant positive impacts for people with protected characteristics, especially in areas like accessibility, public spaces, inclusive design, housing including affordable housing, jobs, training, and employment opportunities. These potential positive impacts, which are expected to significantly improve quality of life for many people, far outweigh any potential negative impacts that can be mitigated. Furthermore, feedback from local communities engaged in the public consultation for the draft SPD was overall positive.</p> <p>SPDs are not intended to prevent development from occurring, nor are they used to create or amend existing planning policies. Their purpose is to mitigate the potential negative impacts of development and maximise positive outcomes by providing detailed and specific guidance for planning applications. This guidance aims to ensure that development proposals are consistent with the strategic objectives of the Local Plan and address local concerns. Within these clearly defined constraints, the SPD seeks to maximise positive outcomes for the community, acknowledging the inherently limited impact it can have on overarching policy direction. The document provides a framework for evaluating proposals and ensuring they contribute positively to the local communities, character and function of the Regis Road Area and beyond, within the established planning policy framework.</p>
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**2. Continue the work as it is because no potential negative impacts have been found**

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<p><b>3. Justify and continue the work despite negative impacts (please provide justification – this must be a proportionate means of achieving a legitimate aim)</b></p>	
<p><b>4. Stop the work because discrimination is unjustifiable and there is no obvious way to mitigate the negative impact</b></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 Regis Road Area Guidance Supplementary Planning Document (SPD) has been prepared to provide guidance for development within the Regis Road Area. While designed to shape and influence development outcomes, the SPD does not introduce new planning policy. Its function is to provide further detail to existing policies including those established within the adopted Local Plan. Therefore, the SPD operates within the established policy context, amplifying existing strategic objectives and providing a more granular level of guidance for development proposals.</p> <p>SPDs are not intended to prevent development from occurring. Their purpose is to mitigate the potential negative impacts of development and maximise positive outcomes by providing detailed and specific guidance for planning applications.</p> <p>The SPD aims to ensure that development proposals are consistent with the strategic objectives of the Local Plan and address local concerns. Within these clearly defined constraints, the SPD seeks to maximise positive outcomes for the community, acknowledging the inherently limited impact it can have on overarching policy direction.</p> <p>The SPD provides a framework for evaluating proposals and ensuring they contribute positively to the local</p>		

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communities, character and function of the Regis Road Area and beyond, within the established planning policy framework.		

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Action	Due	Owner



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## Step 7: EqIA Advisor

Ask a colleague, preferably in another team or directorate, to 'sense check' your approach to the EqIA and ask them to review the EqIA form before completing it.

They should be able to clearly understand from what you have recorded here the process you have undertaken to assess the equality impacts, what your analysis tells you about positive and negative actual or potential impact, and what decisions you have made and actions you have identified as a result.

They may make suggestions for evidence or impacts that you have not identified. If this happens, you should consider revising the EqIA form before completing this version and setting a date for its review.

If you feel you could benefit from further advice, please contact the Equalities service at [equalities@camden.gov.uk](mailto:equalities@camden.gov.uk)

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## Step 8: Sign-off

<b>EqlA author</b>	George McKenzie Senior Engagement Officer Date: 19 February 2025
<b>EqlA advisor / reviewer</b>	Lavinia Scaletti Placeshaping Manager Date: 19 February 2025
<b>Senior accountable officer</b>	Daniel Pope Chief Planning Officer Date: 19 February 2025