

Equalities Impact Assessment

Camden Council

What is an Equality Impact Assessment?

An Equality Impact Assessment (“EIA”) is a way of analysing a proposed organisational policy or decision to assess its effect on people with protected characteristics covered by the Equality Act 2010*. To meet the Council’s statutory duty the EIA should also address issues of advancing opportunities and fostering good relations between different groups in the community.

It is essential that you start to think about the EIA process before you develop any new activity or make changes to an existing activity (such as a change of policy or formal decision). This is because the EIA needs to be integral to service improvement rather than an ‘add-on’. If equality analysis is done at the end of a process it will often be too late for changes to be made.

The courts place significant weight on the existence of some form of documentary evidence of compliance with the Public Sector Equality Duty* when determining judicial review cases. Having an EIA as part of the report which goes to the decision makers and making reference to the EIA within that report helps to demonstrate that we have considered our public sector equality duty and given “due regard” to the effects the decision will have on different groups.

The EIA must be considered at an early stage of the formation of a policy/decision and inform its development, rather than being added on at the end of the process. The EIA form should be completed and updated as the policy / decision progresses and reviewed after the policy or change has been implemented.

If a staff restructure or organisational change is identified as necessary following the review of an activity then an EIA needs to be completed for both stages of the process, i.e. one when the activity is reviewed and one when the restructure or organisational change is undertaken.

Please note all sections must be completed. However the obligation is to have due regard and it may be that while an issue requires the completion of an EIA, the matters at hand may not lend themselves to some of the obligations, for example fostering good relations. As long as this has been properly considered it is legitimate to conclude that this cannot be applied in a particular case.

Name of proposed decision/policy being reviewed:

Medium-Term Financial Strategy 2023-26

Explanatory Notes

What is our Public Sector Equality Duty (PSED)

Under section 149 of the Equality Act 2010 (the Act/ EqA 2010) all public authorities must, in the exercise of their functions, have 'due regard' to the need to:

1. Eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act (s149(1)(a));
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it (s149(1)(b)); This involves having due regard to the need to:
 - o remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
 - o take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it (section 149(4)); and
 - o encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
(Section 149(3), EqA 2010.)
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it (section 149(1)(c)). This involves having due regard, in particular, to the need to tackle prejudice and promote understanding (section 149(5), EqA 2010).

Section 149(6) makes it clear that compliance with the duties in section 149(1) may involve treating some people more favourably than others, but that is not to be taken as permitting conduct that would otherwise be prohibited by or under the Act (this includes breach of an equality clause or rule or breach of a non-discrimination rule (section 149(8))).

Section 146(4) states that the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take into account of disabled persons' disabilities.

Under the Duty the relevant protected characteristics are: Age, Disability, Gender reassignment, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation.

- In respect of the first aim only i.e. reducing discrimination, etc. the protected characteristic of marriage and civil partnership is also relevant.

- In meeting the needs of disabled people we have a duty to take account of their disability and make reasonable adjustments to our services and policies where appropriate. Under s29 of the Act a person (a “service-provider”) concerned with the provision of a service to the public or a section of the public (for payment or not) must not discriminate against a person requiring the service by not providing the person with the service. In addition, a person must not, in the exercise of a public function that is not the provision of a service to the public or section of the public, do anything that constitutes discrimination, harassment or victimisation.
- We must be able to demonstrate that we have considered and had due regard to all three parts of this duty. We must also look for anything that directly or indirectly discriminates.

What do we mean by “due regard”?

- This is not a question of ticking boxes, but should at the heart of the decision-making process.
- decision-makers must be made aware of their duty to have due regard – so understand the legal requirements on them;
- There should be an analysis of the data – who is this going to affect and how will it put against the legal requirements
- We need to have thought about these duties both before and during consideration of a particular policy and we need to be able to demonstrate that we have done so
- The Duty is “non-delegable” so it is for the decision maker themselves to consider with assistance from the report and officer analysis. What matters is what he or she took into account and what he or she knew so it is important to have the relevant papers accompanying the report. The report should make explicit reference to the EIA. the duty is continuing so while this guide is aimed at the point of decision we should at appropriate points review our duties against the decision/policy
- The decision maker must assess the risk and extent of any adverse impact and the ways in which such risk may be mitigated before the adoption of a proposed policy or decision has been taken
- Officers reporting to or advising decision makers must not merely tell the decision maker what he/she wants to hear but need to be “rigorous in both enquiring and reporting to them”
- The duty should be reconsidered if new information comes to light

“

What is due regard? In my view, it is the regard that is appropriate in all the circumstances. These include on the one hand the importance of the areas of life of the members of the disadvantaged ... group that are affected by the inequality of opportunity and the extent of the inequality; and on the other hand, such countervailing factors as are relevant to the function which the decision-maker is performing”

Lord Justice Dyson

”

We need to take a sensible and proportionate approach to this based on the nature of the decision or policy being reviewed

Section 1 - WHAT IS BEING ANALYSED?

Question 1: What is changing and why?

If the issue is going for decision, e.g. at Cabinet meeting, what are the decision makers being asked to decide? If you are reviewing a policy what are its main aims? How will these changes affect people?

This report considers the implications of Camden Council's Medium-Term Financial Strategy (MTFS) on equality for groups of people who share the protected characteristics defined in the Equality Act 2010 in the borough and in the organisation. It sets out Camden's approach to meeting its equalities duties and the context in which we will do so.

Full EIAs will be completed on all relevant proposals. These offer the opportunity to consider more deeply and broadly the equalities implications of a proposal and to make the required mitigations, or in the absence of these, to justify an approach adopted where no better alternative is available to the Council. The potential for adverse impact; for indirect or direct discrimination, along with the possibility for advancing equal opportunity and for fostering good relations will be considered in each EIA.

Strategic Context

We Make Camden sets out our shared vision for the future of Camden - what we collectively want to achieve and lead together as a borough. It builds on the five ambitions of Camden 2025 but reflects what Camden says is important now and acknowledges what has changed since 2018. We Make Camden commits to four Camden Missions and six Camden Challenges, which have evolved from the work of the Renewal Commission and conversations with Camden's communities, and which we are leading across the system. These are:

- Youth Mission: By 2025, every young person has access to economic opportunity that enables them to be safe and secure
- Food Mission: By 2030, everyone eats well every day with nutritious, affordable, sustainable food
- Estates Mission: By 2030, Camden's estates and their neighbourhoods are healthy, sustainable, and unlock creativity
- Diversity Mission: By 2030, those holding positions of power in Camden are as diverse as our community – and the next generation are ready to follow
- Debt Challenge: Everyone can get the support they need to avoid debts and be financially secure
- Digital Challenge: Everyone in Camden can access and be part of a digital society
- Safety Challenge: Everyone is safe at home and in our communities
- Loneliness Challenge: No one in Camden is socially isolated without the means to connect to their community
- Housing Challenge: Camden has enough decent, safe, warm, and family-friendly housing to support our communities
- Climate Emergency Challenge: Camden's local economy tackles the climate emergency

The Missions and Challenges have been formulated to enable collective action across Camden that tackles known inequalities and disproportionality and the causes of structural social and economic inequality. Camden's ambition, as stated in We Make Camden, is that our work to deliver these Missions and Challenges will reduce inequality in our borough.

Through the creation and development of the Equalities and Disproportionality service, Camden has sought to challenge and strengthen its equalities practice and to build a skilled and confident workforce that can deliver an 'equity by design' approach. Camden will be publishing its Equalities strategy in 2023, with an aim to enable

more appropriate governance and measurability to the Equalities agenda.

External Context

In preparing We Make Camden in the aftermath of the pandemic, we heard from communities and partners about rising household bills, the cost of childcare and travel, people choosing between food and heat, and families making real sacrifices to ensure their children were warm and fed. This crisis has only increased since this point, driven by increasing food, fuel, and energy prices.

The Council received a report on the cost of living crisis at its meeting in November 2022. This report highlighted that the cost of living crisis is having a bigger impact on those who are already financially vulnerable or struggling to make ends meet, and that these households are likely to include more people from single parent families, Black and Asian communities, as well as more women, non-UK nationals, and people with disabilities. The report also highlighted the ways in which Camden's response to the cost of living crisis takes account of its disproportionate impacts on these groups.

This cost of living crisis is a short and long-term issue. The Council is working to respond in a strategic way while swiftly addressing the pressing needs in front of us now. We have pledged to work with all our residents, our voluntary sector, and across all our public services to ensure that no child, no resident, and no family in Camden go hungry or cold this winter. Alongside this, we are seeking to put in place services and support to enable people to access the help they need to avoid debt and be financially secure in the long term. We Make Camden is our joint vision for the Borough, developed in partnership with our community, and it underpins our response to the cost of living crisis. Tackling inequality and injustice is at the core of our organisational purpose and ambition.

The cost of living crisis is occurring in a context where working poverty has increased over the last decade and benefits have not risen in line with inflation. A million adults in working families in London were in poverty in 2020, an increase of 15% since 2010. The number of children in poverty in working families increased by 60%. At the same time, the uprating of Universal Credit (UC) by 3.1% in April 2022 was set against a rise in inflation to 9% - meaning a real-term cut in the value of benefits for households. There are over 19,000 Camden households receiving Universal Credit, and of those, 35% are in some form of employment (including both full-time and part-time). London has the highest poverty rate in the UK at 27% (compared to an England average of 22%).

Medium-Term Financial Strategy

Since 2010/11, Camden has made £205.9m savings in our General Fund and £17.7m savings in the Housing Revenue Account. Over the next three years Camden is expected to have a budget gap of approximately £40m in the General Fund. Contributing factors include:

- Continuing reductions in central government funding
- Inflationary pressures, with inflation currently at 10%
- A reduction in the business rates tax base during the Covid-19 pandemic, which has resulted in Camden retaining £11m less in business rates per year than before the pandemic
- For 2022/23 Camden received a £6.3m 'one-off' service grant, and we are not clear that this will be repeated for future years
- The potential impact of social care reform is still difficult to forecast. We have added £6m to the ASC budget above inflation for 2022/23 and expect similar pressures each year over the medium term. There were also pressures of £1m above inflation in Children's Services in 2022/23
- We have estimated budget pressures of £8m-£9m per year on service budgets from the long term impact of Covid – from reduced income and the need for additional spend in some areas. It is unclear if/when this will return to pre-Covid levels or if it is permanent 'scarring' on the Council's financial position

Camden is expected to have an £8m budget gap in the HRA over the next three years. Contributing factors

include:

- Legal obligation to reduce rents by 1% per year for four years from 2016/17 - 2019/20, with lost income estimated at £69m, which continues to affect the HRA
- Cost pressures arising from inflation, including higher costs for repairs
- Statutory fire safety costs
- Lost income from tenants and leaseholders during the Covid-19 pandemic and subsequently due to more tenants receiving Universal Credit and increasing financial hardship that has resulted in higher levels of rent arrears
- Revenue impact of the increased delivery of the Community Investment Programme reflected in the future forecasts
- The Government is currently consulting on a rent cap, which could significantly affect the HRA's financial position

In the last decade we have had to think radically about how to achieve our ambitions in the context of reducing budgets. Difficult choices have been inevitable, given the scale of the financial challenge, and Camden has approached these with a focus on our values, outcomes for Camden residents, and value for money. Camden has chosen not to reduce budgets across the board, but instead focused on where we know we have the greatest impact, such as investing in early intervention and prevention in Children's Services and Adult Social Care, in order to both improve outcomes and prevent future cost pressures. Camden has also pioneered innovative ways of financing new housing, community assets, and infrastructure through the Community Investment Programme.

We are continuing to think about the Medium Term Financial Strategy, aligned with We Make Camden and The Way We Work, as a stimulant to long term change in the direction we believe we need to move to deliver public services in a complex and volatile environment, whilst maintaining our values and our ambitions.

We are continuing to support through this strategy cross-cutting and long-term change - some programmes within this MTFS will deliver savings and transformation beyond the proposed three years of this programme. We are also seeking to utilise new models for investing in and driving resources and capacity from our communities and partners such as the Community Wealth Fund.

We have sought to develop the MTFS in line with the following set of principles:

- We believe the Council should be focused on tackling inequality and injustice
- We believe in the absence of a national funding system for local government that reflects the capacity and opportunity of Councils in communities, that the Council can and should step forward to plan its spending in a way that is aligned with its values and priorities
- We believe the services the Council provides can be seen as a coherent system and can be directed to achieve priorities and outcomes
- The Council can use our lever to shape sectors, markets, employment and our local economy – rather than just being subject to them
- We believe the Council can make a positive difference in people's lives as well as avoid crisis - we value both universal services and targeted, person-centred support
- We believe that citizens, communities and partners have a valuable contribution to make to achieving our goals
- We believe that service users should have a voice in directing the resources available to them – and their ambitions, capacities and priorities should be reflected in service design and delivery
- We believe in long-term investment in and transformation of services, staff and communities that creates resilience and capacity and supports the best outcomes for Camden

- Through our budgeting we want to invest in high-quality near-term impactful services, and plan for long-term transformative investments

Notes to Question 1

- Summarise briefly and precisely just what the decision is about. In particular what changes will happen if this decision is agreed and put into effect? What happens now and what will happen in the future? What will be different?
- **Do not cut and paste the report or policy** but concisely restate it, considering equalities issues directly against the facts
- **Focus on the impacts on people** e.g. the users of any facility or service.

Question 2: Do those from protected groups benefit or will they experience specific and disproportionate impacts? Will there be any direct or indirect discrimination?

Gather relevant equality data and information to show who will be affected by this decision and how. Set this out below. Include the results of any consultation or engagement. If you have identified any information gaps set out what these are.

In Camden, we think about equalities in everything we do. Every savings proposal that has been considered for inclusion in the MTFs has been looked at with an equalities lens, focusing on the proposals' possible implications for equality in Camden and for individuals and groups who share the protected characteristics.

The MTFs Programme Team assessed all savings proposals to determine an appropriate course of action and level of equality assessment for each one. An initial filter was conducted in which all of the proposals were screened with a set of criteria (below). The results of this screening determined which proposals would need EIAs on the basis that we think there are or could be equalities implications.

All MTFs savings proposals were screened for potential equalities impacts. Savings proposals were assessed as needing an EIA if they met one or more of the following criteria:

- The proposal is for a significant change to a policy or service, including commissioned services
- The proposal is for a removal, reduction, or alteration of a service or policy
- The proposal would result in a restructure or significant change in staffing arrangements
- There are known equality issues associated with the service to which the proposal relates, such as disproportionately low access, worse outcomes among particular communities, or variable impacts on an intersectional basis

On the basis of this screening, all savings proposals were categorised by the MTFs Programme Team as follows:

1. The proposal does not have equality implications and therefore an EIA is not needed
2. The proposal has or may have equality implications, and therefore an EIA that considers the potential impacts on Camden residents and Camden staff is necessary
3. The proposal has or may have equality implications, and therefore an EIA that considers the potential impacts on Camden staff is necessary
4. An EIA has already been carried out on the proposal

The MTFs as a whole is likely to affect all Camden residents. Specific savings proposals within the MTFs are also likely to affect groups of Camden staff. Individual savings proposals will impact different groups of residents and staff in different ways.

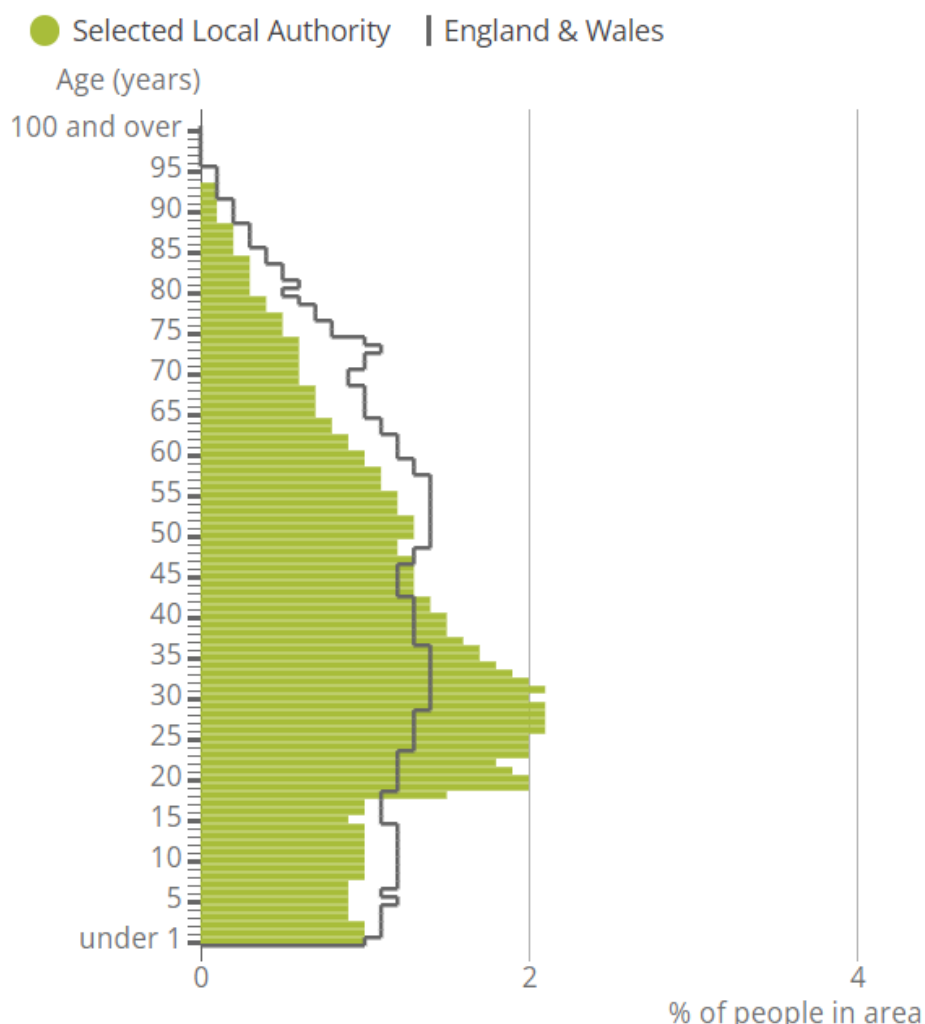
Where they represent proportionate steps to enable and demonstrate due regard for the need to achieve the aims of the Public Sector Equality Duty, EIAs will be undertaken on relevant savings proposals so that they can be considered prior to these final decisions being made on whether and how to implement them. Decision-makers will therefore be able to discharge their Public Sector Equality Duty in the course of making decisions on MTFs savings proposals. Importantly no decision makers are bound to the proposed savings and will be free to agree alternative financial decisions within the overall financial envelope of the council's budget.

EIAs will be prepared and considered so that potential impacts can be identified, appropriate mitigations agreed where necessary, and opportunities to further advance equality identified. These EIAs will help to ensure that decisions on the savings proposals listed above can be made with due regard for the need to achieve the three aims of the public sector equality duty. These EIAs will set out the equalities profile of the affected groups, including data on socio-economic characteristics in light of the cost of living crisis and the various interplays between socio-economic status, the protected

characteristics, and Camden Council’s services. Camden will strive to ensure that these savings proposals do not disproportionately impact people who share protected characteristics, and we will be using an intersectional lens when undertaking EIAs on relevant savings proposals.

Data on the equalities profile of Camden is presented below:

Age¹



Camden has relatively young population: in 2021, the median age of the population is 38.9 years – two years younger than the England average. The population is expected to age in the future: the number of residents aged 65+ is expected to increase by nearly three quarters (+71%) between 2021 and 2041 – an increase of 24,500 older residents.

Census data indicates that Camden has a higher proportion of residents aged 18-45 than England and Wales, and relatively few residents aged under 18 and over 45 compared to the national average.

People of all age groups are likely to be impacted by the MTFs. Camden does not hold any evidence to suggest and has no reason to believe that the savings proposals that are proposed for immediate implementation (Category A) would disproportionately impact any particular age group. Where it is possible that a savings proposal that requires a further decision (Categories B and C) would disproportionately impact a particular age group, a separate EIA will be carried out before a decision is taken on whether and how to implement in order to identify appropriate mitigations agreed and opportunities to further advance equality.

¹ Census 2021

Gender reassignment

Camden does not hold robust data on the number or proportion of residents who are transgender and no robust data on the UK trans population exists. The government has estimated that there are approximately 200,000-500,000 trans people in the UK,² equating to 0.3-0.8% of the UK population. In Camden, this would equate to between 800 to 2,100 people.

Camden does not hold any evidence to suggest and has no reason to believe that the savings proposals that are proposed for immediate implementation (Category A) would disproportionately impact people who are transgender. Where it is possible that a savings proposal that requires a further decision (Categories B and C) would disproportionately impact transgender people, a separate EIA will be carried out before a decision is taken on whether and how to implement.

Marriage and Civil Partnership³

	Status % (Camden)
Married or in a registered civil partnership: Married	30.7
Married or in a registered civil partnership: In a registered civil partnership	0.6

Camden holds no evidence that suggests that any of the savings proposals in the MTFs would result in differential treatment of people in marriages and people in civil partnerships.

Pregnancy and maternity⁴

The 2021 Census recorded 2,036 Camden residents aged under 1 year old, 2,026 aged 1 year old, and 2,040 aged 2 years old. This indicates that there are likely to be several thousand residents who share the protected characteristic of pregnancy and maternity at any given time.

Camden does not hold any evidence to suggest and has no reason to believe that the savings proposals that are proposed for immediate implementation (Category A) would disproportionately impact pregnant women or mothers of young children. Where it is possible that a savings proposal that requires a further decision (Categories B and C) would disproportionately impact this group, a separate EIA will be carried out before a decision is taken on whether and how to implement in order to identify appropriate mitigations agreed and opportunities to further advance equality.

Race⁵

	Camden
White: English, Welsh, Scottish, Northern Irish or British	35.4%
White: Other White	21.1%
Asian, Asian British or Asian Welsh: Bangladeshi	6.8%
Black, Black British, Black Welsh, Caribbean or African: African	6.8%
Other ethnic group: Any other ethnic group	4.7%
Asian, Asian British or Asian Welsh: Other Asian	4.0%
Asian, Asian British or Asian Welsh: Indian	3.3%

² https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721642/GEO-LGBT-factsheet.pdf

³ Census 2021

⁴ Census 2021

⁵ Census 2021

Asian, Asian British or Asian Welsh: Chinese	3.2%
White: Irish	2.5%
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	2.4%
Other ethnic group: Arab	2.1%
Mixed or Multiple ethnic groups: White and Asian	2.0%
Black, Black British, Black Welsh, Caribbean or African: Caribbean	1.3%
Mixed or Multiple ethnic groups: White and Black Caribbean	1.2%
Mixed or Multiple ethnic groups: White and Black African	1.0%
Black, Black British, Black Welsh, Caribbean or African: Other Black	1.0%
Asian, Asian British or Asian Welsh: Pakistani	0.8%
White: Roma	0.5%
Gypsy or Irish Traveller	0.1%

Census 2021 data indicates that when compared to London as a whole, Camden has:

- A significantly lower proportion of residents who are Asian
- A significantly higher proportion of residents who are 'Other White'

People of all racial and ethnic groups are likely to be impacted by the MTFs. It follows from the data above that people who are from 'Other White' backgrounds may be overrepresented among those affected, compared to the population of London as a whole.

Camden does not hold any evidence to suggest and has no reason to believe that the savings proposals that are proposed for immediate implementation (Category A) would disproportionately impact people of any particular race or ethnicity. Where it is possible that a savings proposal that requires a further decision (Categories B and C) would disproportionately impact a particular racial or ethnic group, a separate EIA will be carried out before a decision is taken on whether and how to implement in order to identify appropriate mitigations agreed and opportunities to further advance equality.

Religion or belief⁶

	Camden
No religion	35%
Christian	31%
Muslim	16%
Not answered	9%
Jewish	5%
Hindu	2%
Buddhist	1%
Other religion	1%
Sikh	0%

Census 2021 data indicates that when compared to London as a whole, Camden has:

- A significantly higher proportion of residents who have no religion
- A significantly lower proportion of residents who are Christian
- A significantly lower proportion of residents who are Hindu
- A significantly higher proportion of residents who are Jewish

⁶ Census 2021

People of all religious groups and those with no religion are likely to be impacted by the MTFS. It follows from the data above that people who have no religious affiliation and Jewish people may be overrepresented among those affected, compared to the population of London as a whole.

Camden does not hold any evidence to suggest and has no reason to believe that the savings proposals that are proposed for immediate implementation (Category A) would disproportionately impact people of any particular religious group. Where it is possible that a savings proposal that requires a further decision (Categories B and C) would disproportionately impact a particular religious group, a separate EIA will be carried out before a decision is taken on whether and how to implement in order to identify appropriate mitigations agreed and opportunities to further advance equality.

Disability

Around one in seven (14%) of Camden residents had a long-term health condition or disability that limits their day-to-day-activities in some way. The prevalence of disability rises sharply with age: almost half of all residents aged 65+ had a long-term health problem or disability, rising to more than three quarters (77%) of people aged 85+.⁷

DWP data indicates that in May 2021, 11.7% of Camden's population were in receipt of a disability-related benefit.⁸

Camden does not hold any evidence to suggest and has no reason to believe that the savings proposals that are proposed for immediate implementation (Category A) would disproportionately impact people with long-term health conditions or disabilities. Where it is possible that a savings proposal that requires a further decision (Categories B and C) would disproportionately impact this group, a separate EIA will be carried out before a decision is taken on whether and how to implement in order to identify appropriate mitigations agreed and opportunities to further advance equality.

Sex⁹

	Camden
Male	50.4%
Female	49.6%

Both men and women are likely to be impacted by the MTFS. Camden does not hold any evidence to suggest and has no reason to believe that the savings proposals that are proposed for immediate implementation (Category A) would disproportionately impact people of either sex. Where it is possible that a savings proposal that requires a further decision (Categories B and C) would disproportionately impact one sex, a separate EIA will be carried out before a decision is taken on whether and how to implement in order to identify appropriate mitigations agreed and opportunities to further advance equality.

Sexual orientation

Camden does not hold data on the number or proportion of residents who are LGBTQ+. The Office for National Statistics estimate that approximately 3.5% of the UK population are LGBTQ+¹⁰

LGBTQ+ people are likely to be impacted by the MTFS. Camden does not hold any evidence to

⁷ Census 2011

⁸ DWP Stat Xplore

⁹ Census 2021

¹⁰ <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2019#sexual-orientation-in-the-uk>

suggest and has no reason to believe that the savings proposals that are proposed for immediate implementation (Category A) would disproportionately impact LGBTQ+ people. Where it is possible that a savings proposal that requires a further decision (Categories B and C) would disproportionately impact this group, a separate EIA will be carried out before a decision is taken on whether and how to implement in order to identify appropriate mitigations agreed and opportunities to further advance equality.

Camden Staff

There are a number of savings proposals within the MTFs that will affect certain groups of Camden staff if they are approved. There are no proposals in the MTFs that would affect all Camden staff.

Where savings are to be made through restructures or changes to staffing arrangements, these will be implemented via well-established policies compliant with the Council's statutory responsibilities as an employer.

Any proposal that involves a restructure or change to staffing arrangements will require a separate EIA to be completed as it is developed and considered before approval to implement. These EIAs will set out the data Camden holds on affected members of staff, identify any potential disproportionate impacts, note measures to mitigate these impacts where possible, and identify any further measures to advance equality among Camden staff. These proposals will be developed in line with Camden's workforce policies, which provide a framework for preventing discrimination against any group of staff who share protected characteristics.

Notes to Question 2

- Here use data to show who could be affected by the decision. Consider who uses the service now and might use it in the future. Think about the social mix of the borough and of our workforce.
- If available use profile of service users and potential users / staff by protected groups: (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation). You could consider the following:
 - Take up of services, by protected group if available;
 - Recommendations from previous inspections or audits;
 - Comparisons with similar activities in other departments, councils or public bodies;
 - Results of any consultation and engagement activities broken down by protected groups (if available) - sources could include, complaints, mystery shopping, survey results, focus groups, meetings with residents;
 - Potential barriers to participation for the different protected groups;
 - National, regional and local sources of research or data – including statutory consultations;
 - Workforce equality data will be provided by your HR change adviser for organisational change / restructure EIAs and
 - For organisational change / restructure EIAs include the results of any consultation or meetings with staff or trade unions.
- **Do not simply repeat borough wide or general service equality data** – be as precise and to the point as possible.
- If there are gaps in equality information for some protected groups identify these in this section of the form and outline any steps you plan to take to fill these gaps. Consider:
 - Any relevant groups who have not yet been consulted or engaged;
 - Whether it is possible to breakdown existing data or consultation results by different protected groups;
 - If you are conducting an organisational change / restructure EIA and there are data gaps consider asking affected staff to update their details on Oracle.
- We are under a legal duty to be properly informed before making a decision. If the relevant data is not available we are under a duty to obtain it and this will often mean some consultation with appropriate groups is required.
- Is there a particular impact on one or more of the protected groups? Who are the groups and what is the impact?
- Consider indirect discrimination (which is a practice, policy or rule which applies to everyone in the same way, but has a worse effect on some groups and causes disadvantage) - for example not allowing part-time work will disadvantage some groups or making people produce a driver's licence for ID purposes.

Question 3: Analysing the evidence outlined above, does the proposed decision have an impact (positive or adverse) on our duty to eliminate discrimination/harassment and victimisation, advance equality of opportunity or foster good relations between different groups in the community (those that share characteristics and those that do not)?

There are 58 savings proposals in the MTFs. All savings proposals have been screened to assess whether they should be subject to a full EIA, based on the scale and nature of the changes associated with them and their potential impacts on individuals and groups who share protected characteristics.

35 of the savings proposals are assessed as not requiring a full EIA as they do not represent significant changes to policies or services, do not involve changes to staffing arrangements, and are unlikely to impact individuals or groups who share protected characteristics in a disproportionate way, either positively or negatively. Camden holds no evidence that suggests that these proposals have equalities implications. Officers responsible for delivering these savings proposals, where they are approved for implementation, will monitor potential equality impacts and undertake EIAs where this becomes a proportionate step to identify, assess, and mitigate any impacts on individuals and groups who share the protected characteristics.

23 of the savings proposals are assessed as requiring a full EIA. This is for one or more of the following reasons:

- The proposal is for a significant change to a policy or service, including commissioned services
- The proposal could disproportionately impact on any particular community or group who share protected characteristics
- The proposal is for a removal, reduction, or alteration of a service or policy
- The proposal would result in a restructure or significant change in staffing arrangements
- There are known equality issues associated with the service to which the proposal relates, such as disproportionately low access, worse outcomes among particular communities, or variable impacts on an intersectional basis

For those proposals that require EIAs to be considered, whilst the associated budget reductions are being decided now, the final decisions on how or whether to implement those specific savings will be made at a later date through delegation to relevant Directors or through a further decision by Cabinet, and the findings of the relevant EIAs will be considered at this time and will inform the decision on whether to implement those specific savings. These EIAs will be prepared in order that they can be considered before decisions are made.

Savings proposals that fall under Category B will have EIAs prepared, to be considered by the relevant Director(s) in consultation with the relevant Cabinet Member. Savings proposals that fall under Category C will have EIAs prepared that will be considered by Cabinet (and, if necessary, Council) so that Cabinet may have due regard for the need to achieve the three aims of the Public Sector Equality Duty before a decision is made to implement.

EIAs will be prepared and considered so that potential impacts can be identified, appropriate mitigations agreed where necessary, and opportunities to further advance equality identified. These EIAs will help to ensure that decisions on the savings proposals listed above can be made with due regard for the need to achieve the three aims of the public sector equality duty.

Protected group	Summarise any possible negative impacts that have been identified for each protected group and the impact of this for the development of the activity	Summarise any positive impacts or potential opportunities to advance equality or foster good relations for each protected group
Age	<p>No positive or negative Impacts associated with the Category A savings proposals have been identified.</p> <p>23 savings proposals in the MTFS will be subject to separate EIAs. The potential positive and/or negative impacts of these savings proposals will be set out in these EIAs, along with any measures to mitigate negative Impacts and further advance equality, so that the relevant decision maker can consider them before making a decision on how and whether to implement them.</p>	
Disability		
Gender reassignment		
Marriage and Civil Partnership		
Pregnancy and maternity		
Race		
Religion or belief		
Sex		
Sexual orientation		

Notes to Question 3

- Here, think about our other duties and how the proposals may impact (positive and or negative) upon those wider duties and aspirations?
- What might say a reduction in the hours of a facility that mainly serves a particular group have on our wider duties?
- Examples of eliminating discrimination: Taking action to ensure that services are open to all groups – e.g. targeting help at particular deprived sections of the community or funding services who work to prevent discrimination
- Does take up of the activity differ between people from different protected groups?
- Have the outcomes of your consultation and engagement results identified potentially negative or positive impacts?
- Are some groups less satisfied than others with the activity as it currently stands?
- Is there a greater impact on one protected group, is this consistent with the aims of the activity?

- For organisational change / restructures analyse the outcomes of consultation with staff and trade unions and analyse the staff data provided by your change adviser
- If you have identified negative impacts include details of who these findings have been discussed with (e.g. Legal, HR) and their views
- Are there any further changes that could be made to deliver service improvements or make the activity more responsive?

**Question 4: If there is an adverse impact, can it be avoided?
If it can't be avoided, what are we doing to mitigate the impact?**

Measures to avoid and/or mitigate potential negative impacts of savings proposals will be set out in the EIAs for those savings proposals that require them as and when they come forward for decisions by Cabinet or Directors under delegated authority and in consultation with the relevant Cabinet Member

Notes to Question 4

- Assuming there is an impact, what are we going to do about it? We need to make sure the **decision makers understand the impacts**
- All our policies and decisions should be designed to eliminate discrimination and contribute to our other obligations such as promoting good relations.
- If it can't be avoided can it be mitigated in some other way?
- There might be decisions elsewhere or perhaps additional spending on other services which could reduce the impact. Beware of simply saying that we will direct service users to other services or resources without considering the feasibility of doing so or the knock-on effect for those services
- We don't have to completely eliminate a negative impact, but we must identify it and try to mitigate it and the **decision makers must be in a position to fully understand the implications of their decision and balance off the competing interests** – e.g. the impact against the need to make savings and balance our budget

**Question 5: Could any part of the proposed activity discriminate unlawfully?
Can we advance equality of opportunity via this decision/policy?
Can we foster good relations via this decision/policy?**

We have performed an initial screening of the business cases being developed and at this stage can see no potential for unlawful discrimination.

Measures to advance equality of opportunity and foster good relations will be set out in the EIAs for those savings proposals that require EIAs as and when they come forward for decisions by Cabinet or Directors under delegated authority and in consultation with the relevant Cabinet Member

Notes to Question 5

- **There may be decisions or policies where this is not going to be applicable. Explain this briefly in the box above. The important point is that it is carefully considered.**
- Suggest positive steps that can be achieved towards our statutory obligations to remove or minimise disadvantages suffered because of protected characteristics, e.g. taking steps to meet the needs of people from the different backgrounds when they are different to the needs of others, encouraging participation from groups when participation is disproportionately low
- Advancing equality of opportunity - (NB this does not apply to marriage and civil partnership). **This is a “positive duty”** which requires public authorities to consider taking proactive steps to root out discrimination and harassment and advance equality of opportunity in relation to their functions—from the design and delivery of policies and services to their capacity as employers. The duties require us to give consideration to taking positive steps to dismantle barriers. Advancing equality of opportunity might require treating some groups differently e.g. targeting training at disabled people to stand as councillors.
- **The legislation requires when we have due regard in terms of advancing equality of opportunity to:**
 - a. **Remove/minimises disadvantage suffered by those who share a characteristic and is connected to it**
 - b. **Take steps to meet the different needs of those who share a characteristic**

c. Encourage those who share a characteristic to participate in public life or any other activity when participation is disproportionately low.

- Advancing opportunity includes the fact that the steps needed to meet the needs of disabled persons take into account the disabled persons' disabilities
- We are required to have "due regard" to the need to foster good relations between people who share a relevant protected characteristic and people who do not share it. This involves having due regard, in particular, to the need to tackle prejudice, and promote understanding.

Examples

- An employer to provide staff with education and guidance, with the aim of fostering good relations between its trans staff and its non-trans staff.
- A school to review its anti-bullying strategy to ensure that it addresses the issue of homophobic bullying, with the aim of fostering good relations, and in particular tackling prejudice against gay and lesbian people.
- Local authority (Not Camden) to introduce measures to facilitate understanding and conciliation between Sunni and Shi'a Muslims living in a particular area, with the aim of fostering relations between people of different religious beliefs.
- Our work to encourage Bangladeshi tenants involvement in TA's.

Use this stage to record the outcome of the EIA. An EIA has four possible outcomes.

Outcome of analysis	Description	Select as applicable
Continue the activity	The EIA shows no potential for discrimination and all appropriate opportunities to advance equality and foster good relations have been taken.	X
Change the activity	The EIA identified the need to make changes to the activity to ensure it does not discriminate and/ or that all appropriate opportunities to advance equality and /or foster good relations have been taken. These changes are included in the planning for improvement section of this form.	
Justify and continue the activity without changes	The EIA has identified discrimination and / or missed opportunities to advance equality and / or foster good relations but it is still reasonable to continue the activity. Outline the reasons for this and the information used to reach this decision in the box below.	
Stop the activity	The EIA shows unlawful discrimination.	
<p>This EIA does not find potential for unlawful discrimination, and on this basis there is no cause to change or stop the activity relating to the Medium-Term Financial Strategy.</p> <p>At this stage, full EIAs have not been conducted for most of the savings proposals that will need more comprehensive equalities analysis prior to decisions being taken on whether and how to proceed. We are not able to say for certain whether each of these savings proposals will continue, change, be justified, or stopped as a result of individual EIAs.</p>		

EIA prepared by: Hugh Smith

Date: 21.12.22

EIA checked by: Mathurini Visakan

Date: 06.01.23

EIA approved by: Daniel Omisore

Date: 06.01.23

(Relevant Director Sponsor)

What to do upon approval

For organizational change: If your EIA relates to internal staff, please send to your HR Business Adviser.

For all other EIAs: Please add to the discussion on the [Equalities in Camden](#) Yammer group, you can do this by using the “Share something with this group..” box, attaching your draft to your message.

<http://teams.lbcamden.net/teams/cic/Equalities Impact Assessment/Forms/AllItems.aspx>