

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 regard¹ 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 where you will be able to receive dedicated support.

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

Title of the activity:	
Implementation of the Regeneration Strategy for the Kentish Town Regis Road Growth Area (SC/2023/15)	
Officer accountable for the EqlA (e.g director or project sponsor)	
Full name:	David Burns / Gillian Marston
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Directorate:	Supporting Communities
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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):

1.c Which Directorate does the activity fall under:

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

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.)

What the decision maker is being asked to decide

On the 16th November 2022, Cabinet agreed the Regeneration Strategy for Kentish Town Regis Road, with the potential for a land sale of the Council owned property assets in the area to act as a catalyst for regeneration.

In progressing the Regeneration Strategy, a further report is being submitted to the Cabinet Member for New Homes, Jobs and Community Investment with recommendations for the Council seeking the authority to enter into the land sale agreement with a purchaser for the market value disposal of the Car Pound & Reuse Recycling Centre site on Regis Road NW5 and Holmes Road Depot site on 76 – 79 Holmes Road NW5.

Purpose of the Equality Impact Assessment (EqIA)

This report assesses the equality impact of the potential decision to authorise entering into the land sale agreement with the purchaser (developer). In particular, it considers the impact on the residents of the 25 homes within the scope of the potential land sale including 21 flats occupied by the Council's secure tenants and 4 leaseholders. The report follows targeted consultation with residents in early 2023, in accordance with Section 105 of the Housing Act 1985.

Whilst entering into a land sale agreement would not result in any immediate change for residents, it would set in motion a process that, subject to planning permission and other conditions of sale, could lead in future to demolition and redevelopment of these homes. A prerequisite of the sale includes re-provision of the Council homes.

The two sites also currently accommodate Council services, including the Recycling Centre. There would be no immediate change for these services as a result of the decision. Any scheme would be subject to re-provision with any arising impact assessed as required once proposals are further progressed.

The Regeneration Strategy for Regis Road is an ongoing process which is expected to progress over a number of years. The report follows an earlier EqIA carried out prior to the November Cabinet decision and further assessment and review are anticipated to be required as proposals progress. The equality impact is expected to be kept under review at key milestones as the project progresses and as more information and certainty around the proposals emerge.

As there are residents with protected characteristics within the homes in scope, consideration of the impact on these residents will be taken into account.

Background

The Regis Road industrial area was designated a Growth Area in the Camden Local Plan (2017), creating a significant opportunity to deliver higher density employment provision as part of a comprehensive redevelopment scheme that will also deliver a substantial increase in homes and jobs, as well as reconnecting local communities. Subsequently, the Kentish Town Planning Framework was adopted in 2020, providing guidance based on adopted policy in the Camden Local Plan, Kentish Town Neighbourhood Plan and Dartmouth Park Neighbourhood Plan; it expands on the Regis Road opportunity to create a richly layered, characterful place as an exemplar mixed-use redevelopment with high quality homes that supports a diverse local community.

Aims of the proposal and reasons

The proposal is a conditional land sale of the Regis Road Car Pound & Reuse Recycling Centre site and Holmes Road Depot site to a developer in order to act as a catalyst for the implementation of the Regis Road Regeneration Strategy to deliver the Strategy's objectives:

- to enable and catalyse the comprehensive regeneration of the Regis Road Growth Area;
- to enable the comprehensive delivery and masterplan-led approach to deliver the objectives of the Kentish Town Planning Framework – to create a new innovative mixed-use neighbourhood of up to 1,000 new homes including affordable homes, employment space and jobs, open space and connections with surrounding local communities;
- to enable 'seamless' reprovision of the Recycling Centre and other Council service provision as necessary to support the Strategy;
- to support land assembly and coordination within and between land parcels and ownerships; and
- to deliver 'best consideration' capital receipt in the event of land disposal.

If progressed, the proposal has the potential to unlock major investment in the area and the realization of multiple regeneration benefits with the potential to have a significant positive impact on equalities.

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

There are 25 homes within the scope of the land sale including 21 flats occupied by the Council's secure tenants and 4 leaseholds.

Consultation took place from 16th January to 14th February 2023 with the secure tenants of the Holmes Road flats in accordance with section 105 (s105) of the Housing Act 1985. Leaseholders were also consulted. All 25 households in scope were offered one-to-one meetings with officers. The purpose of the consultation was to inform residents and leaseholders about the Regeneration Strategy and what it could mean for them, to give them the opportunity to express their views about the Strategy and to find out more about them and their housing situation.

Data about residents and leaseholders of the homes in scope was primarily collected through the consultation and compared with data from the wider regeneration area and Camden, based on Census 2021 data.

The data identified that there are residents from a range of protected characteristics under the Equalities Act as well as residents with other characteristics that are important for Camden to protect.

Demographic data and resident feedback

There are currently 17 secure council tenancies, one resident leasehold and 3 non-resident leaseholds at No.76, and 4 secure council tenancies at No. 78 Holmes Road.

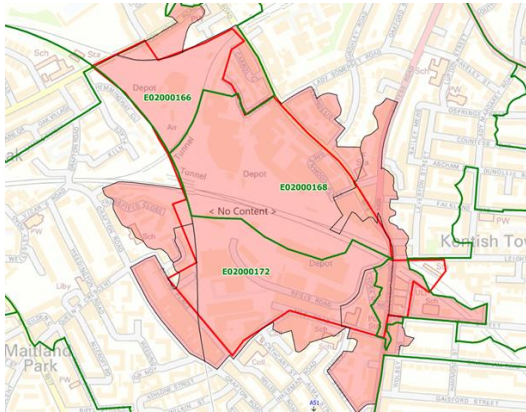
Table 1: Mix and types of flats at No. 76 and No. 78 Holmes Road:

Flat type	LBC tenanted	Leasehold	total
Studio	4	0	4
1-bed	2	1	3
2-bed	8	2	10
3-bed	6	1	7
4-bed	1	0	1
	21	4	25

At No. 78, flats 1 to 4 sit as a single storey on the roof of the Depot's south wing. All flats have a roof terrace.

At No. 76, flats 1 to 21 are accommodated in a 5-storey L-shaped block east of the Depot; the upper three floors straddle over the boiler room, stores and car parking space on ground level of the Depot's east wing. All flats have balconies and there is a communal green space at ground level.

Fig 1: Site Area +, Camden Census 2021



Tables 2 to 7 below compare Holmes Road residents' statistics to residents living in the wider Planning Framework area. Due to the Lower Super Output Areas that can be selected, demographic data that is available for residents living in the Planning Framework area is larger than the Planning Framework area itself and referred to as 'Site Area +'.

Protected characteristics

Sex

Table 2: Sex, LB Camden 2022, Camden Census 2021

Sex		76 & 78 Holmes Rd No	76 & 78 Holmes Rd %	Site Area + Census 2021	Camden Census 2021
All People	Residents who did and did not engage	43	100%	2,958	100%
Male	18 via feedback / 2 no feedback)	20	46.5%	47%	47.3%
Female	16 via feedback / 7 no feedback)	23	53.5%	53%	52.7%

53.5% of residents in Homes Road are female which is almost equal to the Site Area + (53%) and the borough wide proportion (52.7%). The proportion of male residents in Holmes Road (46.5%) is marginally less than the Site Area + (47%) and the borough wide proportion (47.3%).

Consultation feedback

Through consultation, there were no noticeable differences in the circumstances and feedback received by residents according to their sex.

Age

Table 3: Age, LB Camden 2022, Camden Census 2021

Age		76 & 78 Holmes Rd No	76 & 78 Holmes Rd %	Site Area + Census 2021	Camden Census 2021
All People		43	100%	2,959	210,100
5-14	5 via feedback	5	11.6%	7.4%	9.6%
15-24	7 via feedback	7	16.3%	18.4%	16.1%
25-44	8 via feedback / 2 no feedback)	10	23.3%	40.1%	35%
45-59	5 via feedback / 4 no feedback)	9	20.9%	16%	18.3%
60-74	4 via feedback / 1 no feedback	5	11.6%	10.2%	10.9%
75-84	2 via feedback / 2 no feedback	4	9.3%	3.0%	3.9%
85+	3 via feedback	3	7%	1%	1.5%

The largest proportion of Holmes Road residents by age category are 25-44 (23.3%) which is significantly less than the Site Area + (40.1%) and borough wide proportion (35%). There is a significantly higher proportion of residents in Holmes Road aged 45-59 (20.9%). This proportion however is somewhat higher than the Site Area + (16%) and marginally less than the borough wide proportion (18.3%). 16.3% of residents in Holmes Road are aged over 75 which is significantly higher than the Site Area + (4%) and borough wide proportion (5.4%). 11.6% of Holmes Road residents are aged 5-14 which is higher than the Site Area + (7.4%) and borough wide proportion (9.6%). 16.3% of Holmes Road residents are aged 15-24 which is less than the Site Area + (18.4) and marginally less than the borough wide proportion (16.1%). The Council was not made aware of any children aged 0-4.

Consultation feedback

Through consultation, elderly residents were especially concerned about potentially losing their existing home. All elderly residents have lived in their homes for decades and have fond memories of their homes, many having raised their families there.

All elderly residents said they felt safe and secure in their homes with having a relatively small number of neighbours in their buildings, a good sense of community and lift access.

The elderly residents felt their buildings are generally in good condition and, with the Depot's recent refurbishment, queried why their homes could potentially be impacted by the Regeneration Strategy.

Most of the elderly residents have a strong network of local support with having family living locally, the Royal Free Hospital being close by and other local health facilities that they have access to. The elderly residents said they did not want to be uprooted especially at this stage in their lives. Some elderly residents have had adaptations to their homes, for example, bathtubs replaced with showers and rails

installed in their bathrooms. Some elderly residents have invested in home improvements.

All elderly residents live either alone or with their partners in homes with two or three bedrooms. Most elderly residents said it is important for them to have extra bedroom/s especially for their children and grandchildren to stay when they visit. Home visits usually include providing some care which they said they are likely to need more of in the future. Only one elderly resident said they might consider downsizing.

All residents including elderly residents were reassured by the distant timeframe of potentially being affected by the Regeneration Strategy and that, if it does go-ahead, they would only need to move once, from the existing to the new replacement home.

All residents under the age of 25 are living with their parents and most are either studying nearby or working locally. All strongly like living in the Regis Road area with its central location, local shops, friends and family living close by, and the availability of public transport options. Students in higher education elsewhere in London are able to live at home.

Ethnicity

Table 4: Ethnicity, Census 2021

Detailed Ethnic Groups	76 & 78 Holmes Road No.	76 & 78 Holmes Road %	Site Area + Census 2021	Camden Census 2021
	34	100%	2970	210,100
White				
English/Welsh/Scottish/N Irish/British	6	17.6%	42.6%	35.4%
Irish	-		2.5%	2.7%
Gypsy or Irish Traveller	-		0%	0.1%
Roma	-		0.6%	0.5%
Other White	6	17.6%	17.8%	21.1%
Mixed / Multiple Ethnic Groups				
White & Black Caribbean	3	8.8%	2.4%	1.2%
White & Black African	-		1.4%	1%
White & Asian	-		2.4%	2%
Other Mixed	-		2.7%	2.4%
Asian / Asian British				
Indian	-		1.9%	3.3%
Pakistani	-		0.5%	0.8%
Bangladeshi	8	25.5%	4.5%	6.8%
Chinese	-		3.4%	3.2%
Other Asian	3	8.8%	2.1%	4.0%
Black / African / Caribbean / Black British				
African	6	17.6%	5.3%	6.8%
Caribbean	2	5.9%	2.0%	1.3%
Other Black			1%	1%
Other ethnic group				
Arab			1.0%	2.1%
Any Other Ethnic Group			4.4%	4.7%

Ethnicity of residents can only be confirmed for the 14 households who provided this information and includes each person in each household. From what is known, the largest proportion of residents are White. This includes White UK residents (17.6%) and White 'Other' residents (17.6%). White UK residents in Holmes Road are significantly fewer than the Site Area + (42.6%) and borough wide proportion (35.4%). White 'Other' Holmes Road residents are marginally fewer than the Site Area + (17.8%) and notably fewer than the borough wide proportion (21.1%).

Significantly larger proportions of Holmes Road residents are Bangladeshi (25.5%) and African (17.6%), than the Site Area + (Bangladeshi 4.5%, African 5.3%), and borough wide (Bangladeshi 6.8% / African 6.8%).

Consultation feedback

Three of the homes that had a one-to-one session were significantly overcrowded and all are from minority ethnic backgrounds.

All these households like living in the area and expressed a desire to remain but would like larger homes to accommodate the size of their families, with an additional toilet.

Religion

Table 5: Religion, Census 2021

Religion	76 & 78 Holmes Rd No.	76 & 78 Holmes Rd %	Site Area + Census 2021	Camden Census 2021
All People	34	100%	2,959	210,100
Christian	17	50%	34.8%	31.4%
Buddhist	0		0.8%	1.1%
Hindu	0		1.0%	1.9%
Jewish	0		2.5%	4.8%
Muslim	13	38.2%	12.6%	16.1%
Sikh	0		0%	0.2%
Other religion	0		0.4%	0.9%
No religion	4	11.8%	40.0%	34.6%
Not answered	0		7.5%	8.9%

Religion can only be confirmed for the 14 households who provided this information and includes each person in each household. Most households are Christian (50%) which is significantly larger than the Site Area + proportion (34.8%) and the borough wide proportion (31.4%). The second largest proportion of Holmes Road residents are Muslim (38.2%), which is significantly larger than the Site Area + proportion (12.6%) and borough wide proportion (16.1%).

Consultation feedback

Proximity to St Gabriel’s Orthodox Church is noted as a positive aspect of living in the area.

Disability, including family carers

Table 6: Disability, Census 2021

Disability	76 & 78 Holmes Rd No.	76 & 78 Holmes Rd %	Site Area + Census 2021	Camden Census 2021
All usual residents	43	100%	2,959	210,100
Disabled under the Equality Act				
Total	6	13.9%	17%	15.2%
Day-to-day activities limited a lot	6 (2 registered disabled) (5 via feedback / 1 non feedback)	13.9%	8.3%	6.7%
Day-to-day activities limited a little	0	0	9.4%	8.5%
Not disabled under the Equality Act			2,436	
Total	37	86%	82.3%	84.8%
Has long term physical or mental health condition, but day-to-day activities are not limited	3	6.9%	6.8%	5.7%
No long term physical or mental health condition	34 (26 via feedback / 8 no feedback)	79%	75.6%	79.1%

Six Holmes Road residents (13.9%) consider themselves to have a disability or long-term illness that significantly limits their day-to-day activities. This proportion is larger than the Site Area + proportion (8.3%) and borough wide proportion (6.7%). Of these six residents, two are registered disabled.

Three Holmes Road residents (6.9%) have physical conditions that do not affect their day-to-day activities. This is marginally close to the Site Area + (6.8%) and borough wide proportion (5.7%).

Consultation feedback

Proximity to local medical facilities, access to local support networks of family and friends, and amenities nearby were all mentioned as important to residents with a disability or long-term illness.

Residents with a disability or long-term illness said this affects their mobility especially using the stairs and stressed the importance of having a lift.

Legal Partnership Status

Table 7 Legal Partnership Status, Census 2021

Legal Partnership Status	76 & 78 Holmes Rd No	76 & 78 Holmes Rd %	Site Area + Planning Framework 2021 Census	Camden 2021 Census
All Residents Aged 16+	36	100%	2,610	177,908
Married or in a Civil Partnership	6	16.7%	23.3%	33.6%
Not married or in a Civil Partnership	30	83.3%	76.5%	68.4%

A significant majority of Holmes Road residents aged 16+ are not married. The proportion of residents aged 16+ who are married or are in a civil partnership is (16.7%) which is less than the Site Area + proportion (23.3%) and borough wide proportion (33.6%).

Consultation feedback

There were no noticeable differences in the circumstances and feedback received by residents according to their legal partnership status.

Sexual Orientation

Table 8

Sexual Orientation		76 & 78 Holmes Rd No
Camden (All usual residents aged 16+)	177,908	100%
Heterosexual	146,868	82.6%
Gay or Lesbian	6,651	3.7%
Bisexual	4,511	2.5%
All other sexual orientations	1,186	0.7%
Not answered	18,692	10.5%

Data on sexual orientation is not available for the Site Area +. Data was however collected for the Camden borough in the Census 2021.

At this stage, consultation feedback did not indicate the presence of LGBT+ residents.

Consultation Feedback

There were no noticeable indicators in the circumstances and feedback received by residents according to their sexual orientation.

Pregnancy and Maternity

Data on pregnancy and maternity is not available for the Site Area +.

The fertility rate in Camden is low. In 2019, there were 2,448 live births in Camden, giving a total fertility rate (TFR) of 1.057 – the lowest in England. Declining national fertility and other factors affect Camden, including high housing costs, the effects of welfare reforms, the impact of short-term letting and the large number of university students living in the borough. Three-fifths of births in Camden were to women born outside the UK (61%).

At this stage, consultation feedback did not indicate the presence of residents who are pregnant or with very young children.

Consultation feedback

There were no noticeable indicators in the circumstances and feedback received by residents according to pregnancy or maternity characteristic.

Gender reassignment

At this stage, the consultation feedback did not indicate the presence of residents whose gender identify is not the same as sex registered at birth.

Intersectional Groups

Residents reporting their day-to-day activities being significantly limited were mostly elderly.

Two of the three households that were overcrowded belong to the Muslim faith.

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

At this stage, the Council was not made aware of any foster carers.

Looked after children/care leavers

At this stage, the Council was not made aware of any looked-after children/care leavers.

Low-income households

At this stage, the Council was not made aware of household income.

Refugees and asylum seekers

At this stage, the Council was not made aware of residents who are refugees and asylum seekers.

Parents (of any gender, with children under 18)

Five households have children under the age of 18. Some of these households were overcrowded and from minority ethnic backgrounds.

People who are homeless

N/A

Private rental tenants in deprived areas.

Two households have private rental tenants.

Single parent households

At this stage, the Council was made aware of the presence of a single parent household.

Social housing tenants

There are 21 social housing/Council owned homes that are in scope. The households of these homes along with the 4 leasehold properties were consulted.

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.

- Residents reporting their day-to-day activities as being significantly limited were mostly elderly and social housing tenants.
- Two of the three households that were overcrowded belong to the Muslim faith and are social housing tenants.
- Three of the households that are overcrowded are from minority ethnic backgrounds and are social housing tenants. All these households have children who are under 18.
- One household is privately rented with young children.

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?

Whilst the decision to enter into a land sale agreement would not result in any immediate change for residents, it would set into motion a process, that subject to planning permission and other conditions of sale, could lead in the future to the demolition and redevelopment of these homes. All residents will be affected by the uncertainty this creates about the future of their homes. To manage this uncertainty, one-to-one consultation was carried out with residents of homes in scope and residents were reassured that, as the proposals developed, they would continue to be engaged and consulted. Secure tenants were reassured that this was an early stage in a long process, that they would be engaged and consulted with as proposals develop and would be unlikely to have to move until 2028 at the earliest, assuming all permissions are in place by then. The re-provision of Council homes is a pre-requisite of the land sale.

The data and consultation feedback indicated that there are residents from protected groups within the homes in scope. Whilst there is no immediate change for these residents, consideration is given to how these groups could be impacted as proposals progress, to minimise the potential for adverse impacts and enhance the potential for positive outcomes.

Some key considerations (from the assessment so far) may be the implications for older people, those with illnesses and/or disabilities, supporting people with homes that meet their needs, the opportunity to address overcrowding, being aware of the importance of local support networks, being aware of barriers to consultation and engagement including language, and keeping in mind the relatively long lifespan of the project.

It is also noted that over the long lifespan of the project, residents' circumstances may change and this will need to be kept under review.

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>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future. All residents whose homes are within scope will be impacted by the uncertainty this creates.</p> <p>Consultation has indicated that there are a number of older residents and young people within the homes in scope.</p> <p>Elderly residents were especially concerned about proposals impacting existing support networks including family nearby and familiarity with neighbours in their block, and the easy access to local shops and health services. All elderly residents have lived in their homes for a long time and have fond memories of living there.</p> <p>Whilst there is no immediate change, this feedback should be considered as proposals develop to prevent/mitigate potential negative impacts.</p>

Disability including carers	Yes	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future. All residents whose homes are within scope will be impacted by the uncertainty this creates.</p> <p>Consultation has indicated that there are a number of residents with disabilities and long-term illnesses within the homes in scope.</p> <p>Residents with a disability or long-term illness were especially concerned about replacement homes being able to meet their needs including physical access of the building and a lift.</p> <p>Residents with a disability or long-term illness were also especially concerned about proposals impacting existing support networks including family nearby and familiarity with neighbours in their blocks, and the easy access to local shops and health services.</p> <p>Whilst there is no immediate change, this feedback should be considered as proposals develop to prevent/ mitigate potential negative impacts.</p>
Gender reassignment	No	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future. All residents whose homes are within scope will be impacted by the uncertainty this creates.</p> <p>Information so far has indicated that there are no residents with this protected characteristic; however, this could change in the future.</p> <p>As proposals develop, keep this under review.</p>
Marriage/civil partnership	No	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>As proposals develop, keep this under review.</p>

Pregnancy/ maternity	No	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>The information so far has indicated that there are no residents with this protected characteristic; however, this could change in the future.</p> <p>As proposals develop, keep this under review.</p>
Race	No	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future. All residents whose homes are within scope will be impacted by the uncertainty this creates.</p> <p>As proposals develop, keep this under review.</p>
Religion or belief	No	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>As proposals develop, keep this under review.</p>
Sex	No	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>As proposals develop, keep this under review.</p>
Sexual orientation	No	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>Information so far has indicated that there are no residents from this protected group; however, this could change in the future.</p> <p>As proposals develop, keep this under review.</p>

3.b Potential positive impact on protected characteristics

Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
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Age	Yes	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>This could lead to secure tenants having a new home that meets their needs within the regeneration area including standards that they value such as having private outside space, and homes that are more energy efficient.</p> <p>If the land sale is the catalyst for wider regeneration of the area as intended and the homes, affordable homes, open space and connections and jobs as outlined in the Planning Framework are delivered, then this could benefit all households of all ages who will have more local amenities and opportunities. Elderly residents who may spend more time throughout the day in the area could especially benefit, and young people who will potentially have more local opportunities.</p>
Disability including carers	Yes	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>This could lead to secure tenants having a new home that meets their requirements within the regeneration area, which would especially be needed for residents with a disability or long-term illness.</p> <p>If the land sale is the catalyst for wider regeneration of the area as intended and the homes, affordable homes, open space and connections and jobs as outlined in the Planning Framework are delivered, then this could provide more local amenities and opportunities. This could especially benefit residents with a disability or long-term illness and carers. In addition, the provision of more jobs could especially benefit this group who can face disproportionate employment discrimination.</p>
Gender reassignment	Yes	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>If the land sale is the catalyst for wider regeneration of the area as intended and the</p>

		<p>homes, affordable homes, open space and connections and jobs as outlined in the Planning Framework are delivered, then this could benefit all households by providing more local amenities and opportunities. The provision of more jobs could especially benefit people with this protected characteristic who can face disproportionate employment discrimination.</p> <p>Wider regeneration of the Regis Road area will aim to make the area feel safer by design which would especially benefit the people who can feel the most vulnerable including people proposing to undergo, undergoing or having undergone gender reassignment.</p>
Marriage/civil partnership	Yes	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>Three households in partnerships viewed the progression of the Regeneration Strategy as being an opportunity, to address overcrowding in their households and have a positive impact.</p>
Pregnancy/maternity	Yes	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>Over the long life-span of the project, families residing in the homes may change.</p> <p>If the land sale is the catalyst for wider regeneration of the area as intended and the homes, affordable homes, open space and connections and jobs as outlined in the Planning Framework are delivered, then this could provide more local amenities and opportunities. This could especially benefit residents with this protected characteristic who may spend more time throughout the day in the area.</p>
Race	Yes	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>Three households, all from minority ethnic backgrounds, viewed the progression of the Regeneration Strategy as being an opportunity, to</p>

		<p>address overcrowding in their households which would potentially have a positive impact.</p> <p>If the land sale is the catalyst for wider regeneration of the area as intended and the homes, affordable homes, open space and connections and jobs as outlined in the Planning Framework are delivered, then this could provide more local amenities and opportunities. The provision of more jobs could especially benefit people from minority ethnic backgrounds, who can face disproportionate employment discrimination.</p>
Religion or belief	Yes	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>If the land sale is the catalyst for wider regeneration of the area as intended and the homes, affordable homes, open space and connections and jobs as outlined in the Planning Framework are delivered, then this could provide more local amenities and opportunities.</p> <p>Residents who choose to remain in the area would be able to continue to visit their local places of worship.</p>
Sex	Yes	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>If the land sale is the catalyst for wider regeneration of the area as intended and the homes, affordable homes, open space and connections and jobs as outlined in the Planning Framework are delivered, then this could benefit all households who will have more amenities and local opportunities. The provision of more jobs could especially benefit women, who can face disproportionate employment discrimination.</p>
Sexual orientation	Yes	<p>Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.</p> <p>If the land sale is the catalyst for wider regeneration of the area as intended and the homes, affordable homes, open space and</p>

		<p>connections and jobs as outlined in the Planning Framework are delivered, then this could benefit all households by providing more local amenities and opportunities. The provision of more jobs could especially benefit LGBT + residents who can face disproportionate employment discrimination.</p> <p>Wider regeneration of the Regis Road area will aim to make the area feel safer by design which would especially benefit the people who can feel the most vulnerable including LGBT+ people.</p>
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3.c Potential negative impacts on other characteristics

- Foster carers
- Looked after children/child 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

Whilst there is no immediate change for residents, if the proposals progress, it could lead to the redevelopment of the homes in the future.

The information so far has indicated that there are three private rental tenants and a large proportion of social housing tenants. Anecdotal evidence suggests a proportion of low-income households. As these homes are within scope, these groups could be disproportionate impacted by the uncertainty this creates.

3.d Potential positive impacts on other characteristics

- Foster Carers
- Looked after children/child 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

If the land sale is the catalyst for wider regeneration of the area as intended and the homes, affordable homes, open space and connections and jobs as outlined in the Planning Framework are delivered, then this could benefit all households with protected and other characteristics by providing more local amenities and opportunities.

If plans progress, social tenants are expected to have the option of a new home in the development that meets their needs.

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

No specific positive or negative impact related to groups with a combination, or intersection of two or more characteristics are noted at this point.

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

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

List the groups you intend to engage and reference any previous relevant activities, including relevant formal consultation?

Residents of the 25 residential households in scope have been directly consulted in accordance with Section 105 of the Housing Act. See section 2a for more information. The consultation feedback has been used to inform this Equality Impact Assessment.

Wider stakeholders including other landowners in the Growth Area, the Kentish Town Neighbourhood Forum and other local groups have been kept informed about the Regeneration Strategy and decision making as it progresses.

Further engagement and consultation, both with those residents directly in scope and the wider community, is expected to take place as part of an on-going process as proposals develop.

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 project is supported by an in-house project team including Regeneration & Place, Property Services, Legal and Finance. The Council's Community Investment Programme (CIP) team and Housing Allocations team have been informally engaged in the process.

Several council services are located at Regis Road (Car Pound and Reuse Recycling Centre and Car Pound) and Holmes Road (the Depot). The relevant service leads have been engaged in the process, along with the North London Waste Authority and Veolia, to understand the existing and future re-provision requirements. Work with these services on re-provision requirements will continue as proposals progress.

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.

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.

2. Continue the work as it is because no potential negative impacts have been found

3. Justify and continue the work despite negative impacts (please provide justification – this must be a proportionate means of achieving a legitimate aim)

4. Stop the work because discrimination is unjustifiable and there is no obvious way to mitigate the negative impact

The current proposals would not result in any immediate change for residents within scope; however, it would set in motion a process that could lead to the demolition and redevelopment of the homes in the future.

The assessment indicates that there are residents with protected characteristics and additional characteristics within the 25 residential households. It is recognised that the proposals create uncertainty for these residents within scope. It is also recognised that these characteristics and residents' feedback need to be taken into account as proposals are developed, to mitigate potential adverse impacts and incorporate opportunities for positive equality impacts, particularly with regard to development of re-housing options for residents and the design of replacement homes by the developer, which is anticipated to follow.

It is recommended that this equality information be taken into account and kept under review as the residents' engagement strategy and re-housing options are explored further in the next stages of the Regeneration Strategy.

It is anticipated that further and on-going engagement with residents will take place as the proposals develop and that more detailed housing needs assessment will be conducted in due course.

More broadly, if the proposals unlock the wider regeneration as intended, there is the potential to deliver substantial positive equality outcomes. This includes the potential for significant additional homes, affordable homes, jobs and training opportunities, new open spaces and community facilities, better accessibility and connections as part of a sustainable neighbourhood.

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
Keep residents informed at every stage and on-going engagement as proposals progress. Take EqIA into account when developing consultation strategies.	Ongoing	Regeneration Team
A housing needs assessment will need to be undertaken and reviewed throughout the timeframe of the development.	To follow, as proposals develop	Regeneration Team/ with support of Housing Allocations
Develop re-housing options, taking into account EqIA and consult with residents.	To follow, as proposals develop	Regeneration Team
A developer should begin to engage residents as early as possible, which will help to build trust. Engagement could include providing further reassurance that new development would need to meet specific standards including the provision of private outside space. In addition, the potential developer could provide opportunities for residents to visit completed developments.	As early as possible when a developer is on board	Purchaser/Developer

Work with internal services including the Neighbourhood Housing Manager and Floating Support Service to support residents.	Ongoing	Regeneration Team
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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

EqIA author	George McKenzie Community Liaison Officer 23 February 2023
EqIA advisor / reviewer	Katrina Christoforou Placeshaping Manager 23 February 2023
Senior accountable officer	Gillian Marston, Executive Director for Supporting Communities / Dave Burns, Director for Economy, Regeneration and Investment