

# **Camden Council Equality Impact Assessment Form**

# Camden Council Equality Impact Assessment Form

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

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

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

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

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

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

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

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

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

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

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

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

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

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Title of the activity	
Community Wealth Fund Design	
Officer accountable for the EqlA (e.g. director or project sponsor)	
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Version number and date of update	
V1 21 June 2023	

## 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:

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## 1.d Outline the aims/objectives/scope of the activity. (You should aim for a summary, rather than copying large amounts of text from elsewhere.)

This Equality Impact Assessment (EQIA) sets out the actions taken by Camden Council to design the Community Wealth Fund.

The Community Wealth Fund is a social impact investment fund that will focus investments on opportunities which clearly support two of the Council's We Make Camden missions:

- By 2030, those holding positions of power in Camden are as diverse as our community – and the next generation is ready to follow
- By 2025, every young person has access to economic opportunity that enables them to be safe and secure.

The Camden Community Wealth Fund is a social impact investment fund that will provide repayable finance to people, businesses, and organisations across Camden. Traditional approaches to local economic development have focused on supporting business growth and trying to capture the benefits it creates, the Fund wants to change how that wealth is created, who gets to create it, and keep the benefits firmly in Camden and with its people.

The aim of the Community Wealth Fund is to share the benefits of Camden's economic growth more evenly and fairly across the borough by extending greater equality for young people from disadvantaged communities where institutional and system barriers restrict access to finance. To promote diversity in places of power across the borough by providing finance and support to people, businesses and organisations from diverse backgrounds who might struggle to get more traditional investment due to systemic barriers. This additional policy tool for the Council will create a step change in outcomes for the community.

The Fund will be flexible and scale up over time to allow for different investment mechanisms, i.e., repayable loans, equity finance and grants to suit the evolving requirements and needs of the community to help shape the future of Camden.

It will also seek to use local knowledge to make informed investments providing an opportunity to develop the skills of residents in funding and investment. The Fund will form and grow partnerships, attract outside investment and/or leverage the resources of partners to maximise the impact of initiatives to address inequality in Camden.

At least £30m will be invested, in the borough providing investment that is inclusive and diverse to give founders and leaders the ability to grow their ideas and businesses and maximise their impact in the local area. The Fund will be managed in-house initially with external specialist to guide decision making.

The Fund will

- Adopt a targeted approach at a local level that delivers benefits to the community
- Upskill local young residents and increase the number of young people locally accessing employment and training opportunities
- Create good quality jobs for local young people

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## Drivers for change

- To get money and support to people, organisations and businesses based in Camden that might otherwise struggle to access finance via more traditional investment.
- Providing repayable investments that differ from grants
- Offering longer timeframes for repayment to give people and businesses more time to repay any investment and importantly have more impact in Camden.
- Invest in businesses and organisations who can show how they can help to achieve the mission priorities for Camden outlined in our [We Make Camden](#) strategy. As well as investing in ideas or businesses where other funders won't.
- Investing in people and businesses that might struggle to gain investment from elsewhere due to systemic barriers, such as those from previously ignored or under-represented backgrounds.

## Scope

- Support the boroughs renewal and overarching strategic objectives, specifically We Make Camden.
- Empower and drive active community participation in determining its investment priorities and be involved in its operation.
- Invest in places and regeneration to reduce inequality and improve opportunities for young people in Camden
- Invest in businesses that create economic opportunity for young people in Camden
- Invest in people projects that provide skills break down barriers to opportunity for young people in Camden
- Invest in people and organisations that have representation at board or ownership positions, and representation at Senior Leadership Team of individuals with protected characteristics

## and 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

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

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

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

The following highlights key equality data for the LBC borough profile.

## Age

Camden has a young population; in 2020, its median age is 38.6 years, almost one year higher than London 37.4 years but more than two years younger than for England 40.9 years. Camden has proportionately fewer people aged over 45 years (35%) compared to (44%) in England and proportionately more adults aged 18-44 (35%) compared to (34%) in England.

In Camden just over a third of the population (35%) is aged over 45. 18% of the population either enter or leave the borough from other parts of the country each year and another 8% enter or leave from abroad. This means that a quarter of Camden's population turns over every year.

## Disability

The 2011 census found that one in seven (14%) of Camden residents had a long-term health problem or disability that limits their day-to-day activities in some way. The work limiting definition relates to those whose disabilities affects the kind or amount of work they might do, around (16%) of Camden residents aged 16-64 are disabled according to the Equality Act 2010 and/or work limiting definition. The prevalence of disability and poor health rises sharply with age (49%) of all residents aged 65 and over had a long-term limiting health problem. Statistics for welfare benefits in 2020 shows there are

- 8,586 residents in receipt of Employment and Support Allowance,
- 196 on Incapacity benefit or severe Disablement Allowance,
- 4,445 on Disability Living Allowance,
- 3,117 receiving Attendance Allowance
- 8,127 in receipt of Personal Independence Payments.

Around a third of all disabled adults aged 25 to retirement are living in low-income households. This is twice the rate of that for non-disabled adults, as it has been throughout the last decade. Although there is a lack of local data in many cases, national data shows that people with disabilities have poorer outcomes than non-disabled people across most domains of life. They are much more likely to be in low-income households and economically inactive.

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## Gender reassignment

The Government Equalities Office tentatively estimates there are approximately 200,000 to 500,000 transgender people in the UK which would equate to 0.3- (0.8%) of the UK population. In Camden, this would equate to between 700 to 2000 people.

Since the Gender Recognition Act came into force, only a small minority have obtained a Gender Recognition Certificate (0.008%) of the UK population (5176 people across the UK since 2005). Currently there are no local authority level statistics on gender reassignment or the transgender population, although there are plans to include a question in the 2021 census about gender identity.

## Marriage and Civil partnership

The 2011 census provided a snapshot of marital status in Camden. At that time (30%) of Camden residents were married and (0.9%) were in a civil partnership, higher than the London average of (0.4%) and the England average (0.2%). The remainder were either single (55%) or separated, divorced, or widowed (15%) The number of people getting married in Camden has declined in recent years from 1,735 in 2012 to 1,144 in 2017, although they are still (8%) higher than they were in 2001.

In 2017 there were 1,230 marriages and 24 civil partnerships that took place in Camden. 82 (7%) were marriages of same sex couples, a higher percentage than nationally (3%) or for London (4%).

## Pregnancy and maternity

Camden has low birth and fertility rates. In 2019, there were 2,448 live births to Camden resident mothers, the lowest annual number since 1995. Camden births has been increasing since the mid 1970's, but peaked in 2007 at 3,147, plateaued until 2011 and have since been falling. Births in Camden fell by a fifth (21.5%) between 2011 and 2019, while London and England and Wales births fell by (11.3%) and (11.5%) over the same period.

## Race

More than a third (34%) of Camden's population are from Black, Asian and minority ethnic groups. Camden's largest single BAME groups is the Bangladeshi population, who comprise (4.4%) of residents which is the 5th largest in London.

Camden has large non-British white population (27%) compared to (18%) across London, this group includes Irish white (2.9%) and others originating from English speaking countries in the new world; as well as from the EU, Eastern European and beyond (24.4%). Camden's Asian population (17%) is slightly lower than London (20%) and Camden has a smaller representation of Black groups (7%) compared to (13%) across London.

Around two-fifths of people from BME groups live in low-income households, twice the rate for White people. Within this, there are big variations by ethnic group. More specifically, the proportion of people who live in low-income households is.

- 20% for White people
- 30% for Indians and Black Caribbeans
- 50% for Black Africans
- 60% for Pakistanis
- 70% for Bangladeshis

The largest working-age population aged 18-64 are the Chinese (87%), Indian (80%) and White Other (80%). Their ranking in the working ages is likely to be influenced by Camden as a

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destination for migrants and students.

## Religion or belief

The 2011 census shows Camden's 3 largest religious groups are Christian (38%), Muslim (14%) and Jewish (5%). Other religions include Hindu (2%), and Buddhist (1%). Overall, (61%) of residents stated they had a religion, compared to (71%) in London and (68%) nationally. (10%) of people in Camden did not respond to this question in the census.

## Sex

The gender split at mid-2020 is 128,200 (50.6%) male and 125,000 (49.4%) female. Camden has a slightly lower proportion of males compared with London or the UK (50.0% and 49.5%) In Camden the proportion of men is highest in the 25-44 age group where they comprise (53%) of the population, in the under 40-year-old population Camden has a much larger proportion of younger working age than London or England. The economic inactivity rate is higher for Camden women than for men. In 2022 Q3, the APS economic inactivity rate for women in Camden was higher than for men, with (38.7%) of women economically inactive compared with (24.5%) of men.

## Sexual orientation

Statistics about the size of the LGB population vary considerably and there is no single accepted measure. The 2019 NHS GP Patient Survey found that (8.5%) of Camden residents surveyed identified as Lesbian, Gay, Bisexual or other, above the London average (6.1%) and the national rate (3.9%). Figures from the Annual Population Survey 2018 gives lower estimates for both London and England (3.5% and 2.9%)

### 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

#### Looked after children/care leavers

There were 190 children looked after by Camden as of March 2020. The Camden looked after rate (36.5%) per 100,000 was lower than the national (65%) and inner London (56%) average. The majority of Camden's children are from Black, Asian and other ethnic backgrounds (83%), there are significant overrepresentations from Black African, Pakistani, White Irish, and other ethnic and mixed backgrounds. This is partly because of the large



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amount of unaccompanied asylum-seeking minors.

630 children and young people (1.7%) identified themselves as young carers in the 2001 ONS Census, similar to the national average of (1.6%).

## Low-income households

In 2019/20, (34%) of people in the borough lived in households with an income of less than (60%) the UK median after housing costs have been subtracted. This was worse than the average London Borough. The median income for the wealthiest ward, Frognal and Fitzjohns is £41,257, twice as much as that of the poorest ward, St Pancras, and Somers Town £22,743. In St Pancras and Somers Town, (44%) of households have an income of £20,000 or less.

HMRC RTI median monthly pay data shows that Camden residents were paid less than the Central London average. The latest RTI median monthly pay data shows that Camden residents were paid £2,998 in September 2022, However, this is (13%) less than the Central London average £3,431, but (16%) higher than Greater London and (48%) more than the UK average.

The overall employment rate in Camden is low and the economic inactivity rate is high in comparison with London and England & Wales. Students living in the borough account for much of this, but some Camden residents still face significant barriers to accessing employment. Fewer Camden residents are in work as a proportion of the working age population. The Annual Population Survey estimated the Camden employment rate was (64.9%) in 2022 Q3. The decrease in the rate is large at (6.2%) lower than the June 2022 quarter and (7.6%) below its (72.6%) peak in March 2020, prior to COVID-19. The Camden rate is low compared to Central London (76.7%), Greater London (75.8%) and Great Britain (75.5%) and the difference is statistically significant.

There are concentrations of unemployment in particular parts of Camden: the highest Claimant Count numbers are currently in St Pancras & Somers Town; Kilburn, Holborn and Covent Garden wards.

Wards with the highest Claimant Count in December 2022 were

- St Pancras & Somers Town (605)
- Kilburn (525)
- Holborn and Covent Garden (500)

Wards with the fewest claimants are

- Hampstead Town (135)
- Frognal and Fitzjohns (170)

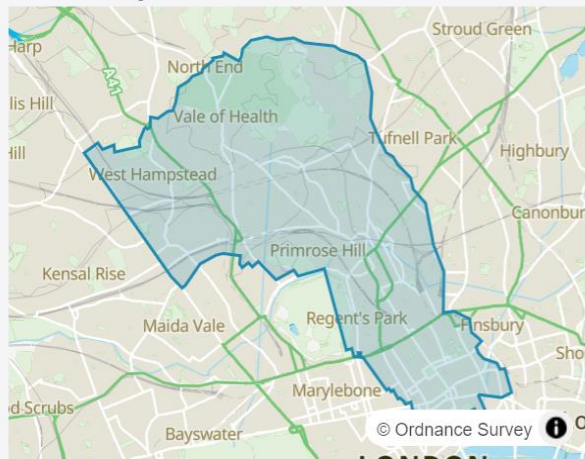
During the most recent quarter (September to December 2022), six wards have seen increases in claimants:

- Highgate (+25)
- King's Cross (+15)
- West Hampstead (+15)
- Fortune Green (+10)
- Hampstead Town (+5)

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## Camden

### Area map



### Economic activity status



Source: Office for National Statistics - Census 2021

### People who are Homeless

The CHIN annual report for Camden 2018/19 shows that rough sleepers continue to arrive in significant numbers, including new rough sleepers (known as 'flow'). In 2018/19 the street population services in Camden engaged with 815 rough sleepers, up from 784 the previous year.

### Private Rental tenants in deprived areas

Private sector rents in Camden are the 5th highest in London (and England). In September 2022, the monthly mean rent was £2,055 and the median rent £1,780. In September 2022 (latest figures), the mean monthly private sector rent for a two-bedroom property in Camden was £2,226 (35%) higher than the London average, while a three-bedroom property was £3,012 (47%) higher.

Camden is a moderately deprived borough. It ranks 15th of the 33 London boroughs and 74th of the 354 English local authorities (in the most deprived quartile, although local authorities' range in population size considerably). However, there are some very deprived areas within Camden. The five most deprived wards in Camden are St Pancras & Somers Town, Kilburn, Haverstock, Regent's Park, and Gospel Oak. These wards also have among the highest proportions of social housing.

The three most deprived neighbourhoods are in Gospel Oak (the area around Lismore Circus, Bacton and Weedington Road north of Queen's Crescent) and Regent's Park (the area around Harrington Street) wards and are within the 10% most deprived in the country.

### Single Parent Households

Camden has a high level of child poverty, (34%) of the borough's children live in poverty according to the current government measure. This is higher than the national and London figure and the seventh highest of the London boroughs. Over two thirds of these children live in lone parent households.

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## **Social Housing Tenants**

Camden has one of the highest proportions of social rented households in London. Social housing allows low-income households to live in the borough, counteracting the high cost of housing, and much of the income inequality found in the borough.

The correlation between social housing and deprivation is clear from the evidence base but the nature of the relationship is complex. Living in social housing is not intrinsically a sign of deprivation but occupants of social housing typically have poorer outcomes.

The affordability of housing is the major reason for the income distribution found in Camden. At (36%), Camden has one of the highest proportions of social rented households in London and they form the majority of low-income households in the borough.

## **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.**

Whilst the ONS figures do not break down unemployment figures by ethnicity, a government survey has shown that unemployment rates for young Black men are rising sharply and far faster than for other young people. Young Black men in London are up to three times more likely to be unemployed as young white men.

Women and founders from Black, Asian, and other ethnic backgrounds tend to be undervalued by investors, they need supportive investors to encourage valuations based on existing market evidence. They often find it hard to sell their value and often take lower offers resulting in less funding.

Businesses led by people from minority backgrounds face disproportional access to finance in the UK, Disabled people in particular receive half as much money as the overall average, and 44% expect their application to be rejected, compared to 15% overall.

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## Step 3: Impact

Given the evidence listed in step 2, consider and describe what potential **positive and negative impacts** this work could have on people, related to their **protected characteristics** and the **other characteristics** about which the Council is interested.

Make sure you think about all three aims of the public sector equality duty. Have you identified any actual or potential discrimination against one or more groups? How could you have a positive impact on advancing equality of opportunity for a particular group? Are there opportunities within the activity to promote “good relations” – a better understanding or relationship between people who share a protected characteristic and others?

### 3.a Potential negative impact on protected characteristics

Protected Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Age	Yes	There may be a potential for age discrimination to occur as the primary focus is aimed at young people becoming economically secure. However, to deliver the diversity mission the Community Wealth Fund will also target people, business and organisations based on needs irrespective of age.
Disability including carers	No	No negative effects have been identified for this cohort.  To avoid excluding potential applicants from the community, particularly those who are further away from the council and do not have existing connections to the Council, it is important that typical and often complicated finance language is limited.  An access strategy and the communication around the Fund application processes will include Easy Read, face to face opportunities and video applications.
Gender reassignment	No	No negative impacts have been identified around transgender in relation to the Community Wealth Fund. However, there is a need to strengthened demographic monitoring to assist with picking up on Camden residents who identify as being transgender.
Marriage/civil partnership	No	No negative effects have been identified for this cohort.
Pregnancy/maternity	No	No negative impacts have been identified for this cohort.

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Race	No	<p>People from underrepresented groups and diverse background often face high barriers to achieve credibility and meet due diligence, potentially due to discrimination.</p> <p>To avoid excluding potential applicants, it is important to limit typical and often complicated finance language.</p>
Religion or belief	No	<p>No negative impacts have been identified for this cohort.</p> <p>As interest (riba) is forbidden by Islamic law, creating Sharia-compliant financial offerings could make the Fund more inclusive for Muslim people.</p>
Sex	No	No negative impacts have been identified for this cohort.
Sexual orientation	No	No negative impacts have been identified for this cohort.

### 3.b Potential positive impact on protected characteristics

Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Age	Yes	<p>The Community Wealth Fund will extend greater equality of opportunity for young people from undeserved communities where institutional and system barriers restrict access to finance. Helping them to translate ideas into viable business or initiatives and increasing the number of young people accessing employment and training opportunities. The fund will be accessible for adults aged 18+ with no upper age limit and will provide an opportunity, irrespective of age for adults to benefit from financial support to develop an idea or business.</p> <p>Local young people from diverse backgrounds will be employed as Community Representatives to help shape the investment priorities and represent the community, they will understand market needs and will hold the fund to account via benefits realization and monitoring of outcomes.</p> <p>The Fund application process will be accessible and inclusive to attract young people, creating good-quality,</p>

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		<p>accessible jobs, and opportunities.</p> <p>Keeping young people in employment, education, or training is key to tackling inequalities. Camden outperforms other local authorities in achieving this, in comparison both to London and to England.</p> <p>The Community Wealth Fund aims to support young people from underserved communities where institutional and system barriers restrict access to finance, adapting the language and requirements of the application process to be more accessible and inclusive will be fundamental to attracting the target audience.</p>
Disability including carers	Yes	<p>The Fund will support Founders from diverse backgrounds to improve accessibility for all and create and grow their businesses. Offering a range of interventions that will allow the Council and the Community to address and tackle inequality.</p> <p>Residents to have a wide and influential role in decision-making, to ensure the voice of everyone is heard to enable the fund to operate in a way that is appropriate for its diverse communities.</p> <p>To enable greater accessibility for the community, and specifically to target youth, there will be a more inclusive and supportive incremental approach giving applicants a safe space to receive support in shaping their 'story' into an investment proposition.</p> <p>The fund seeks to invest in organisations that have more than 75% representation at board and at least 50% representation at Senior Leadership Team of individuals who have a disability.</p> <p>The fund will open up income to people with disabilities and carers who may need more flexible opportunities than in the traditional workforce.</p> <p>Text-based applications and inaccessible language can disproportionately impact neurodiverse and dyslexic founders, designing touchpoints for neurodiverse audiences in mind, will improve accessibility for all.</p>
Gender reassignment	Yes	<p>The Fund will promote equality of opportunity in accordance with the Equality Act 2010 to ensure the financial supported needed is accessible and does not discriminate.</p> <p>Data on gender reassignment of the cohort is not available.</p>

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Marriage/civil partnership	Yes	Positive impact of scheme applies to all residents, regardless of status.
Pregnancy/maternity	Yes	Statistically, females can face discrimination when seeking investments or starting businesses than their male counterparts. The Community Wealth Fund will add potential positive impacts for females as there may be an opportunity for start-ups and new businesses to provide part-time employment, giving females a better work/life balance and better opportunities.
Race	Yes	<p>The Community Wealth Fund will consider the inequalities experienced by Black, Asian, and Minority Ethnic communities in relation to the barriers they face due to institutionalised racism or other institutional or systemic barriers, trust will need to be established and the local community will require a level of 'ownership' of the Fund. Employing young local people from diverse backgrounds as Community Representatives to be a voice in the room to represent the community, being an ear to the ground to understand market needs and to hold the fund to account via benefits realization and monitoring of outcomes will enable meaningful participation by the local community.</p> <p>The fund seeks to invest in organisations that have more than 75% representation at board and at least 50% representation at Senior Leadership Team of individuals who belong to a racialised community including Black, Asian, or Minority Ethnic</p>
Religion or belief	Yes	The Community Wealth Fund will respect and be sensitive to social, cultural, and religious needs of all business and organisations seeking financial investment.
Sex	Yes	<p>The Community Wealth Fund will provide financial and non-financial support for people irrespective of gender.</p> <p>The fund seeks to invest in organisations that have more than 75% representation at board and at least 50% representation at Senior Leadership Team of individuals who are female.</p>
Sexual orientation	Yes	<p>The Community Wealth Fund will provide financial and non-financial support for people irrespective of sexual orientation.</p> <p>The fund seeks to invest in organisations that have more than 75% representation at board and at least 50% representation at Senior Leadership Team of individuals who identify as LGBTQIA+</p>

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## 3.c Potential negative impact on other characteristics

Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Foster carers	No	None identified
Looked after children/care leavers	No	None identified
Low-income households	No	None identified
Refugees and asylum seekers	No	None identified
Parents (of any gender, with children aged under 18)	No	None identified
People who are homeless	No	None identified
Private rental tenants in deprived areas	No	None identified
Single parent households	No	None identified
Social housing tenants	No	None identified
Any other, please specify	No	None identified



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## 3.d Potential positive impact on other characteristics

Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Foster carers	Yes	<p>The Funds aim is to extend greater equality of opportunity for young people and those from historically underrepresented groups across Camden.</p> <p>The Community Wealth Fund will engage with local people to help shape the fund's investment priorities. Sharing their personal and lived experiences to help guide decisions about what the fund should focus on and how it should involve local people, businesses, and communities more broadly.</p>
Looked after children/care leavers	Yes	<p>The Funds aim is to extend greater equality of opportunity for young people and those from historically underrepresented groups across Camden.</p> <p>The Community Wealth Fund will engage with local people to help shape the fund's investment priorities. Sharing their personal and lived experiences to help guide decisions about what the fund should focus on and how it should involve local people, businesses, and communities more broadly.</p>
Low-income households	Yes	<p>The Funds aim is to extend greater equality of opportunity for young people and those from historically underrepresented groups across Camden.</p> <p>The Community Wealth Fund will engage with local people to help shape the fund's investment priorities. Sharing their personal and lived experiences to help guide decisions about what the fund should focus on and how it should involve local people, businesses, and communities more broadly.</p>
Refugees and asylum seekers	N/A	N/A
Parents (of any gender, with children aged under 18)	Yes	<p>The Funds aim is to extend greater equality of opportunity for young people and those from historically underrepresented groups across Camden.</p> <p>The Community Wealth Fund will engage with local people to help shape the fund's investment priorities.</p>

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		Sharing their personal and lived experiences to help guide decisions about what the fund should focus on and how it should involve local people, businesses, and communities more broadly.
People who are homeless	N/A	N/A
Private rental tenants in deprived areas	Yes	<p>The Funds aim is to extend greater equality of opportunity for young people and those from historically underrepresented groups across Camden.</p> <p>The Community Wealth Fund will engage with local people to help shape the fund's investment priorities. Sharing their personal and lived experiences to help guide decisions about what the fund should focus on and how it should involve local people, businesses, and communities more broadly.</p>
Single parent households	Yes	<p>The Funds aim is to extend greater equality of opportunity for young people and those from historically underrepresented groups across Camden.</p> <p>The Community Wealth Fund will engage with local people to help shape the fund's investment priorities. Sharing their personal and lived experiences to help guide decisions about what the fund should focus on and how it should involve local people, businesses, and communities more broadly.</p>

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Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Social housing tenants	Yes	<p>The Funds aim is to extend greater equality of opportunity for people and those from historically underrepresented groups across Camden.</p> <p>These Community Wealth Fund will engage with and local people to help shape the fund's investment priorities. Sharing their personal and lived experiences will help guide decisions about what the fund should focus on and how it should involve local people, ideas, and businesses more broadly.</p>
Any other, please specify  Children and young people	N/A	N/A

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

It is likely two or more protected characteristics will be impacted upon; however, the aim and purpose of the Community Wealth Fund is to work collaboratively to deliver 2 of the we make Camden missions by extending greater equality for young people from underserved communities and to provide finance and support to a people, businesses, and organisations from diverse backgrounds.

Whilst the ONS figures do not break down unemployment figures by ethnicity, a government survey has shown that unemployment rates for young Black men are rising sharply and far faster than for other young people. Young Black men in London are up to three times more likely to be unemployed as young white men.

Women and founders from Black, Asian, and other ethnic backgrounds tend to be undervalued by investors, they need supportive investors to encourage valuations based on existing market evidence. They often find it hard to sell their value and often take lower offers resulting in less funding.

Businesses led by people from minority backgrounds face disproportional access to finance in the UK, Disabled people in particular receive half as much money as the overall average, and 44% expect their application to be rejected, compared to 15% overall.

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

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

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

List the groups you intend to engage and reference any previous relevant activities, including relevant formal consultation? <sup>5</sup>	If engagement has taken place, what issues were raised in relation to one or more of the protected characteristics or the other characteristics about which the Council takes an interest, including multiple or intersecting impacts for people who have two or more of the relevant characteristics?
Public engagement to gather local intelligence	<p>The council has engaged communities using co-productive methods to monitor and evaluate policies. Through We Make Camden and partner engagement processes the Council collaborated with citizen social scientists to identify the priorities of local communities and what it means to prosper from their perspective.</p> <p>There is a clear aspiration by the Council for a high degree of Community participation in the set-up and operation of the Fund and the Council is developing new approaches to resident involvement, which create space and opportunity for more deliberative discussions and collaborative working.</p>
<p><b>Market Engagement</b></p> <p>Impact Funds</p> <ul style="list-style-type: none"> <li>• Ascension Ventures</li> <li>• Impact Investing Institute</li> <li>• Kindred, Liverpool</li> <li>• Unltd Growth Impact Fund</li> <li>• Bristol City Fund</li> <li>• Social Tech Amplifier</li> <li>• Esmee Fairbairn Institute</li> </ul> <p>Anchor Institution/potential co investment partner</p> <ul style="list-style-type: none"> <li>• Google</li> </ul>	<p>13 organisations invited to take part, 8 participated.</p> <p>Organisations, business, and people are likely to turn to the Community Wealth Fund because they are unable to access mainstream finance. This could be due to systematic discrimination, a lack of maturity (both person or business), a limited understanding of their financial needs or a low level of investor readiness. Founders from diverse backgrounds face high barriers to achieve credibility and meet due diligence, potentially due to discrimination. Accessing funding can be stressful for founders and touchpoints should be designed with neurodiverse audiences in mind, to improve accessibility for all. Community participation needs to be holistic and strong partnerships with diverse leaders in the Community needs to be established.</p> <p>Younger people may require education on what it means to be an entrepreneur to shape pipeline opportunities.</p>

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Desk Research - Organisations seeking repayable finance	Systemic discrimination through equity and debt financing routes have impacted founders, creating additional barriers to obtaining finance. Investors who can unlock access to connections such as potential customers and partners are valued as much as investors who can inject cash; minority Founders benefit especially. Organisations which do not have mature offerings for young people require significant support to deliver meaningful opportunities. Accessing young people remains a challenge due to the resources required to source potential participants
Desk research - Organisations seeking other forms of investment	Community organisations which deliver key services to young people may be uncertain or unable to take on repayable financing but could benefit from social investment. Affordable spaces and networking opportunities would also enable this group to sustainably deliver services for young people. There is a need to develop a strategy for business valuations to ensure Founders from minority backgrounds are not undervalued and there is a specialised ecosystem of support for start-ups, whose needs may differ based on their business models and sector. There will be consideration as to how the fund could support early-stage start-ups through education, tailored financial investment, and non-financial support.
Camden Business Survey	Telephone survey of 1,009 businesses located in Camden was completed at the end of 2022, reaching out to businesses that do not have existing connections to the Council. To reduce the risk of replicating existing market matching issues. The fund should devise a set of policies, practices, and metrics to ensure organisations led by women, ethnic minorities, disable people and people of other underrepresented backgrounds are not disproportionately excluded or negatively impacted by the opportunities provided by the Fund, and that people from backgrounds of privilege and power are not disproportionately favoured.
Future Camden Fund	A £500k grant and business support fund launched in early 2022 to stimulate new sustainable revenue streams and initially fund entrepreneurs from minority backgrounds such as those from Black, Asian, and other ethnic backgrounds, 7 focus groups of London based social entrepreneurs were held however many operated across different London boroughs so were unable to reflect nuances of experience of the local Camden context. A potential outcome for young people would be to measure employment earnings/satisfaction, education and new opportunities.

**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**

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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.

There has been an ongoing design process across 18 months with multiple service areas from across the Council.

## Step 5: Informed decision-making

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

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

<p><b>1. Change the activity to mitigate potential negative impacts identified and/or to include additional positive impacts that can address disproportionality or otherwise promote equality or good relations.</b></p>	<p>The EQIA did not identify the need to make changes to the activity and it does not discriminate. All appropriate opportunities to advance equality have been taken. These changes are included in the planning for improvement section of this form.</p> <p><b>Preferred option</b></p>
<p><b>2. Continue the work as it is because no potential negative impacts have been found</b></p>	<p>The EQIA shows no potential for discrimination and all appropriate opportunities to advance equality have been considered.</p>
<p><b>3. Justify and continue the work despite negative impacts (please provide justification – this must be a proportionate means of achieving a legitimate aim)</b></p>	<p>The EQIA has not identified discrimination or missed opportunities to advance equality.</p>
<p><b>4. Stop the work because discrimination is unjustifiable and there is no obvious way to mitigate the negative impact</b></p>	<p>There is no reason to believe that the proposed activity could discriminate unlawfully.</p>

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## Step 6: Action planning

**6. You must address any negative impacts identified in steps 3 and/or 4. Please demonstrate how you will do this or record any actions already taken to do this.**

Please remember to add any positive actions you can take that further any potential or actual positive impacts identified in step 3 and 4.

Make sure you consult with or inform others who will need to deliver actions.

Action	Due	Owner
Recruit internal resources for the CWF investment team	Aug 23-Apr 24	David Burns
Procure external advisory resources (Legal/Tax Advisor/specialist)	Jul 23 – Sept 23	David Burns
Establish business support mechanisms and discussions with Google on accelerator mentorship programme	Jul 23 – Apr 24	David Burns/Laura Bridges
Finalise the Investment strategy	Apr 24	Laura Bridges
Develop marketing and engagement Strategy	Jul 23 – Oct 23	Laura Bridges
Start communication and engagement programme with the community.	Jul 23 – Oct 23	Community Participation Team
Launch internal/external website and PDF brochure	Sept 23 – Feb 24	Laura Bridges
Establish Community engagement forum	Nov 23	Laura Bridges
Recruit Community Representatives	Jul 23 – Dec 23	Community Participation Team
Governance and Develop Performance Monitoring Framework	Sept 23 – Apr 24	David Burns
First CWF Investment Board meeting	Mar 24	David Burns
Launch initial 1 <sup>st</sup> stage CWF	Apr 24	David Burns

## Step 7: EqlA Advisor

Ask a colleague, preferably in another team or directorate, to ‘sense check’ your approach to the EqlA and ask them to review the EqlA 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 EqlA form before completing this version and setting a date for its review.



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

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## Step 8: Sign-off

<b>EqlA author</b>	<b>Name:</b> Morelda Nanton <b>Job title:</b> Senior Policy and Project Officer <b>Date:</b> 21/06/2023
<b>EqlA advisor / reviewer</b>	<b>Name:</b> Elena Murray <b>Job title:</b> Senior Policy and Project Officer <b>Date:</b> 21/06/2023
<b>Senior accountable officer</b>	<b>Name:</b> David Burns <b>Job title:</b> Director Economy, Regeneration and Investment <b>Date:</b> 21/06/2023