

LONDON BOROUGH OF CAMDEN	WARD: Kentish Town South
REPORT TITLE Strategy for the Potential Use of Legal Powers to Support the Regeneration of the Regis Road Growth Area (SC/2024/12)	
REPORT OF Director of Economy, Regeneration and Investment	
FOR SUBMISSION TO Cabinet Member for New Homes, Jobs and Community Investment The Executive Director for Supporting Communities	DATE 19 th April 2024
STRATEGIC CONTEXT <p>In 2017, 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 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.</p> <p>Attempts over recent years at the regeneration of the Regis Road area have not succeeded due to the complexity of multiple land ownerships. A Regeneration Strategy was therefore agreed to initiate the regeneration of Regis Road based on the use of the Council's land assets as catalyst.</p> <p>Implementation of the Regeneration Strategy for the Regis Road Growth Area contributes to the following objectives set out by our communities through We Make Camden for:</p> <ul style="list-style-type: none"> • everyone in Camden to have a place they call home • Camden to be a green, clean, vibrant, accessible, and sustainable place with everyone empowered to contribute to tackling the climate emergency • Camden communities to support good health, wellbeing and connection for everyone • Camden's local economy to be strong, sustainable and inclusive 	

SUMMARY OF REPORT

This report is requesting authorisation to develop a combined Appropriation and Compulsory Purchase (CPO) strategy in support of the Regis Road Regeneration Strategy.

The Council has exchanged contracts for the conditional land sale of the Car Pound & Reuse Recycling Centre site on Regis Road NW5 and Holmes Road Depot site on 76 – 79 Holmes Road NW5 to Yoo Capital. It is considered that the land sale will act as a catalyst for the implementation of the Regeneration Strategy for the Kentish Town Regis Road Growth Area as agreed by Cabinet on 16th November 2022.

Cabinet agreed to delegate authority to the Executive Director for supporting Communities (in consultation with the Executive Director Corporate Services and the Cabinet Members for New Homes, Jobs and Community Investment; Finance and Cost of Living; and Better Homes) any decision in relation to the appropriation of land to facilitate regeneration. The Leader of the Council also agreed to delegate authority to the Cabinet Member for New Homes, Jobs and Community Investment (in consultation with fellow Cabinet Members and senior officers) to take decisions to exercise the Council's 'in principle' powers to compulsorily purchase land required to facilitate regeneration and to acquire any land interests reasonably required to facilitate regeneration, in order to implement the Regeneration Strategy.

Since the exchange of contracts, Yoo Capital has made progress towards preparation of a proposed development scheme and masterplan which will support comprehensive regeneration of the Regis Road Growth Area and delivery of the objectives of the Regeneration strategy by:

- commencing a programme of public engagement
- collaborating with Joseph Homes
- preparing a Planning Performance Agreement with the local planning authority
- progressed their land acquisition by exchanging on the purchase (subject to planning) of land at Regis Road
- engaging other landowners who will be able to contribute to the Regeneration strategy, such as the Bideford (site owners of the adjacent land), UPS, Create Reit, Big Yellow, Angelana Investments, local residents and other stakeholders along Regis Road

With work commencing on preparation of the masterplan to underpin delivery of the Kentish Town Planning Framework principles and the policy aims of Kentish Town Neighbourhood Plan policy SP2, it is now time to progress the Council's assistance in delivering the comprehensive development vision in the Regis Road Growth area.

The report is coming to the Executive Director Supporting Communities in respect of appropriation and the Cabinet Member in respect of CPO, in accordance with

the delegations of authority by Cabinet at November 2022 Cabinet meeting and by the Leader of the Council subsequent to that meeting.

Local Government Act 1972 – Access to Information

No documents which require listing were used in the preparation of this report.

Contact Officer:

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RECOMMENDATIONS

The Executive Director Supporting Communities, having regard to the Council's statutory duty with regard to equalities as set out in Section 149 of the Equalities Act 2010 and taking account of the EqIA (appended at Appendix 1), and in consultation with the Cabinet Member for New Homes, Jobs and Community Investment, the Executive Director Corporate Services, the Borough Solicitor, the Cabinet Member for Finance and Cost of Living and the Cabinet Member for Better Homes, is asked to:

1. Note progress on the implementation of the Regeneration Strategy for Regis Road, as agreed by cabinet 16th November 2022 and Single Member Decision dated 10th March 2023 in accordance with the principles set out in the Local Plan (2017) and Kentish Town Planning Framework (2020).
2. Authorise preparation of an Appropriation strategy (which will be combined with a Compulsory Purchase Order strategy) for her formal approval for potential use of Council powers of land appropriation for planning purposes to support regeneration of Regis Road Growth Area and delivery of the principles of the Local Plan and the Kentish Town Planning Framework, and as envisaged in the Regeneration Strategy for the Kentish Town Regis Road Growth area agreed by Cabinet on 16th November 2022.

The Cabinet Member for New Homes, Jobs and Community Investment, having regard to the Council's statutory duty with regard to equalities as set out in Section 149 of the Equalities Act 2010 and taking account of the Equality Impact Assessment (appended at Appendix 1), and in consultation with the Executive Director Supporting Communities, the Executive Director Corporate Services, the Borough Solicitor, the Cabinet Member for Finance and Cost of Living and the Cabinet Member for Better Homes, is asked to:

1. Note progress on the implementation of the Regeneration Strategy for Regis Road, as agreed by cabinet 16th November 2022 and Single Member Decision dated 10th March 2023 in accordance with the principles set out in the Local Plan (2017) and Kentish Town Planning Framework (2020).

2. Authorise preparation of a Compulsory Purchase Order strategy (which will be combined with an Appropriation strategy) for his formal approval for potential use of Council powers of compulsory purchase for planning purposes to support regeneration of Regis Road Growth Area and delivery of the principles of the Local Plan and the Kentish Town Planning Framework, and as envisaged in the Regeneration Strategy for the Kentish Town Regis Road Growth area agreed by Cabinet on 16th November 2022.

Signed: 

David Burns
Director of Economy, Regeneration and Investment

Date: 10th April 2024

1 CONTEXT AND BACKGROUND

- 1.1 In 2017, 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 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; The planning framework sets out the opportunity at Regis Road to create a richly layered, characterful place as an exemplar mixed-use redevelopment with high quality homes that supports a diverse local community.
- 1.2 Attempts over recent years at the regeneration of the Regis Road area have not succeeded due to the complexity of multiple land ownerships. A Regeneration Strategy was therefore proposed to initiate the regeneration of Regis Road based on the use of the Council's land assets as catalyst. On 16th November 2022, Cabinet agreed to the proposed Regeneration Strategy for Regis Road and granted delegations to progress and implement the strategy for the comprehensive regeneration of the Regis Road Growth Area to deliver the objectives of the Camden Local Plan and the Kentish Town Planning Framework.
- 1.3 As set out in the November 2022 Cabinet report, decisions relating to exercising the Council's 'in principle' power to appropriate land for planning purposes were delegated to the Executive Director for Supporting Communities and decisions relating to compulsorily purchase land required to facilitate regeneration, and the acquisition of any land interests reasonably required to facilitate regeneration, to the Cabinet Member, subject to appropriate consultation.
- 1.3 Following the March 2023 Single Member Decision the Council entered into a conditional land sale agreement (CLSA) with Yoo Capital to dispose of the two Council sites.
- 1.4 To ensure the comprehensive development, it is necessary to consider how the Council might utilise its CPO powers in conjunction with appropriation powers to deliver the Regeneration strategy. Therefore, the strategy will be a combined one encompassing consideration of the appropriation of Council owned land for planning purposes and exercise of powers of compulsory acquisition of land.

2 PROPOSAL AND REASONS

- 2.1 The proposal is to prepare a strategy and make preparations for potential use of the Council's land appropriation and compulsory purchase powers and associated actions to progress the Regis Road Growth area development. The strategy will consider options for the whole of the Regis Road Growth

Area, and any associated land within the local area, which may be reasonably required in order to support the delivery of comprehensive regeneration in accordance with a masterplan led approach, the development plan policies and the guidance within the Kentish Town Planning Framework.

- 2.2 The need for the combined Appropriation and CPO strategy has arisen following the recent work carried out by Yoo Capital both in consultation and negotiation with other landowners within the Growth Area, and in progressing the vision and masterplanning work.
- 2.3 In ensuring Council priorities for this area, such as good quality urban design and effective access, linkages and permeability, and a comprehensive approach to public realm and infrastructure, it has become clear that the Council is likely to need to continue its enabling role to ensure comprehensive delivery, building on the previous work that it started in 2019 working with the Greater London Authority (GLA).
- 2.4 The combined Appropriation and CPO strategy joint strategy will be part of the active steps the council is taking to secure comprehensive development in accordance with the planning framework.
- 2.5 The preparation of the combined Appropriation and CPO strategy will include the following workstreams:
 - Appropriation strategy and governance
 - Preparation of infrastructure review
 - Mechanism to deliver site wide permeability.
 - Identification and mitigation strategies for constraints and risk to delivery
 - Consideration of land or rights inside and outside the RRGHA boundary required for delivery of the policy priorities.
 - Consideration of how CPO powers may be used to achieve the RRGHA vision.
- 2.6 Progress so far:

The key LBC milestones in the process so far were set out in the November 2022 Cabinet report and are set out below for context:

- Since 2020 the Regis Road Growth Area has been the subject of collaboration between the Council and the Greater London Authority (GLA). In supporting the Council, the GLA attempted to utilise the Mayor's Land Fund to acquire sites and Regis Road to facilitate land assembly. However, when sites have become available, it has not been possible to meet market expectations and GLA have so far not made any acquisition for land assembly.

However, both parties agreed to keep these discussions open for the future.

The options appraisal did however see a justification for using the Council's sites – the Recycling centre and Car Pound at Regis Road and

the Holmes Road depot – with their potential to be redeveloped and contribute to the wider regeneration vision within the framework.

- November 2022 Cabinet – agreed the regeneration strategy to ensure the Council is taking a pro-active and holistic approach to the growth area, creating a catalyst for the regeneration.
- The key policy objectives set out within the Regeneration Strategy within the November 2022 Cabinet report include:
 - enable and catalyse the comprehensive regeneration of the Regis Road Growth Area.
 - 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 communities such as Gospel Oak.
 - enable ‘seamless’ re-provision of the Recycling Centre and other Council service provision as necessary to support the Regeneration Strategy.
 - 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.
- March 2023 – Single Member Decision – approving the Council entering into the conditional land sale agreement with the authority to dispose of the two Council sites (subject to planning) including the heads of terms.
- April 2023 - The matter was considered at a special meeting of the Culture and Environment Scrutiny Committee – approving the original decisions of the Cabinet Member, with the decision taking effect from the date of the meeting.
- April 2023 – Executive Director approval (in consultation with the Cabinet Member for New Homes, Jobs and Community Investment) to the final terms of the conditional land sale agreement.
- November 2023: Non-Key Executive Decision officer agreement of a 5-year budget for resource and consultancy funding to progress the Regeneration Strategy

2.7 Other key steps in progress:

Since the Regeneration Strategy was put in place, the following steps have been made by Yoo Capital as developer which assist in advancing to advance the Strategy aspirations.

- 2.8 April 2023 Conditional Land Sale Agreement between Camden Council and Yoo Capital signed.

2.9 Steps taken by Yoo Capital as developer to progress their own developer masterplanning:

- commencing a programme of consultation events with stakeholders and local residents the first was carried out in November 2023. The second round of engagement activity focused on masterplan is due to commence spring 2024
- collaborating with Joseph Homes
- engaging other landowners who will be able to contribute to the Regeneration strategy, such as the Bideford site owners which is adjacent to the Regis land, UPS, Create Reit, Big Yellow, Angelana Investments, local residents and other stakeholders along Regis Road
- progressed their land acquisition by exchanging on the purchase (subject to planning) of land at Regis Road
- Initial draft optioneering work to identify key access and permeability routes, infrastructure requirements and public realm from preparation of the masterplan to completion of construction
- Yoo Capital are in the process of agreeing a Planning Performance Agreement with the local planning authority to cover the pre-application process. This will include the preparation of a masterplan and vision for the growth area which will form the basis for subsequent planning application(s)
- Requested that the Council consider the exercise of its Appropriation for Planning purposes powers as required in the CLSA

2.10 Joseph Homes have confirmed they are committed to working with both LB Camden and the neighbouring landowners and relevant stakeholders to regenerate the Regis Road area and deliver a comprehensive masterplan for wider site.

2.11 Camden has continued to provide support for the Regeneration Strategy and work undertaken by officers has included the following enabling activities:

- One to one engagement with households in Holmes Road Depot (to establish evidence to inform a Housing Strategy)
- Engagement with Council Services (to establish further evidence to inform Re-provision and Vacant Possession strategies)

3 OPTIONS APPRAISAL

3.1 **Option 1 (recommended)** –Officers are to carry out work to prepare a draft strategy to inform a future decision report to the Cabinet Member and the Executive Director Supporting Communities to enable them to consider the approval of a combined Appropriation and CPO strategy considering potential use of appropriation and compulsory purchase powers to facilitate delivery of Regis Road Regeneration Strategy alongside preparation of initial masterplanning and other workstreams as set out in paragraph 2.1 above.

3.2 **Option 2** – consider potential use of appropriation and compulsory purchase separately alongside or following preparation of initial masterplanning and other workstreams: This is not recommended as without joint consideration of the potential for use of powers of appropriation and compulsory purchase it will not be possible to consider the best way to support a comprehensive approach to the Regis Road Growth Area and deliver the Council policy objectives set out in the November 2022 Cabinet report (as set out in paragraph 2.1 above). The masterplan vision may not be able to provide the optimum solution for the growth area without the full understanding of the Council’s strategy for use of appropriation and compulsory purchase powers.

3.3 Option 1 is recommended because:

- It will facilitate a cohesive strategic approach which will ensure that the best regeneration outcomes can be formulated without being unduly impeded by land ownership constraints,
- It has the potential to de-risk a comprehensive scheme and to speed up delivery,
- It is consistent with a brownfield first approach and central government encouragement to use CPO powers to deliver housing and economic development in London,
- Preparation of the combined Appropriation and CPO strategy can take place concurrently with the preparation of a masterplan and planning application. The Strategy will therefore be aligned to the emerging policy and guidance framework, able to influence the emerging masterplan vision, and best placed to facilitate Council policy objectives for Regis Road Growth Area. It will however remain flexible enough to accommodate various outcomes and will not fetter the Council’s statutory decision-making role.

4 WHAT ARE THE KEY IMPACTS / RISKS? HOW WILL THEY BE ADDRESSED?

4.1 Authorisation of preparation of the combined Appropriation and CPO strategy at this stage comes with limited risks. The risks from preparing separate strategies, or from delaying preparation of the combined strategy carry greater risks to delivery of council objectives for the Growth Area in respect of comprehensive development as set out in paragraph 3.4 above. In particular, if a land assembly strategy is not prepared at the same time as a masterplan, there will be considerable uncertainty as to the area to be considered in the masterplan, and the appropriateness of identifying different sites within the masterplan area for particular forms of development. Following preparation of the strategy, officers will identify need for any further decisions and risks and mitigation will be identified in respect of those decisions at that stage.

4.2 The following risks have been identified:

- Cost of instructing external consultants to advise on work incurred. The estimated costs are within budgeted figures.
- Challenge (legal or otherwise) that the work is premature. The preparation of the strategy needs to be undertaken now for a number of reasons set out in paragraph 3.4 above, and primarily due to the request made by Yoo Capital within the provisions of the CLSA.

4.3 The preparation of the combined Appropriation and CPO strategy will include the following workstreams:

- Appropriation strategy and governance
- Preparation of infrastructure review
- Mechanism to deliver site wide permeability.
- Identification and mitigation strategies for constraints and risk to delivery
- Consideration of land or rights inside and outside the Regis Road Growth Area boundary required for delivery of the policy priorities.
- Consideration of how CPO powers may be used to achieve the Regis Road Growth Area vision

5 CONSULTATION/ENGAGEMENT

- 5.1 The proposed combined Appropriation and CPO strategy for the potential use of council powers will include consideration of the need for and timing of any consultation and engagement in future implementation of the strategy, following the normal procedures for the use of these powers.
- 5.2 An Equalities Impact Assessment (EqIA) has been appended at Appendix 1. The decision maker is also referred to two previous Equalities Impact Assessments dated 23rd February 2023 and 26th October 2022 which informed earlier decision making.
- 5.3 Whilst in the context of the recommendations in this report the current assessment of the EqIA in Appendix 1 is that the development of the appropriation and CPO strategy will result in no direct changes with no impact on those with protected characteristics, either positive or negative, this assessment will be actively reviewed on an ongoing basis.
- 5.4 Specifically, each subsequent stage of decision making will be informed by further EqIAs assessing impacts at the time of each such subsequent decision based on updated data and a fresh assessment of potential impacts on those with protected characteristics.
- 5.5 It should be noted development of an appropriation and CPO strategy as recommended in this report would support the implementation of the Regeneration Strategy agreed by Cabinet. This has potential to lead to substantial positive equality outcomes, including 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.

6 LEGAL IMPLICATIONS

- 6.1 Authorisation of preparation of the joint Appropriation /CPO strategy will at this stage have limited legal implications. If the strategy drafted recommends that land be appropriated for planning purposes in order to engage the provisions of section 203 of the Housing and Planning Act 2016 or the exercise of compulsory purchase powers, the full legal and other implications will be considered if and when a decision to appropriate is made, and/or if and when a decision to make a compulsory purchase order is made.
- 6.2 In considering the recommendations, the decision makers must also have due regard to the impact those decisions will have upon the Council's statutory duty regarding equalities set out in Section 149 of the Equalities Act 2010. In summary, these legal obligations require the Council and Cabinet, when exercising its functions, to have 'due regard' to the need to (1) eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act; (2) advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and (3) foster good relations between people who share a relevant protected characteristic and those who do not (which involves tackling prejudice and promoting understanding). Under the Duty, the relevant protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, race, religion, sex, and sexual orientation. In respect of (1) only, the protected characteristic of marriage and civil partnership is also relevant. As set out in paragraph 5 above the completed EqIA demonstrates there is no impact on those with protected characteristics, either positive or negative, however this assessment will be actively reviewed on an ongoing basis. Were the recommendation to be agreed this would contribute to the delivery of the Regis Road Regeneration Strategy which if delivered is considered to contribute to the elimination of discrimination advancement of equality of opportunity and fostering of good relations.
- 6.3 Other legal comments are incorporated within the main body of the report.

7 RESOURCE IMPLICATIONS

- 7.1 Should the recommended option 1 be approved by Cabinet there will be limited financial implications for the Council at this stage. The costs relating to the preparation of a strategy will be met from the budget mentioned in para 2.6 above. The execution of the strategy may have cost implications which will be considered when future decisions are made.

8 "BEST CONSIDERATION" FOR THE COUNCIL'S PROPERTY ASSETS

- 8.1 Cabinet is not being asked for authority to dispose of any assets within this report. If the joint strategy required decisions on disposal of council assets, the requirements for best consideration will be considered at that stage.

However, we will be taking independent valuation advice on any valuation aspects of the strategy.

9 ENVIRONMENTAL IMPLICATIONS

- 9.1 At present, Regis Road is an underused industrial area with little or no biodiversity value, dominated by hard-surfacing, cars, vans and lorries; yet it is well served by public transport with significant potential to deliver a zero-carbon sustainable neighbourhood in line with the Kentish Town Planning Framework. Regeneration of the Regis Road area provides the opportunity to address the key issues of energy use, air pollution, resource efficiency and climate resilience, and make a positive contribution to the actions within the Camden Climate Change Action Plan.
- 9.2 Any redevelopment of this area would be subject to obtaining planning permission. Any application for planning permission would be assessed against the development plan, and other material considerations including policies and guidance, including Camden's Planning Guidance updated in 2021 in response to the Climate Change Action Plan which sets out in detail how the Council approaches development proposals which involve existing buildings.

10 TIMETABLE FOR IMPLEMENTATION

- 10.1 The implementation of devising the initial combined Appropriation and CPO strategy will take approximately 6 months anticipating completion in Autumn 2024 with an update on progress and any requests for any further decisions coming back for relevant approvals.

11. APPENDICES

Appendix 1 – Equalities Impact Assessment

REPORT ENDS

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 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.

¹ [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.

Camden Council Equality Impact Assessment Form

Title of the activity	
Strategy for potential use of powers to support regeneration of Regis Road Growth Area. (SC/2024/12)	
Officer accountable for the EqlA (e.g. director or project sponsor)	
Full name:	David Burns
Position:	Director for Economy, Regeneration and Investment
Directorate:	Supporting Communities
Email:	David.Burns@camden.gov.uk / Gillian.Marston@camden.gov.uk
Lead person completing the EqlA (author)	
Full name:	George McKenzie
Position:	Senior Engagement Officer
Directorate:	Supporting Communities
Email:	George.McKenzie@Camden.gov.uk
Person reviewing the EqlA (reviewer)	
Full name:	Katrina Christoforou
Position:	Strategic Lead for Regeneration
Directorate:	Supporting Communities
Email:	Katrina.christoforou@camden.gov.uk
Version number and date of update	
Version 1	

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:

Camden Council Equality Impact Assessment Form

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

A report is being prepared relating to the potential use of Council powers to support the regeneration of the Regis Road Growth Area. The recommendations set out in the report are as follows:

The Cabinet Member for New Homes, Jobs and Community Investment (having regard inter alia to the Council's statutory duty with regard to equalities as set out in Section 149 of the Equalities Act 2010 and taking account of the EqIA appended at Appendix 1) in consultation with the Executive Director Supporting Communities, the Executive Director Corporate Services, the Borough Solicitor, the Cabinet Member for Finance and Cost of Living and the Cabinet Member for Better Homes, is asked to:

1. Note progress on the implementation of the Regeneration Strategy for Regis Road, as agreed by cabinet 16th November 2022 and Single Member Decision dated 10th March 2023 in accordance with the principles set out in the Local Plan (2017) and Kentish Town Planning Framework (2020).
2. Authorise Council officers to prepare a combined Appropriation and CPO strategy for further decision by the Cabinet Member and Executive Director Supporting Communities (in consultation with Cabinet members) for potential use of Council powers of land appropriation for planning purposes and compulsory purchase to support regeneration of Regis Road Growth Area and delivery of the principles of the Local Plan and the Kentish Town Planning Framework, and as envisaged in the Regeneration Strategy for the Kentish Town Regis Road Growth area agreed by Cabinet on 16th November 2022.

The Equalities Impact Assessment (EqIA)

This EqIA has been developed in association with the above decision. The decision maker is also referred to two previous Equalities Impact Assessments dated 23rd February 2023 and 26th October 2022, which informed earlier decision making.

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 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 outlines the opportunity for 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.

Attempts over recent years at the regeneration of the Regis Road area have not succeeded due to the complexity of multiple land ownerships. A Regeneration Strategy was therefore proposed to initiate the regeneration of Regis Road based on the use of the Council's land assets as catalyst. On 16th November 2022, Cabinet agreed to the proposed Regeneration Strategy for Regis Road to deliver the objectives of the Camden Local Plan and the Kentish Town Planning Framework.

Camden Council Equality Impact Assessment Form

The Council has exchanged contracts for the conditional land sale of the Car Pound & Reuse Recycling Centre site on Regis Road NW5 and Holmes Road Depot site on 76 – 79 Holmes Road NW5 to Yoo Capital. The land sale is acting as a catalyst for the implementation of the Regeneration Strategy.

With work commencing on preparation of the masterplan to underpin delivery of the Kentish Town Planning Framework principles and the policy aims of Kentish Town Neighbourhood Plan policy SP2, it is now time to progress the Council's assistance in delivering the comprehensive development vision in the Regis Road Growth area. Under the land sale agreement, Yoo Capital has requested that the council consider the use of its powers.

Aims of the proposal and reasons

The proposal is to prepare a strategy and make preparations for potential use of the Council's land appropriation and compulsory purchase powers and associated actions to progress the Regis Road Growth area development. The strategy will consider options for the whole of the Regis Road Growth Area (RRGA), and any associated land within the local area, which may be reasonably required in order to support the delivery of comprehensive regeneration in accordance with a masterplan led approach, the development plan policies and the guidance within the Kentish Town Planning Framework.

The combined Appropriation and Compulsory Purchase Order (CPO) strategy will be part of the active steps the council is taking to secure comprehensive development in accordance with the planning framework.

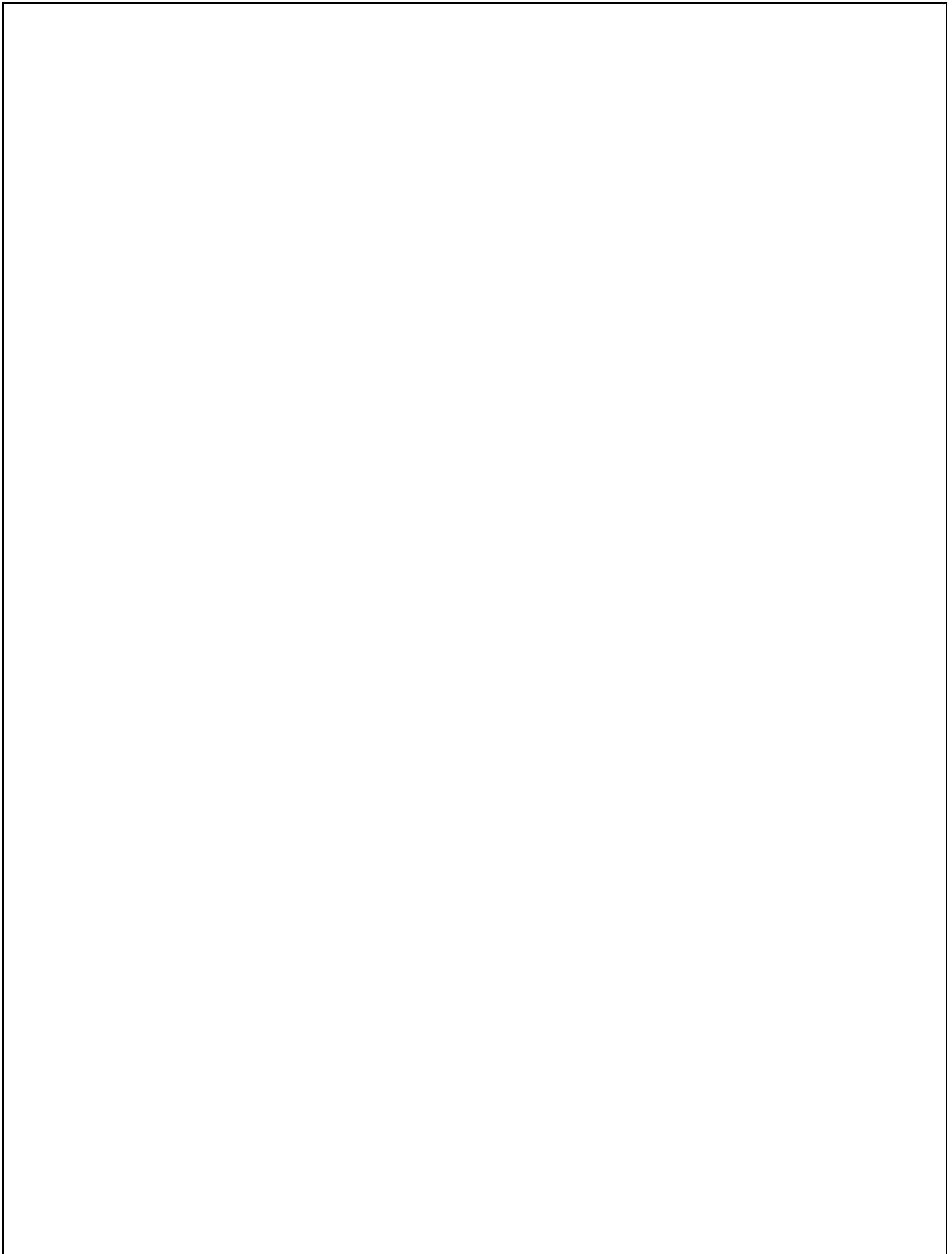
The preparation of the combined Appropriation and CPO strategy will include the following workstreams:

- Appropriation strategy and governance
- Preparation of infrastructure review
- Mechanism to deliver site wide permeability.
- Identification and mitigation strategies for constraints and risk to delivery
- Consideration of land or rights inside and outside the RRGHA boundary required for delivery of the policy priorities.
- Consideration of how CPO powers may be used to achieve the RRGHA vision

Developing the strategy is anticipated to take approximately 6 months, with completion in Autumn 2024.

Continue on next page if more space is needed.

Camden Council Equality Impact Assessment Form

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

Camden Council Equality Impact Assessment Form

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

Data and Evidence

The decision at this stage is to authorise the development of an appropriation and CPO strategy. Preparation of the strategy would result in no direct changes or impacts on people. Nonetheless, early consideration is being given to potential groups within the scope of the strategy and protected and other characteristics, as outlined below.

Commercial landownership

Spatially the scope of the appropriation and CPO strategy to be developed is expected to cover consideration of the Regis Road Growth Area and surrounding areas. The main groups that fall within the catchment are landowners and those with property interests or rights. This could include freeholders; leaseholders and businesses operating in the area (including their staff and customers).

Camden Council Equality Impact Assessment Form



The map above shows the Growth Area land ownership plots, plus the neighbouring Metropolitan police site and Council Holmes Road Depot and housing site. Other sites in the wider area may also be considered as part of the strategy.

Since 2020, the Regis Road Growth Area has been the subject of collaboration between the Council and the Greater London Authority (GLA) through the GLA Industrial Intensification Programme and the Mayor's Land Fund. This collaborative work, supported by a consultancy team, provided an evidence base for potential delivery options for regeneration of the Growth Area.

Engagement with key landowners at Regis Road has been ongoing for some years to listen to their needs and aspirations and discuss options and preferences for taking forward further master-planning and delivery. The landowners present a mixture of circumstances, with some landowners actively seeking redevelopment and others, who are owner-occupiers, with a preference to remain operational on Regis Road.

From the above, the Council has data on the property interests and business operators in the area. Factors to keep under consideration as the strategy develops may include (but are not limited to):

- The NHS has a facility at plot 9 which provides outpatient mental health services.
- There is public customer access to the Council's Recycling centre at plot 6.
- There is public customer access to the Royal Mail Delivery office at plot 2.
- Some of the businesses have 24 hour operations, with associated staff working patterns.

Detailed information on protected characteristics relating to site owners and businesses is not currently known. There may be the need for further information to be collected as the strategy is developed.

Residents

Whilst there are no residential homes within the Growth Area, there are residential homes within the wider area. This including the 25 Council owned residential homes at 76-78 Holmes Road,

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NW5. Extensive up to date equalities data has been collected and assessed in relation to the residents of these homes. A detailed breakdown is provided in the linked EqIA, dated 23rd February 2023 (Associated report: Implementation of the Regeneration Strategy for the Kentish Town Regis Road Growth Area SC/2023/15).

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	1	2	3
2-bed	8	2	10
3-bed	6	1	7
4-bed	1	0	1
	20	5	25

Two rounds of one to one engagement have been completed with the residents of these homes. Residents include those with a range of protected characteristics. Information from the second round of engagement is currently being analysed.

Some considerations (as noted from the previous EqIA) may include older residents, 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.

Area data

The two linked EqIA reports, dated 23rd February 2023 and 26th October 2022, contain a breakdown of comparator data relating to protected characteristics, based on Census data from 2021. They provide data for the residents of 76 and 78 Holmes Road, 'Site Area +' (based on relevant lower super output levels and covering an area slightly larger than the Kentish Town Planning Framework Area) and data for Camden as a whole. This is provided in the tables below.

As the strategy is developed, there may be the need for further information to be collected inform any future decision making. For example, in relation to particular sites identified by the strategy.

Age					
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%

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85+	3 via feedback	3	7%	1%	1.5%
<p>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 + (3.1%) 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.</p>					

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

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

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Disability, including family carers

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%

A higher proportion of residents at Holmes Road (13.9%) and the Site Area+ (8.3%) reported having a disability or long-term illness that significantly limits their daily activities, compared to the and the borough (6.7%).

Gender reassignment

At this stage the Council was not made aware of the presence of local people in the Site Area + including residents of Holmes Road who's gender identity is not the same as sex registered at birth.

The 2021 Census included a new question on gender identity, which asked whether people had the same sex as at birth. In Camden 91% of people had the same sex as at birth. There were 0.3% of people who had a different sex from birth but gave no specific identity; 0.1% identified as Trans woman, 0.1% as Trans man; and 0.2% with other gender identities, with the rest of respondents not providing an answer to the question

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Marriage and civil partnership

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%

In comparison with the wider borough (33.6%), a lower proportion of Holmes Road residents (16.7%) and Site Area+ (23.3%) aged 16+ are married or in a civil partnership.

Pregnancy and maternity

Data on pregnancy and maternity is not available for the Site Area +. At this stage the Council was not made aware of Holmes Road residents who are pregnant or with very young children.

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.

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Race

Race	76 & 78 Holmes Road No.	76 & 78 Holmes Road %	Site Area + Censu s 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%

White residents form the largest reported ethnic group at Holmes Road, with 17.6% who provided information about their ethnicity identifying as White UK and another 17.6% as White "Other." However, the proportion of White UK residents in Holmes Road (17.6%) is significantly lower compared to both the Site Area+ (42.6%) and borough-wide proportions (35.4%). Similarly, White "Other" residents are slightly lower than the Site Area+ (17.8%) and notably fewer than the borough-wide proportion (21.1%).

Holmes Road has significantly larger proportions of residents identifying as Bangladeshi (25.5%) and African (17.6%) compared to both the Site Area+ (Bangladeshi 4.5%, African 5.3%) and borough-wide proportions (Bangladeshi 6.8%, African 6.8%).

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Religion or belief

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%

Christianity is the most prevalent religion for Holmes Road residents (50%) and in the Site Area+, both of which are higher than the borough as a whole (31.4%).

Islam is the second largest religious group with 38.2% of Holmes Road residents who provided information about their religion identifying as Muslim. This proportion is considerably higher than both the surrounding areas (12.6%) and the borough (16.1%).

Sex

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%

The percentage of male and female residents of Holmes Road and the Site Area + is broadly similar to the wider borough.

Sexual orientation

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%

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Data about the size of the Lesbian, Gay and Bisexual (LGB) population vary considerably and there is no single accepted measure.

The 2021 Census included a new question on sexual orientation which showed that 83% of Camden residents aged 16+ identified as straight/heterosexual, 3.7% as gay or lesbian, 2.5% as bi- sexual and 0.3% other sexual orientations, with the rest of respondents not providing an answer to the question.

The 2019 GP Patient Survey found that 8.5% of Camden residents surveyed identified as Lesbian, Gay, Bisexual or 'Other' – above the London average (6.1%) Camden Council Equality Impact Assessment Form page 10 of 47 and the national rate (3.9%). This compares with figures from the 2018 Annual Population Survey that gives lower estimates for both London and England (3.5% and 2.9%). It is recognised that issues of non-response, and unwillingness to disclose sexual orientation on surveys, can have an impact on estimates.

At this stage the Council was not made aware of LGBTQ+ Holmes Road residents.

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Intersectional Groups

Holmes Road residents with limited mobility, who are primarily elderly, may receive assistance from visiting family members. Additionally, some residents from minority ethnic groups experience overcrowded housing or are registered disabled.

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

2.b Consider evidence in relation to the additional characteristics that the Council is concerned about:

- Foster carers
- Looked after children/care leavers
- Low-income households
- Refugees and asylum seekers
- Parents (of any gender, with children aged under 18)
- People who are homeless
- Private rental tenants in deprived areas
- Single parent households
- Social housing tenants
- Any other, please specify

Data on additional resident characteristics is unavailable for the surrounding Site Area +. However, borough-wide resident information is generally available and may be representative of the Site Area +, in the absence of specific data for this area. Some information on these additional characteristics is also available for residents of 76 & 78 Holmes Road where detailed consultation has taken place in relation to the broader regeneration strategy for the area.

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Foster carers

Information about Foster Carers is available for the Camden Borough. The Children's Safeguarding and Social Work Service Full Year Performance Assessment Management Information Report shows that at the end of March 2023, 120 children were in foster care, compared with 100 at the end of March 2022. Of the 120 children who were placed with foster carers: 56 were Camden carers; 41 were carers from independent/voluntary agencies, or other local authority carers; 23 were relatives or friends.

At this stage the Council was not made aware of any Foster Carers in Holmes Road.

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Looked after children/care leavers

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

At this stage the Council was not made aware of any looked-after children/care leavers in Holmes Road

Low-income households

A household is considered low-income if its annual income falls below 60% of the median income for the area. In Camden, the median income is £41,342, meaning a low-income household earns less than £24,806 per year (60% of £41,342). Data shows that 21.7% of Camden households fall within this low-income category.

This is a lower proportion compared to the national average, where 33.1% of households are considered low-income. It's also lower than the 27% rate for Greater London.

At this stage the Council was not made aware of the household income of Holmes Road residents.

Refugees and asylum seekers

The Council's monitoring shows that in the first quarter of 2023 603 people arrived under the homes for Ukraine scheme, bringing the total group of people from Ukraine to 1294.

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

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

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

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

People who are homeless

The rough sleeping snapshot produced by the Government shows that over the period from 2013 to 2022 the total number of people sleeping rough in Camden was 603 people. This is the second highest figure in London, after Westminster, who recorded a total of 2,465 rough sleepers over the same period.

At this stage the Council was not made aware of any homeless people getting help with somewhere to stay from residents in Holmes Road.

Private rental tenants in deprived areas

In Camden private renters make up 36% of the housing market, higher than the UK but in line with other Inner London Boroughs. Camden is the third most expensive borough in London when comparing rental prices to London's median pay (the middle pay, above which are half of earners and below which are half of the earners). The only two more expensive boroughs are Westminster and Kensington and Chelsea. Monthly rent in Camden is 55% of median pay in London.

Two households at Holmes Road have private rented tenants, including one household with a small family.

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Single parent households

At the 2021 Census 5,945 households in Camden (6.4%) were lone parent families with dependent children (compared to 4.5% nationally and 3% in Greater London).

At this stage the Council was made aware of a secure tenant who is a single parent household.

Social housing tenants

At the 2021 Census 31,250 households in Camden lived in social rented accommodation (37.7% compared to 17.1% nationally and 23.1% in Greater London). There were 7,062 households on the waiting list for social housing in 2021.

There are 20 social housing/Council owned homes at 76 & 78 Holmes Road. The households of these homes along with the 5 leasehold properties have and are continuing to be consulted and engaged as the regeneration strategy progresses.

Any other, please specify

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

Some residents of Holmes Road have intersectional characteristics. However at this stage there is no evidence of disadvantage or discrimination for people who have a combination, or intersection, of two or more characteristics.

Data or evidence about intersectionality could not be determined from the responses to the Census 2021.

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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

In the context of the current recommendations, the current assessment of the EqIA is that the development of the appropriation and CPO strategy will result in no direct changes with no impact on those with protected characteristics, either positive or negative, this assessment will be actively reviewed on an ongoing basis.

Specifically, each subsequent stage of decision making will be informed by further EqIAs assessing impacts at the time of each such subsequent decision based on updated data and a fresh assessment of potential impacts on those with protected characteristics.

Protected Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Age	No	
Disability including carers	No	
Gender reassignment	No	

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Marriage/civil partnership	No	
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Protected Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Pregnancy/ maternity	No	
Race	No	
Religion or belief	No	
Sex	No	
Sexual orientation	No	

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3.b Potential positive impact on protected characteristics

In the context of the current recommendations, the current assessment of the EqIA is that the development of the appropriation and CPO strategy will result in no direct changes with no impact on those with protected characteristics, either positive or negative, this assessment will be actively reviewed on an ongoing basis.

Specifically, each subsequent stage of decision making will be informed by further EqIAs assessing impacts at the time of each such subsequent decision based on updated data and a fresh assessment of potential impacts on those with protected characteristics.

Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Age	No	
Disability including carers	No	
Gender reassignment	No	

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Marriage/civil partnership	No	
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Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Pregnancy/ maternity	No	
Race	No	
Religion or belief	No	
Sex	No	

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Protected Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Sexual orientation	No	

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	
Looked after children/care leavers	No	

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Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Low-income households	No	
Refugees and asylum seekers	No	
Parents (of any gender, with children aged under 18)	No	

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Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
People who are homeless	No	
Private rental tenants in deprived areas	No	
Single parent households	No	

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Characteristic	Is there potential negative impact? (Yes or No)	Explain the potential negative impact
Social housing tenants	No	
Any other, please specify	No	

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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	No	
Looked after children/care leavers	No	
Low-income households	No	

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Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Refugees and asylum seekers	No	
Parents (of any gender, with children aged under 18)	No	
People who are homeless	No	

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Characteristic	Is there potential positive impact? (Yes or No)	Explain the potential positive impact
Private rental tenants in deprived areas	No	
Single parent households	No	
Social housing tenants	No	
Any other, please specify	No	

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

No intersectionality impacts identified.

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?

<p>List the groups you intend to engage and reference any previous relevant activities, including relevant formal consultation?⁵</p>	<p>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?</p>
<p>The proposed combined Appropriation and CPO strategy for the potential use of council powers will include consideration of the need for and timing of any consultation and engagement in future implementation of the strategy, following the normal procedures for the use of these powers.</p>	
<p>The strategy will draw on engagement with key landowners (and other stakeholders) at Regis Road that has been ongoing for some years.</p>	<p>So far, this has not raised specific issues relating to protected characteristics.</p>

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Engagement with residents of 76 & 78 Holmes Road.	In association with the Regeneration Strategy for Regis Road and associated land deal with developer Yoo capital. Extensive one to one engagement with the 25 residential household of 76 & 78 Holmes Road has been undertaken (5 leaseholders and 20 Council tenant households). Whilst there are no impacts relating to the current decision on the residents of 76 & 78 Holmes Road, equalities data and information collected shows that these residents include a range of protected and other characteristics. This should be taken into consideration for future decision making that could affect these residents.
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5 This could include our staff networks, advisory groups and local community groups, advice agencies and charities.

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

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

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4.b. Where relevant, record any engagement you have had with other teams or directorates within the Council and/or with external partners or suppliers that you are working with to deliver this activity. This is essential where the mitigations for any potential negative impacts rely on the delivery of work by other teams.

The project is supported by an in-house project team including Area Regeneration, Property Services, Legal and Finance and consultants including CPO and legal specialists.

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Step 5: Informed decision-making

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

Please select one of the options below and provide a rationale (for most EqIAs 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	X

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<p>3. Justify and continue the work despite negative impacts (please provide justification – this must be a proportionate means of achieving a legitimate aim)</p>	
<p>4. Stop the work because discrimination is unjustifiable and there is no obvious way to mitigate the negative impact</p>	

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Step 6: Action planning

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

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

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

Action	Due	Owner

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Action	Due	Owner

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Step 7: EqIA Advisor

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

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

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

If you feel you could benefit from further advice, please contact the Equalities service at equalities@camden.gov.uk

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Step 8: Sign-off

EqIA author	Name: George McKenzie Job title: Senior Engagement Officer Date 9/04/24
EqIA advisor / reviewer	Name: Katrina Christoforou Job title: Strategic Lead Regeneration Date: 09/04/24
Senior accountable officer	Name: David Burns Job title: Director for Economy, Regeneration and Investment Date: 10/04/24