



Camden's Equalities Approach

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The people & the place

- ❑ **Camden is a very diverse borough.** 40% of our population are from Black and other minority ethnic backgrounds.
- ❑ Although we are a young borough this is driven by **higher number of young adults**. We have a high student population, a smaller numbers of children, a declining birth rate and our and population churn is the 9th highest in the UK.
- ❑ We have deep and entrenched disparities in health and wellbeing. **Inequalities in life expectancy is the 3rd highest in London for men and the second highest in women.** These inequalities impact our population across their life course.
- ❑ We have higher levels of residents in social-rented and private-rented accommodation **and lower levels of home ownership** than London and England because of high land values.
- ❑ A **significant proportion of our older population lives alone.**
- ❑ We have **significant inequalities across most health and wellbeing indicators** which impacts need and access for services. Different parts of the borough face more extreme poverty influenced by entrenched inequalities.
- ❑ **We have high levels of homelessness.** Our central location and three major train stations (Euston, Kings Cross and St Pancras International) contributes to us having the **second highest levels of rough sleeping in the capital.**
- ❑ We have **higher levels of mental ill health** than the London average. We have a **higher prevalence of substance misuse** than the London average and our **drug treatment population is older** than the national average



Commitment to tackling inequalities

Impact of inequality in our borough

- ☐ The cost-of-living crisis continues to have a significant effect on our residents' accessing jobs, meeting their housing costs and being able to afford daily essentials
- ☐ The Covid-19 pandemic is having an enduring impact that can be seen across the life course
- ☐ The entrenched inequity and increasing complexity of residents' situations are important factors we are striving to address.

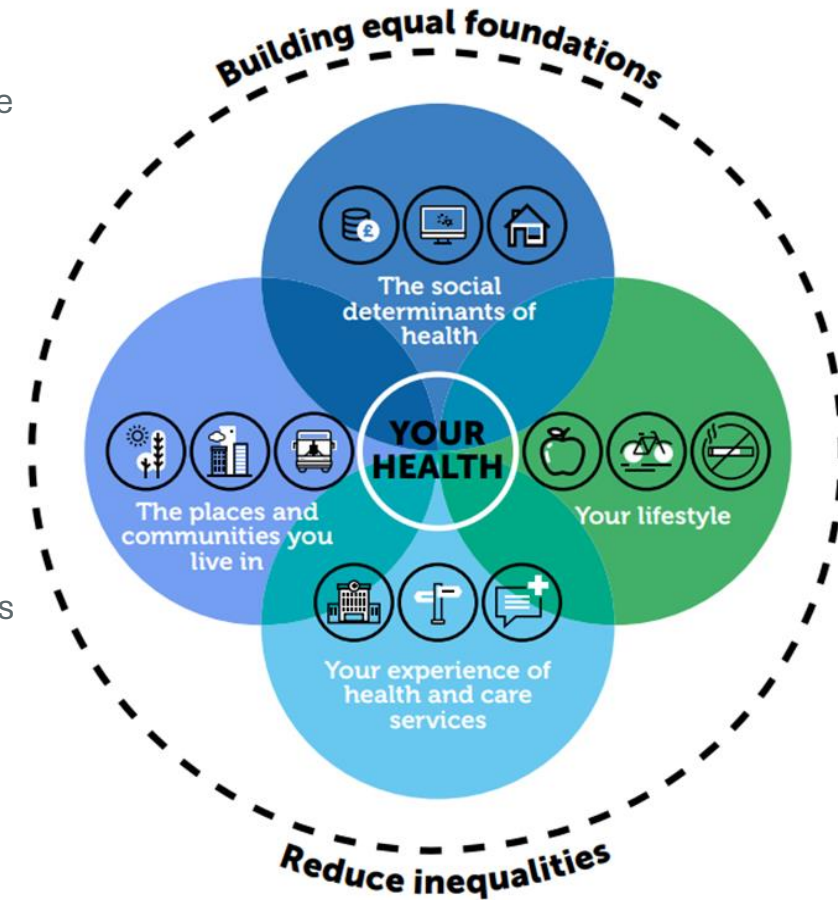
Equalities as a priority for us in how we provide support:

Where we've been focused

- ☐ Our Building Equal Foundations approach to reducing inequalities, focusing on the social determinants of health
- ☐ On our corporate ambition to becoming an anti-racist organisation
- ☐ Within the Directorate, refreshing our Race Equality Action Plan, to include all protected characteristics and address intersectionality
- ☐ Language Matters, Identity Matters and Recording Matters to improve understanding of identities through practice
- ☐ Using Equalities Impact Assessments as the guiding light for new pieces of work

Areas of focus

- ☐ Addressing disproportionality through comprehensive data analysis, informing commissioning activity
- ☐ Embedding our co-production framework and toolkit to regularly involve seldom heard groups
- ☐ Reviewing and updating our Zero Tolerance Memorandum of Understanding to support our residents, provider partners and practitioners
- ☐ Developing a Health Equity framework to inform service development and delivery.



Our EDI Approach

Camden Council's approach to Equality, Diversity, and Inclusion (EDI) within Adult Social Care, emphasising integration across council-wide strategies.

Corporate Plan - Strategic framework from, ‘**We Make Camden**’ to our ‘**Supporting People Connecting Communities Strategy**’, and our transformation programmes – embedded approaches to addressing equalities, co-production and data.

Evolution driven by reflections from the pandemic and social justice movements - Camden's approach combines data insight, co-production, and targeted interventions to foster responsive and equitable services.

ASC approach SMT led **Annual Equalities Plan** – evolved staff reference group & and adoption of Skills for Care workforce Race Equalities Scheme

ASC Workforce Strategy, Carers Action Plan and Co-Production Framework – amplifies the voice of seldom heard groups

Equalities Data Action Group - a dedicated group which seeks to identify and address disparities experienced by residents and staff.

Commissioning and Service Redesign - Strengthened Equality Impact Assessments are now integral to commissioning plans.

Camden Council - Support for our staff

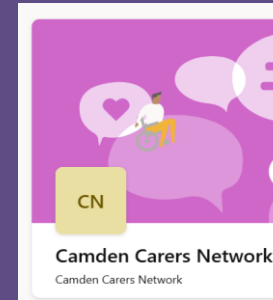
Networks...

Staff Wellbeing Passport

Reporting Discrimination Hub

Memorandum of Understanding
– zero tolerance to racist abuse

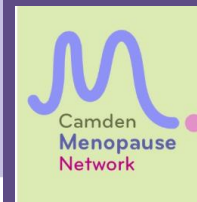
Safe spaces



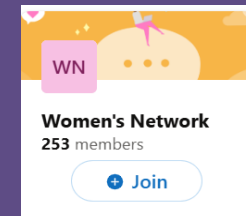
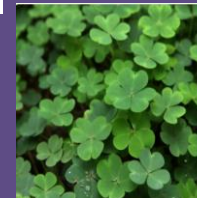
Jewish Network



Women of colour progression network (WOCPN)



Camden Christian Fellowship





Anti-Racism: e-learning

Conscious Inclusion: e-learning

Oliver McGowan Tier 1: e-learning

LGBTQI+ Learning Framework

What Matters Part 1 & Language Matters

Autism Awareness

Example One

Memorandum of Understanding –Zero tolerance of Racist Abuse in ASC settings

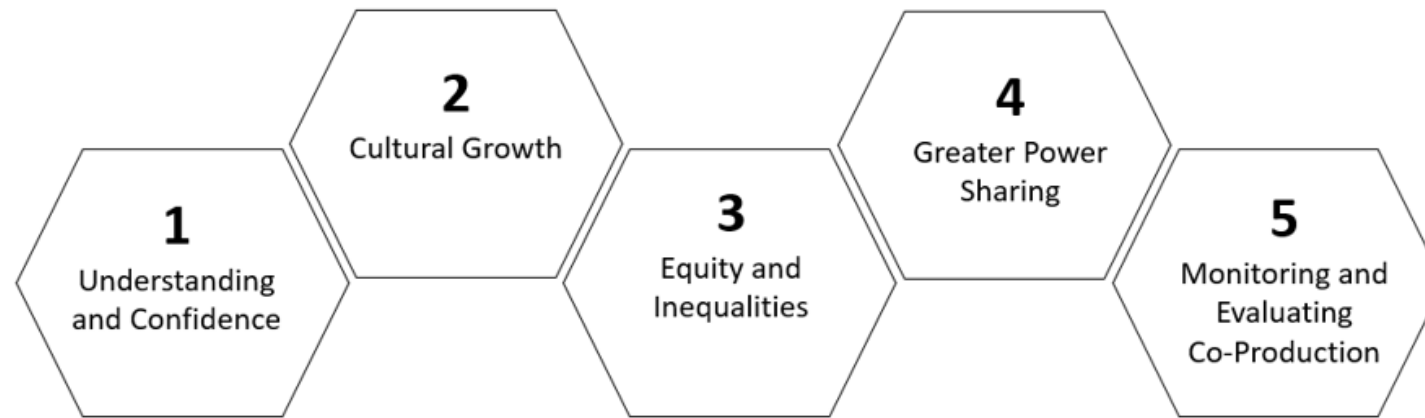
- Developed in ASC in 2020/21 and launched in 2021
- Project group involved ASC, care provider representatives, Unions, HR, L&D and input/advice from other colleagues across the Council
- Sets out a clear and shared statement to Camden residents regarding zero tolerance of racist abuse and expected standards of behaviour
- Intended to complement the existing policies and procedures for all the relevant partner organisations.
- Intention was that **all ASC Camden staff and involved agencies** sign up to a shared commitment to tackling racist abuse in the workplace and collaborate across organisational boundaries to a set of shared principles

The MoU is intended to enable and empower staff from ASC, provider organisations and services to:

- Work together to strengthen communications and partnership working so we can more effectively meet responsibilities for responding to abuse and to the protection and safety of staff
- Consistently respond in a timely and effective way that offers support to staff affected by racist abuse, whoever they work for
- Set out processes to enable the reporting of incidents or other prejudicial behaviours experienced or witnessed
- Provide guidance and resources to support staff and managers in all organisations
- Protect staff confidentiality and provide safe spaces in which staff feel able to raise issues relating to racist abuse
- Prompt early decisions about the actions and investigation(s) thought to be necessary and provide an efficient and effective approach to the management of the investigations
- Identify how we can learn from incidents and situations and prevent instances of abuse and discrimination from happening in the future

Example Two

Co-production in Adult Social Care



We recognise that the best decisions are made in partnership with Camden residents, and we're committed to doing more of it.

In taking forward these plans, we established four resident groups who worked with us to co-produce a new Co-production Framework for Adult Social Care which outlines 5 priority areas for greater partnership working.



Developing our approach to Strategic Co-production

At present, residents' input is not consistently embedded within our decision-making structures, and while there have been several co-production and engagement initiatives across Adult Social Care, we know there's more to do to ensure residents have a meaningful voice in shaping long-term plans and influencing key decisions.

Strengthening our approach to strategic co-production supports the ambitions outlined in our ASC Co-production Framework, especially around key priorities like power sharing, cultural growth, and tackling inequalities.



Planned community engagement

We worked with our data analysts to identify 7 key seldom heard groups:

People from
Black and
minority ethnic
backgrounds

People who
are deaf and
hard of hearing

People with a
diagnosis of
dementia

People with a
disability

Faith groups

People from
LGBTQ
community

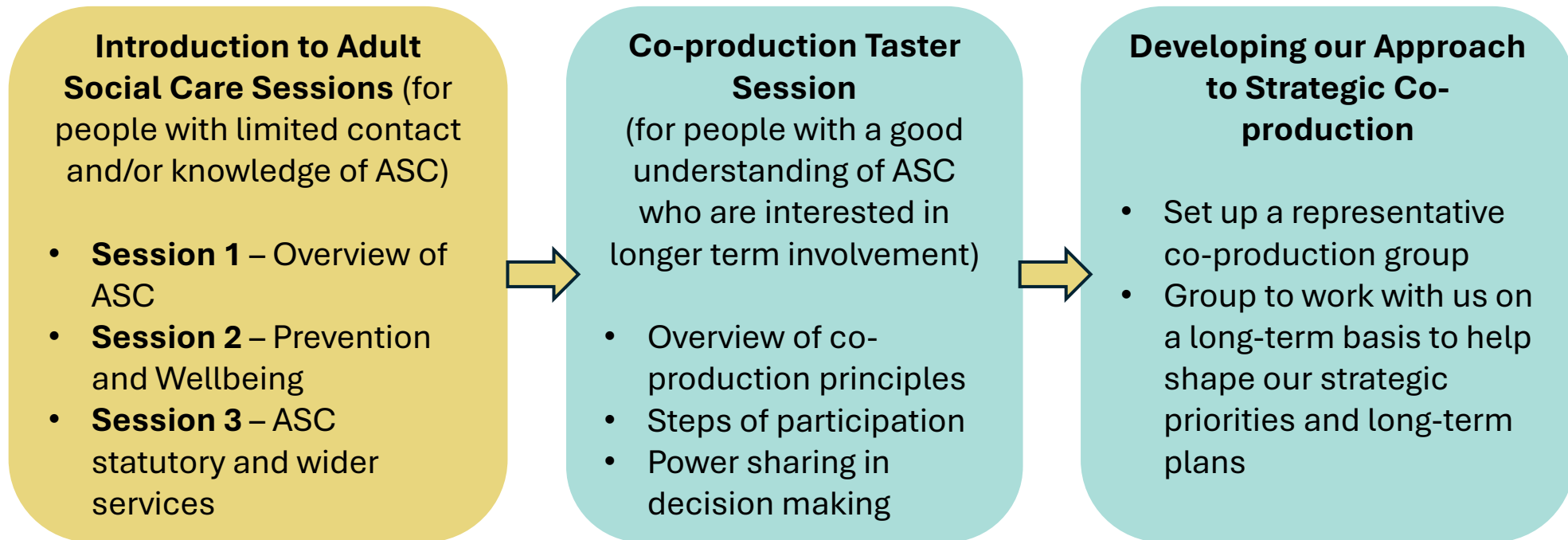
Carers (Carers
Partnership
Board)

Older adults



Overview of Community Engagement Offer

To enable people to be meaningfully involved in developing our strategic co-production approach, it is important that they first have a clear understanding of what Adult Social Care is. In addition, some people - particularly those from seldom-heard groups - may need more immediate support to address their personal care and support needs before they are able to engage.



Questions