

Camden Council

**Alternative
Accommodation
(Decant) Policy**

**Equality Impact
Assessment**

Camden Council Equality Impact Assessment Form

Title of the activity	
Alternative Accommodation (Decant) Policy	
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Version number and date of update	
V2 08/10/2025	

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.)

The Alternative Accommodation (Decant) Policy provides a framework for how Camden Council supports tenants who need to move temporarily or permanently from their homes due to essential repairs, modernisation, redevelopment, or for safeguarding reasons. It seeks to:

- Formalise and clarify existing practices to improve consistency and transparency, without introducing any new policy areas.
- Set out the practical and financial support available to households to minimise disruption and hardship.
- Ensure compliance with legal, regulatory, and internal policy obligations in all decant decisions and processes.

The policy applies to Camden Council's Secure and Introductory tenants and their households. While it primarily addresses the needs of tenants, support may also be available to leaseholders in very exceptional circumstances. In regeneration contexts, the policy may operate alongside local or estate-specific decant plans.

Step 2: Data and evidence

What data do you have about the people affected by the activity, for example those who use a service? Where did you get that data from (existing data gathered generally) or have you gone out and got it and what does it say about the protected characteristics and the other characteristics about which the council is interested?

Is there currently any evidence of discrimination or disadvantage to the groups? What will the impact of the changes be?

You should try to identify any data and/or evidence about people who have a **combination, or intersection, of two or more characteristics**. For example, homeless women, older disabled people or young Black men.

2.a Consider any relevant data and evidence in relation to all Equality Act protected characteristics:

- Age
- Disability, including family carers
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

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Age

Table 1: Number of decants since 2003, by age of main tenant

Age range	Number of Temporary decants*	%	Number of Permanent decants*	%	Camden tenant average* (%)	Borough population average** (%)
Blank	1		1			
0-19	0	0	1	0.3	20.6	21
20-24	0	0	1	0.3	9.6	9.6
25-34	16	6.2	16	4.6	14.3	20.2
35-49	63	24.5	97	28	18.2	21.1
50-64	82	32	130	37.4	19.6	16.3
65-74	47	18.2	48	13.8	12.3	6.5
75-84	28	10.8	24	6.9		3.9
85+	21	8.1	30	8.6	5.3	1.5
TOTAL	258	99.8	348	99.9	99.9	100.1

* Camden Council data ** Census 2021

Analysis of decant data since 2003 shows a pronounced age-related pattern. Of the 258 temporary and 348 permanent decants, a disproportionate number involved older tenants:

- Tenants aged 50–64 represent only 19.6% of Camden Council tenants but account for 32% of temporary and 37.4% of permanent moves.
- Tenants aged 65+ comprise around 17.6% of the tenant population yet account for over 35% of both temporary and permanent decants.

In contrast, tenants under 35, despite making up over 23% of Camden tenants and 50% of the borough's population, account for just 6.2% of temporary and 5.2% of permanent moves.

This disparity is likely to be driven by a range of structural and practical factors, such as:

- Older tenants being more likely to occupy long-standing properties in need of regeneration or major works.
- A higher incidence of medical or mobility-related needs that require more intensive intervention, such as adaptations or safeguarding-related moves.

Disability, including family carers

Table 2: Number of decants since 2003, by disability status of main tenant

Disability?	Number of Temporary decants*	%	Number of Permanent decants*	%	Camden tenant average* (%)	Borough population average** (%)
Yes	7	2.7	11	3.1	15	15
No	251	97.3	337	96.9	85	85
TOTAL	258	100	348	100	100	100

* Camden Council data ** Census 2021

Approximately 15% of Camden Council tenants are recorded as having a disability or long-term health condition, including mobility issues, sensory impairments, mental health conditions, and learning disabilities. This aligns with the borough-wide figure of 15% reported in the 2021 Census.

However, decant data since 2003 reveals a significant underrepresentation: 2.7% of temporary and 3.1% of permanent decants involved disabled tenants. This discrepancy may reflect underreporting or barriers within the process; for example, the limited availability of suitably adapted properties could lead to delays or alternative pathways not captured in standard decant records.

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Gender reassignment

Currently, no specific data is collected on the gender identity or gender reassignment status of Camden Council tenants. This mirrors broader gaps across the housing sector. Based on estimates from the Government Equalities Office, between 0.3% and 0.8% of the UK population identifies as transgender. Applied to Camden's population, this equates to approximately 800 to 2,100 individuals. There is no data indicating that people who have undergone, or are undergoing, gender reassignment are more or less likely to be affected by decant processes.

Marriage and civil partnership

According to Census data, more than half (55.7%) of Camden's population have never been married or registered a civil partnership. Around one in three (31.3%) are married or in a registered civil partnership, while approximately 13% are divorced, separated, or widowed. There is currently no evidence to suggest that marital or civil partnership status affects the likelihood of being decanted.

Pregnancy and maternity

Camden has the lowest fertility rate in England: in 2023, there were 1,995 live births to Camden residents. The Council does not routinely record pregnancy or recent maternity status unless it is disclosed during applications or contact with officers, so there is no data indicating that pregnant women are more or less likely to be affected by decant processes.

Race

Table 3: Number of decants since 2003, by ethnicity of main tenant

Ethnicity	Number of Temporary decants*	%	Number of Permanent decants*	%	Camden tenant average* (%)
Any Other Group	8	3.10	7	2.01	4.80
Arab	1	0.39	6	1.72	0.60
Asian Other			1	0.2	
Asian UK	1	0.39	3	0.87	0.55
Bangladeshi	8	3.10	40	11.5	8.70
Black African	20	7.75	29	8.38	7.97
Black Caribbean	6	2.33	13	3.76	1.87
Black Other	2	0.78	4	1.16	1.03
Black UK	10	3.88	3	0.87	1.39
Chinese			3	0.87	0.57
Greek Cypriot	1	0.39	1	0.29	0.30
Indian	1	0.39	2	0.58	0.94
Mixed Other	6	2.33	4	1.16	1.10
Mixed White & Asian	2	0.78	1	0.29	0.33
Mixed White & Black African			1	0.29	0.62
Mixed White & Black Caribbean	4	1.55	7	2.02	0.96
Pakistani			3	0.87	0.26
Somali	6	2.33	20	5.78	4.04
Turkish Cypriot			6	0.29	0.15
White Irish	11	4.26	11	3.18	2.56
White Other	15	5.81	18	5.20	7.23
White UK	88	34.1	97	28.0	21.78
Refused/Not asked	68	26.3	68	19.3	30.45
TOTAL	258	100	348	100	100

* Camden Council data

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Ethnicity data from Camden Council shows that tenants from almost all recorded ethnic backgrounds have been affected by decants since 2003. Black and Minority Ethnic (BME) tenants account for 30% of temporary decants and 44% of permanent decants, while comprising 35.6% of the tenant population. White tenants, who make up 31.6% of the tenant population, represent 44% of temporary and 36.4% of permanent decants.

This suggests that BME tenants may be slightly underrepresented in temporary decants but overrepresented in permanent decants. Conversely, White tenants appear more likely to experience temporary decants, but less likely to undergo permanent moves, relative to their share of the tenant population. It is important to note that approximately 26% of temporary and 19% of permanent decant records do not include ethnicity data, which limits the ability to draw definitive conclusions from these figures.

Religion or belief

Table 4: Number of decants since 2003, by religion or belief of main tenant

Religion	Number of Temporary decants*	%	Number of Permanent decants*	%	Borough population average** (%)
No religion	39	30.71	29	21.48	34.6
Refused	31	24.41	13	9.63	8.9
Christian	31	24.41	44	32.59	31.4
Muslim	21	16.54	42	31.11	16.1
Other religion	4	3.15	5	3.7	1.1
Buddhist	1	0.79	1	0.74	2.1
Jewish			1	0.74	4.8
Total	127	100.1	135	99.99	100

* Camden Council data **Census 2021

Religion and belief data indicates that tenants from a range of faith backgrounds have experienced decants since 2003. However, the data shows some potentially disproportionate patterns when compared to borough-wide religious demographics:

- Muslim tenants account for 31.1% of permanent decants, despite making up only 16.1% of the borough population. This is a significant disparity and may reflect the concentration of Muslim residents in regeneration areas, or unmet housing needs.
- Tenants with no religion are underrepresented in permanent decants at 21.5% despite comprising 34.6% of the wider borough population.
- Jewish tenants are notably underrepresented, with only one permanent decant case recorded, despite constituting 4.8% of Camden's population. This may reflect tenure patterns (e.g., private ownership), self-exclusion from council housing, or data gaps.

Sex

Table 5: Number of decants since 2003, by sex of main tenant

Sex	Number of Temporary decants*	%	Number of Permanent decants*	%	Camden tenant average* (%)	Borough population average** (%)
Female	174	67.4	211	60.6	54.9	49.6
Male	84	32.5	137	39.4	45.1	50.4
Total	258	100	348	100	100	100

* Camden Council data ** Census 2021

The Council's data shows that women are disproportionately affected by decants:

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- Females account for 67.4% of temporary decants and 60.6% of permanent decants, despite only comprising 54.9% of the tenant population and 49.6% of the borough population.
- Males represent 32.6% of temporary decants and 39.4% of permanent decants, below their share of both the tenant population (45.1%) and the borough average (50.4%).

This disparity is likely linked to household composition, particularly the high prevalence of female-headed lone parent households in Camden’s social housing stock.

Sexual orientation

Table 6: Number of decants since 2003, by sex of main tenant

Sex	Number of Temporary decants*	%	Number of Permanent decants*	%	Borough population average** (%)
Heterosexual	93	73.22	118	86.13	82.6
Refused	29	22.83	13	9.48	10.5
Other sexuality	2	1.57	3	2.19	0.7
Bisexual			2	1.46	2.5
Lesbian/Gay	3	2.3	1	0.73	3.7
TOTAL	127	99.9	137	99.9	100

* Camden Council data ** Census 2021

Available data on sexual orientation within the decant process is limited but shows some underrepresentation of LGBTQ+ tenants relative to borough demographics:

- Heterosexual tenants accounted for 86.1% of permanent decants, which is broadly aligned with their borough population share (82.6%).
- Lesbian/Gay tenants made up 0.7% of permanent decants, compared to 3.7% of the borough population.

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

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

Foster carers

In 2023, a total of 174 children in Camden had a fostering placement, including kinship placements. Camden does not currently collect or hold dedicated data on the number or distribution of foster carers within its council housing. This limitation reflects wider data gaps across the housing sector, where fostering status is not routinely captured within housing management systems. As a result, it is not possible to assess the proportion of foster carers who may be affected by decant activity, nor to compare this to their representation within the borough population.

Looked after children/care leavers

The Council does not currently hold specific data on the number of looked after children (LAC) or care leavers living within its general needs housing, either directly or within households affected by decant activity. This reflects the complexity of housing arrangements for these groups: looked after children are predominantly placed in foster care or residential settings, while care leavers may live in supported accommodation, with extended family, or independently in council or private housing.

Low-income households

Socio-economic disadvantage is a significant factor influencing tenants' vulnerability to the impacts of decanting. Camden Council does not hold detailed income data for all tenants. According to the 2021 Census, 31.9% of households were deprived in one domain of employment, education, health and disability, or household overcrowding, 14.6% were deprived in two dimensions, 5.3% were deprived in three, and 0.7% experienced deprivation in all four domains. Camden also has one of the highest proportions of residents living in social housing (approximately 34%) among London boroughs, a sector typically correlated with lower household incomes. Given this context, a substantial proportion of tenants affected by decants are likely to be on low incomes or facing material deprivation.

Refugees and asylum seekers

As of September 2024, the Home Office estimated that Camden was supporting 1,565 individuals under a combination of schemes, including Homes for Ukraine, the Afghan Resettlement Programme, and the Supported Asylum Accommodation. This figure represented approximately 0.71% of Camden's total population. There is currently no evidence that refugees or asylum seekers are disproportionately affected by decants under the Alternative Accommodation Policy.

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

Camden Council data shows that 29.5% of council tenants have children, while 70.5% do not. This indicates that a significant proportion of households affected by decants are likely to be families with dependent children. Although there is no evidence to suggest parents are disproportionately affected by decant activity compared to child-free tenants, the presence of children in a household introduces specific relocation challenges that merit consideration.

People who are homeless

The policy only pertains to Secure or Introductory Camden Council tenants.

Private rental tenants in deprived areas

The policy only pertains to Secure or Introductory Camden Council tenants.

Single parent households

Council data shows that for households with children, 21.4% are single parent households, while 78.6% have more than one adult. The majority of single parent households are headed by women. There is no evidence to suggest that single parent households are overrepresented in decants. However, their structural and caregiving vulnerabilities mean that the impacts of relocation may be significantly more acute.

Social housing tenants

The 2021 Census indicates that 34% of Camden residents live in the social rented sector, a higher proportion than both the London and national averages. The Alternative Accommodation Policy applies to all Secure and Introductory tenants where a decant is required. As such, all Council tenants may be affected by this policy, regardless of their individual characteristics, tenure duration, or household composition.

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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.

The evidence above suggests that multiple, intersecting characteristics could compound disadvantage in the context of decanting. While each protected characteristic presents its own risks, the combination of two or more characteristics can result in significantly greater impacts.

Age, disability and sex

Older tenants are disproportionately affected by decants. Many are also disabled or have long-term health needs. These issues are especially acute for older women, who are significantly overrepresented in both temporary and permanent moves. Many older women live alone and may have mobility issues or caring responsibilities, amplifying the emotional, physical, and practical burden of relocation.

Sex, parenthood and socio-economic disadvantage

Women overall are overrepresented in decant data, likely due to both household composition and the higher proportion of women in social housing. Female-headed lone parent households are more likely to be on low incomes and reliant on local networks. Moving can disrupt employment, education continuity, and access to childcare and support.

Race, religion and disability

Ethnic minority tenants, particularly Bangladeshi and Somali groups, are overrepresented in permanent decants. Muslim tenants, who often belong to these communities, account for 31.1% of permanent decants, nearly double their borough population share. These intersections may reflect geographic concentrations in regeneration areas, housing need, or structural disadvantage. For disabled tenants from these backgrounds, the decant process may involve additional cultural and accessibility barriers, such as difficulty finding adapted homes near trusted community and faith-based networks.

Gender identity, sexual orientation and mental health

LGBTQ+ tenants are underrepresented in decant records. While this may reflect underreporting, it also highlights the risks of unmet need. LGBTQ+ tenants with mental health needs or those reliant on affirming social networks may feel unsafe disclosing personal information, especially in temporary or shared accommodation, increasing the risk of exclusion and isolation. LGBTQ+ individuals who also experience poverty, racial discrimination, or gender-based disadvantage may face additional, unrecorded barriers in relocation.

Socio-economic disadvantage

Over half of Camden households experience at least one form of deprivation. Though income data is limited, it is likely that many decanted tenants face economic hardship. When combined with characteristics such as disability, race, or single parenthood, these circumstances can make the impacts of decanting more severe, financially, logistically, and psychologically.

Data gaps and hidden intersections

Groups such as care leavers, foster carers, refugees, and asylum seekers are not systematically recorded in housing systems. While no clear overrepresentation is evident, the intersection of trauma, instability, and legal or safeguarding vulnerabilities suggests they may require targeted protections during decants. Similarly, limited data on gender identity, sexual orientation, and mental health obscures the needs of tenants facing multiple layers of exclusion.

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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	Explain the potential negative impact
Age	<p>Older people can face specific challenges in the decant process:</p> <ul style="list-style-type: none"> • Moving away from familiar neighbourhoods and established support networks may increase social isolation and loneliness. • Reduced mobility or access to key services if the alternative housing is not suitably adapted or well connected. <p>To mitigate these impacts, the policy includes reasonable adjustments:</p> <ul style="list-style-type: none"> • Enhanced practical assistance may be offered to older tenants, including help with removals, packing, storage, and settling into their new home. • Tenants aged 65 and over may be given the option to move into available sheltered housing, where appropriate.
Disability including carers	<p>Disabled tenants may face additional barriers:</p> <ul style="list-style-type: none"> • Step-free or specially adapted homes can be more difficult to source. • Relocations can disrupt access to essential health and other care services. • Sudden or unsupported moves may cause heightened stress, anxiety, or disorientation, especially for tenants with learning disabilities or some mental health conditions. • Some disabled tenants may need extra help to understand the process or communicate their needs for appropriate alternative accommodation. <p>Reasonable adjustments:</p> <ul style="list-style-type: none"> • All alternative accommodation offered to disabled tenants will aim to meet accessibility requirements as far as possible. • Practical assistance may be provided to support the move, including help with packing, transportation, and settling into the new home. • Communication will be tailored, with input from ASC if required. • Disabled tenants will be prioritised for rehousing within or close to their current localities to ensure continuity of care.
Gender reassignment	<p>Transgender individuals may face distinct risks and barriers:</p> <ul style="list-style-type: none"> • Privacy and safety concerns may arise in temporary or shared accommodation, where gender identity is not always respected or where the environment may feel unsafe. <p>To mitigate:</p> <ul style="list-style-type: none"> • Offers will be made with particular attention to privacy, dignity, and the resident’s affirmed gender identity

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Marriage and civil partnership	<p>Key negative impacts on married or civil partnered couples could include:</p> <ul style="list-style-type: none"> • If only one partner is the legal tenant, the other may face greater insecurity or exclusion from decisions. • Couples often have interdependent routines, especially where one partner provides care. This can be disrupted by relocation, affecting wellbeing or independence. <p>To reduce these impacts, the Council will:</p> <ul style="list-style-type: none"> • Include both partners in key decisions and updates where appropriate, and with consent. • Use inclusive, respectful language in communications, recognising diverse relationships and family structures.
Pregnancy and maternity	<p>Pregnancy and early parenthood can increase vulnerability during the decant process:</p> <ul style="list-style-type: none"> • Pregnancy may limit an individual's ability to participate in packing, lifting, or managing the logistics of a move. • Relocation may disrupt access to maternity care, health appointments, or visits from midwives and health visitors. • The emotional strain of moving during or shortly after pregnancy can heighten anxiety or exacerbate mental health issues, particularly where there are existing safeguarding concerns such as domestic abuse or isolation. <p>To support tenants during this period, the Council will:</p> <ul style="list-style-type: none"> • Potentially offer enhanced moving assistance for pregnant tenants or new parents, such as help with packing and relocation tasks. • Consider proximity to health services and support networks in temporary or permanent rehousing.
Race	<p>Ethnic background can influence how tenants experience the decant process:</p> <ul style="list-style-type: none"> • Limited English fluency may make it harder for some tenants to understand the process or access support. • Being relocated far from established cultural or community networks can have a greater emotional and social impact on tenants from ethnic minority backgrounds who rely on those ties for support and wellbeing. <p>To mitigate, the Council will:</p> <ul style="list-style-type: none"> • Provide information in plain English and offer translations or interpreting services where needed, especially for key meetings and decisions. • Align with the Grenfell Tower Inquiry recommendations by considering cultural, religious, and personal needs in alternative accommodation, wherever reasonably practicable.
Religion or belief	<p>Religious beliefs can shape both the emotional and practical impact of a decant:</p> <ul style="list-style-type: none"> • Relocation may affect tenants' ability to access places of worship, religiously appropriate amenities such as halal or kosher shops, or participate in faith-based community life. • Faith communities often provide vital emotional and practical support, and disruption to these networks may lead to isolation, especially for older, disabled, or single-parent households. <p>To address these impacts, the Council will:</p>

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	<ul style="list-style-type: none"> • Where reasonably practicable, offer alternative accommodation that considers religious or cultural needs, including proximity to places of worship and community hubs, in line with the Grenfell Tower Inquiry's recommendations.
Sex	<p>Female tenants, particularly single mothers, may experience greater disadvantage during the decant process:</p> <ul style="list-style-type: none"> • Relocation can disrupt access to essential services such as schools and healthcare. • Moving away from extended family or friends may reduce access to informal childcare and increase stress and isolation for lone mothers. • Some residents may rely on single-sex accommodation for safety or wellbeing; disruption to this can raise safeguarding concerns. <p>To mitigate, the Council will:</p> <ul style="list-style-type: none"> • Conduct tailored assessments that consider parenting responsibilities, school and childcare access, and potential disruption to routines. • Ensure gender-specific accommodation needs are considered, particularly where single-sex living is required for safety or wellbeing.
Sexual orientation	<p>LGBTQ+ tenants may face distinct impacts:</p> <ul style="list-style-type: none"> • Temporary or shared accommodation may pose risks of homophobia, biphobia, or transphobia, affecting tenants' sense of safety and willingness to disclose personal information. • Relocation away from affirming communities can disrupt peer support networks and increase feelings of isolation or emotional strain. <p>To support LGBTQ+ tenants, the Council will:</p> <ul style="list-style-type: none"> • Consider safety, privacy, and community connection when offering housing, including preferences for single occupancy or proximity to supportive environments. • Provide LGBTQ+ inclusion training to staff to improve understanding, promote respectful engagement, and help identify signs of discrimination or distress.

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3.b Potential positive impact on protected characteristics

Protected Characteristic	Explain the potential positive impact
Age Disability Pregnancy and maternity	<p>The policy prioritises moves from homes with serious hazards, such as damp, mould, and structural or electrical risks, which can significantly harm health and safety. By enabling essential repairs to remove these hazards, major upgrades, or permanent relocation to safer, higher-quality homes, the policy helps protect the physical health and reduces stress and anxiety for older and disabled people, particularly those with existing conditions or mobility challenges. It also reduces risks for pregnant women and babies, and helps create cleaner, safer living environments that support healthy development, learning, and overall wellbeing for young children.</p>
Gender reassignment Marriage and civil partnership Sex Sexual orientation	<p>The policy enables relocation for tenants at risk of violence or serious harm. This includes women, transgender and other LGBTQ+ tenants facing domestic abuse, or targeted harassment on their estate or wider community. Case-by-case assessments will support safe and timely moves without requiring ongoing cohabitation in harmful or unstable relationships, including for civil partners and spouses. Personalised decant support plans will take account of gendered vulnerabilities, such as the needs of single mothers or older women living alone, and offer enhanced support for those identified as vulnerable, including practical help with removals.</p> <p>By recognising safeguarding concerns and hate incidents as valid triggers for decants, the policy helps create safer living environments and affirms tenants' right to feel secure and respected in their home. This contributes to improved mental wellbeing, reduced isolation, and greater stability for those at risk of discrimination or harm.</p>
Race Religion or belief	<p>The policy helps address housing-related health inequalities by enabling moves from unsafe or substandard homes, including those affected by damp, mould, or disrepair. BME and Muslim households are more likely to live in overcrowded or poor-quality housing, and are overrepresented in decant data, possibly reflecting historical inequalities in access to good quality housing. By prioritising healthier, better-quality homes, the policy contributes to reducing racial disparities in physical health, particularly respiratory conditions, as well as improving mental wellbeing and housing outcomes.</p>

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3.c Potential negative impact on other characteristics

Characteristic	Explain the potential negative impact
Foster carers	<p>Key negative impacts could include:</p> <ul style="list-style-type: none"> • Disruption to a foster placement can undermine stability and continuity of care. • Moving home may require re-inspection and re-registration by fostering teams, potentially delaying or disrupting placements. • Unplanned moves can complicate coordination with social workers, education providers, and therapeutic services. <p>To support fostering households, the Council will:</p> <ul style="list-style-type: none"> • Coordinate with Camden’s Children’s Service to ensure any moves are planned in advance and minimise disruption to fostered children. • Avoid moves that could pause or end foster placements wherever possible.
Looked after children/care leavers	<p>Decanting can present particular risks for care-experienced young people:</p> <ul style="list-style-type: none"> • Housing disruption during the transition to independence may undermine efforts to build routine and stability. • Relocation away from trusted professionals or familiar environments can intensify feelings of isolation, especially for those lacking informal support. <p>To fulfil its corporate parenting responsibilities, Camden will:</p> <ul style="list-style-type: none"> • Coordinate planning between Children’s and Housing Services. • Prioritise housing that maintains access to advisors, education, and therapeutic services. • Offer practical assistance with packing, moving, and setting up the new home.
Low-income households	<p>Relocation can place additional strain on low-income households:</p> <ul style="list-style-type: none"> • Navigating the benefits system during a move, such as updating addresses and reporting changes in circumstances, can be complex and stressful. Delays in processing can affect rent and Council Tax payments, increasing the risk of arrears. • Moves to areas with higher living costs (e.g. transport, food, childcare) may exacerbate hardship, especially where residents depend on local food banks, community kitchens, or informal childcare arrangements. <p>In mitigation:</p> <ul style="list-style-type: none"> • The principle that tenants should not be financially worse off underpins the policy: rent for alternative accommodation is paid by the Council, and any Council Tax changes are discussed and agreed in advance. • Eligible households will receive Home Loss and Disturbance Payments, and the Council may cover direct costs such as removals, reconnections, or new furniture, preventing relocation from triggering debt or deepening financial insecurity. • Provide tailored information and support with benefits, utilities, and digital processes for tenants who may face barriers.

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<p>Refugees and asylum seekers</p>	<p>Former refugees and asylum seekers may face unique challenges:</p> <ul style="list-style-type: none"> • Previous trauma, housing insecurity, or forced migration can make the experience of being decanted emotionally triggering or destabilising. • Language barriers and limited familiarity with public services may make it harder to understand decant procedures. • Refugees and asylum seekers often rely on local charities, legal advisors, faith groups, and cultural associations for support. Being moved out of area may sever vital networks, undermining emotional wellbeing and practical stability. <p>To support refugees and asylum seekers:</p> <ul style="list-style-type: none"> • All key information will be provided in a clear, accessible format, with translated materials and interpreting support where needed. • Relocation plans will consider ongoing integration activities, such as ESOL classes, education, or employment programmes, aiming to minimise disruption and maintain continuity.
<p>Parents (of any gender, with children aged under 18)</p> <p>Single parent households</p>	<p>Parents with dependent children may experience a range of challenges:</p> <ul style="list-style-type: none"> • For families known to early help services or children’s social care, poorly managed moves may increase safeguarding risks. • Moves can disrupt school attendance or complicate access to education. This is compounded for single parent households where changes to school runs or travel routes can be logistically and financially difficult to manage without another adult in the household. • Families often rely on nearby relatives, friends and neighbours for informal childcare, school runs, or emotional support. Relocation may sever these vital networks. • Larger families invariably wait longer for suitably sized homes. <p>To help mitigate these impacts:</p> <ul style="list-style-type: none"> • Where vulnerabilities are known, housing officers will coordinate with children’s services, schools, and other agencies. • The Council will seek to preserve school placements where possible, and provide support with admissions, transfers, or travel where required. • Additional practical assistance will be provided where needed, including help with packing, transport, and settling in, to reduce the strain on single parents managing the move alone.
<p>People who are homeless</p>	<p>The policy only pertains to Secure or Introductory Camden Council tenants.</p>
<p>Private rental tenants in deprived areas</p>	<p>The policy only pertains to Secure or Introductory Camden Council tenants.</p>

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Social housing tenants	<p>The impacts of decanting on social housing tenants will be more pronounced for those with additional vulnerabilities:</p> <ul style="list-style-type: none">• Tenants who are older, disabled, on low incomes, or otherwise marginalised may face greater disruption and stress during relocation, even with support in place.• Where multiple protected characteristics intersect, such as a disabled single parent on a low income, the challenges of moving may be compounded, leading to cumulative disadvantage. <p>To mitigate these impacts:</p> <ul style="list-style-type: none">• All tenants affected by decant will receive timely, accessible, and personalised information about their rights, options, and the support available to them.• Equalities considerations will be embedded at every stage of the process, with staff trained to understand and respond to a wide range of experiences and barriers.
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3.d Potential positive impact on other characteristics

Characteristic	Explain the potential positive impact
<p>Looked after children/care leavers</p> <p>Foster carers</p> <p>Single parent households</p> <p>Parents (of any gender, with children aged under 18)</p> <p>Low-income households</p> <p>Social housing tenants</p>	<p>The policy prioritises moves from homes with serious hazards, such as damp, mould, and structural or electrical risks, which can compromise both physical and mental health. In regeneration and disposal contexts, permanent rehousing can result in access to higher-quality, modern homes that offer a marked improvement in safety, space, and comfort. This supports better housing outcomes for low-income households, social housing tenants, and those in vulnerable family arrangements, who are often less able to resolve such hazards independently.</p> <p>Relocation from poor-quality or unsafe housing environments particularly benefits:</p> <ul style="list-style-type: none"> • Looked after children and care leavers, who are more likely to experience housing instability and require safe, secure placements to support their wellbeing and development. • Foster carers, who may require safer, more suitable housing conditions to accommodate and care for vulnerable children. • Single parent households, where the burden of managing disrepair or unhealthy living environments falls on one adult, often with limited financial or practical support. • Parents of any gender with children under 18, for whom hazardous housing conditions can impact children’s health and development. • Low-income households, who are more likely to be exposed to substandard conditions long term, with limited financial means to initiate or sustain improvements. • Social housing tenants, who may lack the resources or market options and rely on the Council to provide safe, habitable homes.
<p>Refugees and asylum seekers</p>	<p>By recognising risk of violence or serious harm as valid triggers for decants, the policy provides vital protection for refugees and asylum seekers who may be targeted due to their race, religion, language barriers, or immigration status. Through enabling emergency relocation away from harmful or hostile environments, the policy reduces exposure to further trauma or abuse and supports individuals in rebuilding their lives in a context of greater safety and stability. This contributes to improved mental wellbeing, reduced isolation, and greater stability for those at risk of discrimination or harm.</p>

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3.e Consider intersectionality. 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.

Older women with disabilities

Older women are overrepresented in both temporary and permanent decants. Many live alone, have long-standing ties to their home, and are managing mobility issues or chronic health conditions. For these tenants, relocation can be especially disorienting, both emotionally and physically. However, the policy's emphasis on removing serious hazards, combined with tailored relocation support can offer significant improvements in living standards and safety for this group.

Lone mothers on low incomes

The intersection of gender, socio-economic disadvantage, and parenting responsibilities means that relocation can be deeply disruptive to schooling, informal childcare or support networks. Yet the policy also holds potential for meaningful positive impact, particularly when it facilitates moves into safer homes and covers financial and practical costs that these households would otherwise struggle to meet.

Disabled tenants from BME, Muslim communities

Black and Bangladeshi tenants, particularly those identifying as Muslim, are overrepresented in permanent decants. Many live in regeneration areas and face compounded barriers: inadequate housing, disability-related accessibility needs, and a strong reliance on nearby community or religious institutions. Moves that disrupt proximity to mosques, halal services, or trusted care networks can exacerbate isolation. At the same time, the policy's alignment with Awaab's Law and its recognition of cultural and religious needs in decant planning offer opportunities to address longstanding housing inequalities for these groups.

LGBTQ+ tenants with mental health vulnerabilities

LGBTQ+ tenants, particularly those with mental health vulnerabilities, may experience acute impacts. Disruption to affirming environments, fear of being placed in unsupportive or unsafe accommodation, and mistrust of services due to past discrimination can lead to disengagement. Where LGBTQ+ identity intersects with poverty, race, or gender-based violence, risks compound. However, the policy's safeguarding triggers and emphasis on personalised decant support plans have the potential to enable safer, more affirming housing outcomes, particularly when implemented through trauma-informed practice.

Refugees and asylum seekers with caring responsibilities

Language barriers, previous trauma, and dependence on local support networks amplify the stress of relocation. When these intersect with parenting responsibilities and poverty, the potential for destabilisation is high. Conversely, where the policy enables moves away from hostile environments and upholds trauma-informed practice, the positive impact on long-term stability can be significant.

Care leavers and young, low-income tenants

Young people with care experience often lack informal support networks and face higher risks of homelessness. When care leaver status intersects with financial hardship, mental health challenges, or LGBTQ+ identification, the absence of support during a move can deepen instability. The policy's emphasis on safe, stable housing and inter-departmental coordination presents an opportunity to reduce the risk of homelessness and provide secure foundations for independence.

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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?</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>Housing and Property Resident Panel – 25 September 2025. There was overwhelming support for a written policy and provisions as currently stated. No equalities concerns were raised.</p>

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.

<p>All teams and staff across Housing and Property services who are involved in decant activity have been actively engaged in developing the policy. This includes Neighbourhood Housing, Repairs, Building Safety, Disrepair, Community Investment Programme, Lettings and Allocations. All teams will continue to play a vital role in developing, implementing and embedding the follow-on procedure, staff training and practice guidance.</p>
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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.

<p>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.</p>	
<p>2. Continue the work as it is because no potential negative impacts have been found.</p>	
<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>Securing the health and safety of tenants is a legal obligation; and at times there will be no other option than to move tenants out of their home on a temporary or permanent basis. We will continue developing an end-to-end procedure, and comprehensive training and practice guidance for staff across Housing and Property services. These will reflect the mitigations outlined in this impact assessment. A Decant Monitoring Panel is also being embedded into the service.</p>

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<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
The mitigations are detailed in full by each characteristic. Revisions to the text of the policy, the proposed procedure, staff training and practice guidance, and the Decant Monitoring Panel will help address potentially negative impacts or omissions.	Ongoing	Salima Khatun

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

Step 8: Sign-off

EqIA author	Name: Salima Khatun Job title: Housing Policy and Change Lead Date: 09/10/2025	
EqIA advisor / reviewer	Name: Liya Habte Job title: Senior Policy and Project Officer Date: 09/10/2025	
Senior accountable officer	Name: Gavin Haynes Job title: Director of Property Date: 09/10/2025	Name: Glendine Shepherd Job title: Director of Housing Date: 09/10/2025