

# Camden 2025



Unequal impact of  
COVID-19:  
BAME  
disproportionality

## Background / Context

With the whole country and world waking up to the deeply entrenched structural inequalities that have impacted the lives of our Black, Asian and other ethnic Minority communities, there is a collective appreciation that we need to go further to dismantle a system, and create new ones.

Local and national evidence shows that people from a Black, Asian or minority ethnic background are disproportionately impacted by Covid-19.

In response to this, the council implemented this working group to carry out a rapid 6-week programme to gather evidence of the impacts of Covid-19 and develop actions for supporting our residents during this time and beyond.

Intensive work has been underway to understand and take action to address the direct and indirect health impacts of Covid-19 on our Black, Asian and other Ethnic Minority communities in Camden, and to ensure that individuals and communities are protected both now and through the next phase of the pandemic, but also to bring about wider systemic change.

This document is us working in the open with you and shows the information that was provided by different service areas to the member-led working group for comment and to develop actions going forward.

The Black, Asian and other Ethnic Minority Inequalities and Covid-19 Working Group has benefitted from evidence and the lived experience of our residents, VCS partners, professionals and Members in guiding and shaping the Council's response from bureaucratic to relational.

Below you will find summaries of the data included in these presentation slides and the relevant links to documents.

**Topic:** [Lived Experience](#)

**Service Area:** Community Partnerships

This presentation includes some national data on health experiences of the BAME population, 2011 Census data on the ethnic make-up of Camden residents and [ONS data](#) on mortality rate by ethnicity as a result of Covid-19.

It then deep dives into what our VCS organisations have heard first hand from our Black, Asian and other non-white ethnicity communities.

This helps us to understand how the government measures have exacerbated the effects of COVID-19, and how they will continue to disproportionately affect people. *(Data collated through conversations with our VCS partners)*

**Topic:** [Workforce](#)

**Service Area:** Organisational Development

This presentation includes data from our Human Resources which shows the diversity of staff members by ethnicity and the level of their role. It also shows the breakdown of sick and isolating staff that identify as Black, Asian or other non-white ethnicities compared to White staff. This has also been broken down into service area.

**Topic:** [Labour Market](#)

**Service Area:** Inclusive Economy

This slide pack highlights immediate and evolving labour market implications, referencing the specific experience of Black, Asian and Minority Ethnic (BAME) residents.

Section 1 (slides 1 – 4) focus on national data covering immediate and longer term market impacts from [Resolution Foundation](#) and [Employment Studies](#). This section also covers data from various sources showing existing inequality around unemployment and pay from the [House of Commons Library report, a 2018 ONS report](#), and [a Carnegie UK Trust report](#). It also shows the disproportionate impacts by service area and how this in turn affects Black, Asian and other or mixed ethnic groups who are largely represented in certain sectors (sources from [ONS](#), [Resolution Foundation](#), [IFS](#), [LSE](#), the [RSA](#), and [NIESR](#).)

Slides 5 and 6 cover the unemployment rate (sources from [Resolution Foundation](#), the [RSA](#), [Government documents](#), [NIESR](#), [Commons Library](#).)

Section 2 of this presentation covers the latest data from local employment and income-focused support services

**(Note:** DWP don't release ethnicity data in relation to UC. They do release ethnicity data in relation to JSA, though the proportion of residents accessing that

*form of support is decreasing as residents transition on to UC. 8% of people did not disclose their ethnicity.)*

(Sources from ONS, Landlord Services, Citizens Advice Camden, Inclusive Economy, Adult Community Learning, West Euston Partnership, Somers Town Job Hub, Hillside Clubhouse.)

**Topic:** [Education and Schools](#)

**Service Area:** Camden Learning

This slide pack covers lived experience from schools and the voluntary sector covering a number of emerging issues arising from our schools relating to disadvantaged children and families, which can often be attributed to the experiences of our Black, Asian and other or mixed ethnicity communities.

Data covers opportunities for Black, Asian and other or mixed ethnicity graduates from [a Carnegie UK Trust report](#). It also covers first hand experiences of young people through roundtable discussions with a group of young people including Camden's Youth MPs joined by Cllr Georgia Gould and Sir Keir Starmer MP.

**Topic:** [Health Inequalities](#)

**Service Area:** Public Health

This slide pack covers the latest PHE and ONS data, national and local, showing diagnosis and death rates by deprivation, underlying conditions and ethnicity (**note:** *these analyses did not account for the effect of occupation, comorbidities or obesity*).

Further analyses of death registration data and 2011 census data can be found in [Appendix 1](#).

The slides also cover local GP data on those that have been assessed for COVID-19 by ethnicity. Data on health seeking behaviours has been taken from the Health Foundation Survey as well as Camden's Annual Public Health Report 'Going Further on Health Inequalities' 2019/20 which identified how issues around discriminatory treatment (actual and/or anticipated) shaped people's experience and use of services.

The data on physical inactivity has been taken from conversations with our VCS partners. Local data on mental health and wellbeing and access to services has been taken from the Healthwatch resident survey, VCS conversations, and the

Mind survey. Digital exclusion by ethnic group has been taken from ONS 2018 data

Camden Demographics of Shielded Population by location age ethnicity deprivation gender GPs and reason for shielding can be found in [Appendix 2](#).

**Topic: [Housing Supply and Overcrowding](#)**

**Service Area: Housing**

This slide pack covers lived experience of Black, Asian and other or mixed ethnic (BAME) communities regarding the issues they have been facing around overcrowding as a result of covid-19 from Early Help services and VCS.

Data on deprivation among BAME communities and disproportionate effects of Covid-19 on different ethnic groups was taken from the [PHE report](#) and [government statistics](#).

These slides also cover [national data](#) on overcrowding by level of income and ethnicity and on multigenerational households by ethnicity. Data on access to garden space was taken from the [ONS](#).

The following data was taken from our service areas (NOT official statistics).

- Local data on overcrowding shows the number of households with overcrowded or severely overcrowding points by ethnicity taken from our Housing Support Service data.
- Local data on rent arrears and Universal Credit (UC) claims since lockdown measures were put in place for those who live in Camden's housing stock by ethnicity.
- Population by ethnicity in Camden's rented households
- Number of CIP homes occupied by ethnicity

**Topic: [ASC and Shielding](#)**

**Service Area: Adult Social Care**

Section 1 (slides 1 – 3): [The Public Health England \(PHE\) review confirms](#) the risk of mortality as a result of covid-19 by ethnicity. Data on access to care and emergency response has been taken from our local VCS partner feedback and indications from local data.) Data on the care workforce by ethnicity was taken from our local data and the

Section 2 (Slides 4 – 7) covers demographic information on Black, Asian, and other or mixed ethnic people delivering direct care in the wider social care sector from the [Skills for Care 2019 Social Care Workforce Review](#) (*note: factors that need to be considered are age, sex, underlying health conditions, ethnicity, and pregnancy.*) Information on Camden's ASC workforce was taken from GLA 2016-based Ethnic Group Projections - mid-2020). Demographic information on people receiving ASC support in Camden has been taken from our local service data.

Section 3: (slides 8-15) sets out information on Adult Social Care activity during Covid-19 and looks at data relative to ethnicity including the ASC cohort of Camden's shielded residents. (*Service held data NOT official statistics including qualitative feedback from communities*)

Section 4: (Slides 16 – 18) shows information related to the Adult Social Care outcomes framework which has provided some information gathered before Covid-19 on the experiences of people who are BAME and in receipt of social care support in Camden.

### **Shielded Programme Appendix 1**

The shielded population are those that have been defined by Government on medical grounds as medically vulnerable due to a clinical condition that puts them at High risk of developing complications from COVID-19 infection.

Those recommended to shield include:

- Organ transplant recipients
- Pregnant women with congenital heart conditions
- Those with rare diseases such as homozygous sickle cell, SCID and others
- Those on immunosuppression therapies
- People with specific cancers or those with cancer undergoing chemo/radiotherapy.

Camden has so far received the contact details of almost 8,000 residents identified by central Government, with more records likely in future.

The details received do not contain the personal characteristics of those on the list, although we have received an overview from North Central London NHS.

(*note: above is broken down into shielder's location and BAME ward profile, shielding population by ethnicity, shielded food need and dietary requirements*)

**Topic:** [Participation](#)

**Service Area:** Strategy and Change

Addressing the disproportionate impact of the pandemic is a shared endeavour and we want our residents, particularly our Black, Asian, and minority ethnic residents, to play an active role in our response.

This slide pack shows that we will support them to do so by:

- Using cross-channel communications tactics and reaching out to all Camden residents to make sure everyone is informed and given the opportunity to engage;
- Encouraging residents to share their lived experience of Covid-19 and help us garner the evidence we need to take action;
- Encouraging residents to work with us and our partners to shape and deliver the actions in our plan and act as a critical friend to make sure we stay true to our objectives and deliver the change we are promising.