

**Kent County Council
Equality Analysis/ Impact Assessment (EqIA)**

Directorate/ Service: GET- Highways Transportation and Waste

Name of decision, policy, procedure, project or service: Mobility Action Plan

Responsible Owner/ Senior Officer: Katie Ireland

Version: Version 1.0 Draft for ET approval

Author: Katie Ireland

Pathway of Equality Analysis: The MAP and EIA will be presented for sign off by the HTW Divisional Management Team.

Summary and recommendations of equality analysis/impact assessment.

- **Context**
The Mobility Action Plan is summary report documenting the work that is carried out in Highways Transportation and Waste which will have a beneficial impact for access to the highway network with mobility issues.
- **Aims and Objectives**
To summarise the work carried out in HTW which has an impact on access to the highway network for those with mobility issues.
- **Summary of equality impact**
Each project or piece of work reported on in the Mobility Action Plan will have its own Equality Impact Assessment and these should be referred to for further information. Therefore the Mobility Action Plan impact on equality is low.

Adverse Equality Impact Rating **Low** /Medium /High

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the Mobility Action Plan. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Head of Service

Signed: 

Name: **TIM READ**

Job Title: **HEAD OF TRANSPORTATION** Date: **19-8-2019**

DMT Member

Signed: 

Name: **S. JONES**

Job Title: **DIRECTOR HTW**

Date: **20 AUGUST 2019**

Updated 15/08/2019

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Part 1 Screening

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

Protected Group	Please provide a <u>brief</u> commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqlA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
Age	n/a	n/a	n/a	n/a
Disability	None	None	none	People with mobility access issues will have improved access to the highway network and services
Sex	n/a	n/a	n/a	n/a
Gender identity/ Transgender	n/a	n/a	n/a	n/a
Race	n/a	n/a	n/a	n/a
Religion and Belief	n/a	n/a	n/a	n/a
Sexual Orientation	n/a	n/a	n/a	n/a
Pregnancy and Maternity	n/a	n/a	n/a	n/a
Marriage and Civil Partnerships	n/a	n/a	n/a	n/a
Carer's Responsibilities	n/a	n/a	n/a	n/a

Part 2

Equality Analysis /Impact Assessment

Protected groups

The Mobility Action Plan summarises the work that HTW is carrying out which will have a beneficial impact for access to the highway network for those with mobility issues. However, other protected characteristics may also benefit from the improvements made to the network for example Age and Pregnancy and Maternity.

Information and Data used to carry out your assessment

- Each department of HTW has provided information on the projects that will have an impact on mobility access
- Population and Census data for Kent County
<https://www.kent.gov.uk/about-the-council/information-and-data/Facts-and-figures-about-Kent/population-and-census#tab-1>

Who have you involved consulted and engaged?

County Access Groups will be contacted for comment on the 2019 plan with comments being included in the 2020 revision.

Analysis

Population by gender, Mid 2017			%
	Males	763,300	49%
	Females	791,400	51%
	Total	1,554,600	

Population by age group, Mid 2017			%
	0-15	299,900	19%
	16-64	944,700	61%
	65+	310,000	20%
	Total	1,554,600	

Disability benefit claimants (DLA/PIP or AA), Aug 2018			%
	Total	121,510	
	0-15	14,371	12%
	16-64	51,778	43%
	65+	55,025	45%

Adverse Impact,

No significant adverse impact assessed. See Action Plan below.

Positive Impact:

People with mobility access issues will have improved access to the highway network and services. See Action Plan below for details.

JUDGEMENT

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken

Internal Action Required YES/NO

Equality Impact Analysis/Assessment Action Plan

Department	Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Public Transport 4.1.7	Disability	Is there any broader training for bus drivers on Equality and diversity over and above the Certificate of Professional Competence	Discuss with Public Transport Teams	Include information in 2020 MAP	KI	2019	None
Public Transport 4.2	Disability	Have digital displays at main bus stops and where funding allows - Is there an equality impact to this? What if a person with a learning disability doesn't access a "main" stop are you sure that they have access to mobile technology?	Discuss with Public Transport Teams	Improved passenger experience through greater convenience Include information in 2020 MAP	KI	2019	None
Public Transport 4.3.2	Age/Disability	ENCT Scheme information – is this still available through libraries?	KI to check with Public Transport	Enable ways for ENCT Scheme users to access information and in the most convenient way for them	KI	2019	None
Transport Innovations 4.4.1	Disability	Kent Connected Website – Check compliance with WCAG	Check compliance with George Rhodes/ Melanie Price	Fully accessible Kent Connected Website	KI	2019	None

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Transport Innovations 4.4.3	Age/Disability	Kent Connected website – users can call contact centre for route information	No action – positive impact	To enable individual transport planning of door-to-door journeys to more easily include	-	-	-
Pedestrian Network 5.5.1	Age/Disability	Working with local businesses to encourage items such as advertising boards and tables and chairs to be placed in accordance with Kent's requirements with consideration for all pedestrians so that people can pass through safely.	KI to speak to Alan Casson about bringing in partners and stakeholders such as Kent Association of the Blind into these conversations	Effective conversations to improve mobility on footways	-	-	-
Pedestrian Network 5.5.2	Disability	Ensuring that when Highway Stewards periodically inspect the highway they ask business owners to move items such as tables and chairs and advertising boards if they are placed inconsiderately.	KI to speak to Alan Casson about bringing in partners and stakeholders such as Kent Association of the Blind into these conversations	Effective conversations to improve mobility on footways	-	-	-
Waste 7.5.1	All	Prior to any new policy or procedure being introduced an EqIA will be undertaken to assess potential impact on each of the protected characteristics.	Positive Action – no further action required	Engagement with EIA process to identify and address any impacts on protected groups.	-	-	-
New	Disability	Kent Design Guide	KI to refer the team	The Integrated	KI	Completed	-

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Developments 8.1.2			rewriting to look at the Integrated Communities Action Plan	Communities Action Plan asks us to ensure that our planning takes into account community integration		16.04.2019	
New Developments 8.1.3	Age/ Disability	Kent Design guide states: Developments should be designed so that walkers, cyclists, children and people with disabilities have priority over vehicles except on main roads ¹ .	Positive for age and disability	-	-	-	-
New developments 8.1.4	Maternity and pregnancy/ age/ disability	Ensuring that parking provision at new developments is located and arranged in a manner that adequately caters for all people including those with disabilities.	Positive action	-	-	-	-
New developments 8.1.5	Disability	Ensure that new developments comply with the minimum standards for the provision of parking for people with impaired mobility, as set out in KCC's Vehicle Parking Standards (SPG4) .	Discuss with Transportation about why only meeting minimum standards. Include reason or change in 2020 Plan.	-	KI	2019	-
New Developments	Disability	Household Survey	Survey should monitor protected	Understanding of particular issues for	KI	April 2019	-

¹ http://www.kent.gov.uk/_data/assets/pdf_file/0017/12095/design-guide-generating.pdf

8.2			characteristic in order to ensure that the needs of groups are understood and met. KI will discuss with Transport And Development Team	particular groups of people			
Future Technologies 9.2	Disability	The Cities Unlocked project is a collaboration between Future Cities Catapult, Guide Dogs and Microsoft and they believe that “technology can open up our cities and reduce the stress associated with getting around urban spaces” ² .	Should this be taken up in Kent, reference will be made to the Integrated Communities Action Plan	The Integrated Communities Action Plan asks us to ensure that our planning takes into account community integration			
Active Travel	All	What difference will representation make?	Positive Action	Greater take up of active travel among equality groups	-	-	-

Have the actions been included in your business/ service plan? No – Actions will be monitored and updated as part of the annual review of the Mobility Action Plan

² www.citiesunlocked.org.uk

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Appendix

Please include relevant data sets

Please forward a final signed electronic copy and Word version to the Equality Team by emailing diversityinfo@kent.gov.uk

If the activity will be subject to a Cabinet decision, the EqIA must be submitted to committee services along with the relevant Cabinet report. Your EqIA should also be published .

The original signed hard copy and electronic copy should be kept with your team for audit purposes.