

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

Directorate/ Service: Strategic and Corporate Services / Strategy, Policy, Relationships and Corporate Assurance

Name of decision, policy, procedure, project or service: Development of the next Strategic Statement (2020)

Responsible Owner/ Senior Officer: David Whittle, Director of Strategy, Policy, Relationships and Corporate Assurance

Version: v8 (post engagement, pre-consultation)

Author: Jenny Dixon-Sherreard, Policy Advisor

Pathway of Equality Analysis: Director (July and November 2019), CMT and Cabinet Members approval of the consultation draft (Dec 2019), CMT, Cabinet Members and Cabinet approval of final draft (Feb/Mar 2020), County Council (Mar 2020).

Summary and recommendations of equality analysis/impact assessment.

Context

Kent County Council has developed a series of strategic statements (corporate vision/plan) which set out the Council's outcomes, priorities and approach for the medium term. The Strategic Statement is whole Council policy and part of the formal Policy Framework in the Constitution. It is aligned with financial strategy and influences strategy, policy, business and performance frameworks for the Council. It is intended to influence how we deliver better outcomes for all residents, businesses and communities in Kent.

The current Strategic Statement (*'Increasing Opportunities, Improving Outcomes' – KCC's Strategic Statement 2015-2020*) ends in 2020. In May/June 2019, Corporate Management Team (CMT), Cabinet Members and Policy and Resources Cabinet Committee endorsed the approach to develop a new Strategic Statement for approval by County Council in March 2020.

Equality analysis was first undertaken at the start of the project to develop the new Strategic Statement in July 2019. This was prior to engagement activity. This update (November) includes information gathered from the engagement that has been carried out during August to November in order to shape the Strategic Statement.

Aims and Objectives

The new Strategic Statement will be a 5-year vision, which needs to be both outward looking (what's important to achieve for people in Kent) and drive activity within and across the Council (our values and how we work as a Council). It will be based on a range of views from stakeholders about what's important to their quality of life in Kent,

taking into account relative priorities and perspectives on spending priorities and value for money.

The structure and approach for the next Strategic Statement is not fixed. It will be informed and shaped by the early engagement that has been undertaken with residents and key stakeholders, including staff, elected members, public sector partners, parishes, businesses, voluntary and community sector and trade unions.

Feedback from early engagement has been used to identify priorities which have shaped a draft Strategic Statement. Formal consultation on the draft document will take place from 6 January to 17 February 2020. We will produce a 'You Said, We Did' document, to help show how both the early engagement and formal consultation feedback has shaped and led to the final Strategic Statement – this is an important part of valuing and respecting people's contributions. This feedback will help to inform CMT and Cabinet to agree a final document, for decision by County Council in March 2020.

This equality analysis will be revisited again after the consultation process to ensure it reflects any potential opportunities and impacts. This will be used to support the approval and decision-making process for the Strategic Statement.

The Strategic Statement will identify priorities and make some commitments to work that KCC will undertake to deliver them. It will not set out the detail of how we deliver, design and commission services. Instead it will influence the Strategic Delivery Plan (whole council business plan) and refresh underpinning strategy and policy documents.

Summary of equality impact

Kent County Council's Strategic Statement influences what we want to achieve for all people in Kent. As it addresses what is important in public service delivery to people's quality of life in terms of living, working and enjoying life in Kent, it impacts our staff, service users, and residents.

It is a high-level strategic document that is intended to be ambitious and positive about improving outcomes and quality of life for everyone within the county. Therefore, it has county-wide application and will have county-wide impacts. At this stage after early engagement with residents and stakeholders and before formal consultation, there appear to be no negative/adverse impacts on protected groups. There is the potential for the Strategic Statement to have a positive impact on people from all of the protected characteristic groups through aiming to improve their quality of life.

The joint project team and CMT leadership will set the expectation that any specific proposals or changes arising from the delivery of the Strategic Statement will be subject to equality analysis and consideration of equality impacts.

Adverse Equality Impact Rating Low

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the development of the next Strategic Statement (2020). I agree with the risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Director

Signed:

Name: David Whittle

Job Title: Director of Strategy, Policy,
Relationships and Corporate Assurance

Date: 17 December 2019

DMT Member

Signed:

Name: David Whittle

Job Title: Director of Strategy, Policy,
Relationships and Corporate Assurance

Date: 17 December 2019

(Approved via email)

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 brief commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqIA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
Age	No	No	The Strategic Statement is a positive vision for what we want to do to improve people's quality of life in Kent. There is no evidence of any negative impacts. Any initiatives or changes proposed to deliver the outcomes and objectives in the Strategic Statement will be subject to individual equality impact assessment and action as needed.	There is potential for the Strategic Statement to set out outcomes and objectives that promote equality for people with all protected characteristics, and to promote relations between groups. A number of equality considerations that could improve quality of life for people with protected characteristics have been identified and have been fed into the drafting of the Strategic Statement.
Disability	No	No		
Sex	No	No		
Gender identity/ Transgender	No	No		
Race	No	No		
Religion and Belief	No	No		
Sexual Orientation	No	No		
Pregnancy and Maternity	No	No		
Marriage and Civil Partnerships	No	No		
Carer's Responsibilities	No	No		

Part 2

Equality Analysis /Impact Assessment

Protected groups

Early engagement feedback has identified a number of equality considerations that may impact on some people from protected characteristic groups, as set out in the analysis below. These considerations have been formed part of the evidence base on which the consultation draft of the Strategic Statement has been developed.

Information and Data used to carry out your assessment

Kent Residents- ['Facts and Figures'](#)

Who have you involved, consulted and engaged?

Early engagement

Early engagement with stakeholders has taken place between August and November 2019 through a combination of workshops, meetings and online forms. Below are the stakeholder groups that have been engaged with:

- Residents
- Kent Youth County Council (KYCC)
- Young Adult Council for looked after children
- KCC Members
- KCC staff
- VCSE sector
- Businesses
- Parish Councils
- Public Sector partners

Formal consultation

A formal consultation plan has been developed. The consultation period will run from 6 January to 17 February 2020. The formal consultation will involve an online consultation/survey open to all residents, staff and wider stakeholders and targeted emails to key stakeholders to encourage online participation. Kent.gov and KNet will be used to promote the consultation.

A stakeholder map and full details of the approach are available in the Joint Project Engagement and Communication Plan, which was approved by CMT on 25th June 2019.

Analysis

Early engagement has been detailed and qualitative and has provided a large amount of information which has been recorded, analysed and is being used

to draft the Strategic Statement. Headlines of the findings from each stakeholder group are provided below:

Resident Quality of Life themes	Resident Spending Priorities
Accessibility of local services (including transport connectivity) Development and growth (including sustainable infrastructure) Quality of public services (including quality of public spaces) Opportunities for young people Security/safety within communities	Highways Education and youth services Environment Public protection Older people social care Children's social care

Staff Quality of Life themes	Staff Spending Priorities
Prevention (incl. adult and children's social care, families and health) Resilient communities (incl. community action and volunteering) Environment (incl. climate change) Accessibility of services (incl. variation in service provision across Kent)	Education and youth services Environment Regeneration & economic development Children's social care Older people social care

Young People Quality of Life themes	Young People Spending Priorities
Affordable housing Protecting the environment Wellness and wellbeing Training and job opportunities Quality education	Environment Regeneration & economic development Transport Education and youth services Waste

Business themes	VCSE themes
Relationship with FE Sector 'Learner led' skills pathways Apprenticeships Transition support for SME's Town centre regeneration Wellbeing in productivity	Access to funding Financial sustainability Access to business support Digital skills Networking opportunities

Public Sector themes	Local Council themes
Community safety Transport and parking Infrastructure and housing Environment and waste Street scene Healthy communities and Local Care	Transport Planning Health and wellbeing Partnership Community safety Appetite for joint local projects

Some specific equality considerations were raised during the consultation as below.

Residents:

- Some residents reported not feeling safe in their communities and referred to tensions between different groups of the community including young people and adults. Creating the opportunity for people from different protected groups to get on is part of the Public Sector Equality Duty.
- Residents talked about problems with access to and reliability of public transport, particularly buses. Older people, women, disabled people and carers are more likely to use bus services and so lack of access to buses may have a particular impact on their quality of life.
- Residents talked about access to health and adult social care services, both from the point of view of physically accessing these through roads and public transport, and also having sufficient services available to meet need. Access to these services is likely to have a greater impact on quality of life for people with disabilities, older people and carers who are more likely to need them.
- Residents felt that more support for people with mental health problems is needed. Mental illness is recognised within the protected characteristic under disability.
- Residents talked about access to youth services and opportunities for children and young people. As well as age, youth services need to be accessible for young people of different races, ethnicities, sexual orientations and for transgender people.
- A small number of residents talked about homelessness and housing and felt that young people were finding it harder to access housing than others.
- One of the main ways in which residents would like KCC to work in the future is to engage more with them around activities and decisions. This would need to be done in a way that supports people from all protected characteristic groups to be involved. There is an opportunity to find out more about groups of people with protected characteristics that we do not currently have information about.

Young people

- KYCC members also felt that improved access to youth services and opportunities would benefit young people and the wider community.
- Community cohesion and personal safety was raised, with some KYCC members reporting personal experience of violence. Young people wanted to see more action by public sector partners to make residents feel safe. They also talked about intergenerational division between young people and older people.
- KYCC members felt that there is inequality across the county in the quality of teaching, access to facilities and opportunities provided by schools. b transport which young people may be more reliant on.

- They felt that isolation caused by problems accessing services and opportunities can have an impact on mental health and wanted to see more early help and prevention for people with mental health problems.
- KYCC talked about the importance of supporting young carers.
- Members of the Young Adults Council think that young people who are care leavers could be more adversely affected by a shortage of affordable housing in the county than other people. This may also be a greater challenge for disabled young children.
- Members of the Young Adults Council think that children's social care services should be prioritised and improved so that children who need these services are able to have the same chances for their future as other children.
- From the responses to the online form for young people, some respondents wanted to see improvements to support for children with special educational needs and disabilities and improvements in the process for Education, Health and Care Plans.
- Some respondents also felt there should be more support for young carers.

KCC Members

- Members have prioritised improving public transport and particularly buses to provide a more comprehensive service, which could benefit older people, women, disabled people and carers who are more likely to use bus services.
- Members reported that people are uncertain about health and care transformation in Kent, which could affect older and disabled people more significantly as they are likely to use health and care services.
- Members want to continue to call on Government to ensure that adult social care is adequately and fairly funded, which could benefit older and disabled people who are more likely to use adult social care services.
- Members feel that more Extra Care housing is needed to meet the needs of elderly and disabled people.
- There is a need to provide good support for carers, particularly to give them breaks from caring responsibilities.
- Mental health is a key priority and a 'happy and healthy society' should be reflected in the outcomes in order to prevent mental health problems and support those who develop them. Mental illness is recognised as a disability.
- KCC should act on social isolation and loneliness, which may affect some protected groups disproportionately.
- Children and young people need to be more visible in the outcomes.
- Members would like to see a more ambitious and creative youth offer to support children and young people.
- Members would also like to see enhanced skills provision to support children and young people and help them reach their potential.
- Intergenerational relations are important in communities.

- Childcare is required near new developments to support parents to work, as well as childcare to support shift workers. This could support people with caring responsibilities.

KCC Staff

- Staff also stressed the importance of support for people with mental health needs.
- Staff reported that placement of residents from London into Kent is impacting on community cohesion (part of the Public Sector Equality Duty as above).
- Feeling safe in communities was raised as important – people from some protected characteristic groups may require more or different support to be and feel safe.
- Adult social care is a priority for staff and should be personalised, high quality and provide choice – older and disabled people and carers are more likely to need these services.
- Support for carers was raised as an important priority.
- Support for children, especially in vulnerable circumstances, was raised as a priority and staff would like to see more early help/prevention in this area.
- Staff talked about the accessibility of services and cited inequities in reaching out to disadvantaged groups, rural/urban differences and the need to continue providing a range of methods for people to access services to meet needs.
- Staff highlighted the importance of making services available to people who are not physically mobile (which may include older and disabled people) and how such service provision is valued.
- Staff felt there is a need to prioritise support around domestic abuse – women, LGB people and some ethnic groups are more likely to experience domestic abuse.
- Staff felt there is a need for clear communication and early engagement that can be understood by and is accessible to all (potential differential impact on disabled people and those from BAME groups.)

VCSE

- Most comments from the VCSE were about how to support them to develop as organisations and provide their services; they did not mention specific equality considerations.

Businesses

- Businesses would like to see more effective career advice and support including from primary school age to help children and young people understand career opportunities and raise their aspirations.
- Women in business are reporting difficulties with access to finance – there are perceived and real barriers for women in SMEs trying to grow beyond microbusinesses.

Parish Councils (Kent Association of Local Councils)

- Representatives raised a lack of activities and opportunities for young people.
- Representatives talked about lack of public transport – both the negative impact for young people and others who are reliant on public transport, and also the positive impact of work to provide small buses in rural areas which is helping particularly older people make journeys.
- Infrastructure problems in rural areas such as lack of broadband could affect accessibility for some groups e.g. for disabled people and impact on learning and opportunities for young people.
- Representatives cited the success of walking and social clubs to tackle social isolation which could benefit older people, disabled people and others more likely to be isolated.
- There was significant support for Community Wardens who make a positive impact for some groups at more risk of anti-social behaviour and social isolation.
- Representatives had concerns over gypsy and traveller sites and felt needs were not being planned for.

Adverse Impact:

There is not expected to be any adverse impact as a result of the Strategic Statement. Individual initiatives, activities and changes that are planned in order to implement the outcomes and objectives that the Strategic Statement sets out will be subject to equality impact assessment and action taken where necessary.

Positive Impact:

The early engagement has raised many equality considerations over a wide range of issues that affect quality of life, as set out in the analysis above. The Strategic Statement presents an opportunity to set priorities and outcomes that could address some of the issues and promote equality and relations between groups of people. The analysis above will be fed into the drafting of the Strategic Statement.

JUDGEMENT

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken
- **Adjust and continue** - adjust to remove barriers or better promote equality
- **Continue the policy** - despite potential for adverse impact or missed opportunity. Set out the justifications: there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements.
- **Stop and remove the policy** – policy shows actual or potential unlawful discrimination it must be stopped and removed or changed

Internal Action Required **YES**

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Equalities considerations identified above will be fed into the drafting of the outcomes and objectives in the Strategic Statement. Draft outcomes and opportunities will be tested as part of the formal consultation and changes made as necessary depending on the feedback received.

Equality Impact Analysis/Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
ALL	Various – see analysis of equality considerations from early engagement above	Equalities considerations to be fed into drafting of the outcomes and objectives in the Strategic Statement.	Outcomes and objectives in the Strategic Statement respond to the equality considerations from early engagement where appropriate.	Liz Sanderson	Nov-Dec 2019	None
All	Not yet identified	Consultation on the outcomes and objectives during formal consultation, and updates made in response to feedback.	Final Strategic Statement that reflects consultation feedback including equality considerations.	Serine Annan-Veitch and Liz Sanderson	Feb 2020	None
All	Not yet identified	Update EqIA to reflect consultation feedback.	Final EqIA developed to support the approval process for the Strategic Statement. Final EqIA published alongside the final Strategic Statement.	Jenny Dixon-Sherreard	Feb-Mar 2020	None
All	Various – see analysis from	Development of a You Said We Did	You Said, We Did document published.	Jenny Dixon-	Mar 2020	None

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	early engagement above, issues also to be identified in consultation	document to show how engagement and consultation feedback has shaped the Strategic Statement.		Sherreard		
All	Not yet identified	Equality analysis to take place on any activities or changes initiated to deliver the outcomes and commitments in the Strategic Statement, and necessary actions taken.	Individual EqlAs on any proposed changes or new initiatives.	Joint Project Team and CMT	After Mar 2020	None

Have the actions been included in your business/ service plan?

Yes

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 EqlA must be submitted to committee services along with the relevant Cabinet report. Your EqlA should also be published .

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

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