

## EQIA Submission – ID Number

### Section A

**EQIA Title**

Heritage Conservation Strategy - Divestment of KCC Windmills Policy Change

**Responsible Officer**

Dyson, Lis - GT - ECE

**Approved by (Note: approval of this EqIA must be completed within the EqIA App)**

Helen Shulver - GT - ECE

### Type of Activity

**Service Change**

No

**Service Redesign**

No

**Project/Programme**

No

**Commissioning/Procurement**

No

**Strategy/Policy**

Strategy/Policy

**Details of other Service Activity**

No

### Accountability and Responsibility

**Directorate**

Growth Environment and Transport

**Responsible Service**

Heritage Conservation / Environment and Circular Economy

**Responsible Head of Service**

Helen Shulver - GT - ECE

**Responsible Director**

Matthew Smyth - GT - ECE

### Aims and Objectives

We are proposing to make changes to the Kent Heritage Conservation Strategy which would allow KCC to consider options for alternative ownership arrangements and/or financial responsibility for our eight windmills.

We are proposing to find alternative arrangements for each windmill separately because the current arrangements vary from site to site.

The windmills are all prominent rural or urban landmarks and highly graded designated (listed) buildings. As such, they are currently maintained in a condition that allows them to remain accessible to the general public to visit for educational and recreational purposes. However, KCC is facing a large increase in the cost of services, fuelled by high inflation, market conditions and increasing demands on its services from growth in the number of households and complexity of needs, which means that it needs to find ways to save money and has resulted in KCC proposing a change to ownership of these windmills.

There are no laws that say we must continue to own historic sites like windmills. However, as the current owner of the windmills, we do have a statutory duty to keep them safe, weatherproof, and

preserve their unique character and appearance. If KCC does not do this, Historic England could put the windmills on its "At Risk" list, and/or enforcement action could be taken by the Local Planning Authority.

No regular staff are employed to open the windmills to the public. Instead, through management agreements, locally based volunteer teams give up their spare time on scheduled open days to admit and guide visitors around the sites and buildings.

The proposed change to the ownership arrangements would mean that the ownership of each windmill may change to a local interest group, a private company or individual.

There could be a loss of amenity, volunteering and educational opportunities as future public access and enjoyment of these windmills is dependent on whoever takes on the responsibility for them. It may therefore indirectly affect other members of the community. This includes people who live near the mills, as well as others who live in other parts of Kent, or further afield, who plan to travel and visit the mills on scheduled open days when they are fully accessible

## Section B – Evidence

**Do you have data related to the protected groups of the people impacted by this activity?**

Yes

**It is possible to get the data in a timely and cost effective way?**

Yes

**Is there national evidence/data that you can use?**

Yes

**Have you consulted with stakeholders?**

Yes

**Who have you involved, consulted and engaged with?**

Full public consultation undertaken between 28th November 2023 and 29th January 2024.  
Users registered with Let's talk Kent who had expressed an interest in being kept informed of consultation regarding 'Arts and culture' and 'Environment and countryside' (8,559 people)  
Users registered with Let's talk Kent who participated in the 2021 Heritage Conservation Strategy consultation and asked to be kept informed (258 people).  
The seven local volunteer groups currently connected with the windmills.  
Members of the communities in which these windmills stand.  
Other Kent residents in or around these communities as well as further afield.  
Key stakeholders at a national level including members of societies and groups with a stated interest in the subject.  
Key stakeholders at an international level including members of societies and groups with a stated interest in the subject

**Has there been a previous Equality Analysis (EQIA) in the last 3 years?**

No

**Do you have evidence that can help you understand the potential impact of your activity?**

Yes

## Section C – Impact

**Who may be impacted by the activity?**

**Service Users/clients**

Service users/clients

**Staff**

Staff/Volunteers

**Residents/Communities/Citizens**

Residents/communities/citizens

**Are there any positive impacts for all or any of the protected groups as a result of the activity that you**

<b>are doing?</b>
Yes
<b>Details of Positive Impacts</b>
<p>The data currently available nationally indicates that windmill sites such as these can be equally well cared for by groups based in the communities in which they are located, as they can by local authorities.</p> <p>These groups tend to be charitable trusts or charitable incorporated companies set up with the twin aims of protecting the historic fabric of these buildings and ensuring they remain publicly accessible for educational and recreational purposes.</p>
<b>Negative impacts and Mitigating Actions</b>
<b>19. Negative Impacts and Mitigating actions for Age</b>
<b>Are there negative impacts for age?</b>
Yes
<b>Details of negative impacts for Age</b>
<p>All of the volunteer teams potentially affected by the proposal are composed of people of retirement age, for whom the process of volunteering at the windmill sites might be a key focus of their weekly routine.</p> <p>This may provide them with a sense of purpose and social connection. The potential loss of these opportunities could have a negative impact on their mental and physical health.</p>
<b>Mitigating Actions for Age</b>
<p>It would be important to manage the change in relationship between KCC and the volunteer teams, to minimise any negative impacts on the volunteers' wellbeing</p> <p>This would include keeping them informed of the changes, providing them with opportunities to ask questions, and addressing any concerns they may have</p>
<b>Responsible Officer for Mitigating Actions – Age</b>
Lis Dyson
<b>20. Negative impacts and Mitigating actions for Disability</b>
<b>Are there negative impacts for Disability?</b>
No
<b>Details of Negative Impacts for Disability</b>
Not Applicable
<b>Mitigating actions for Disability</b>
Not Applicable
<b>Responsible Officer for Disability</b>
Not Applicable
<b>21. Negative Impacts and Mitigating actions for Sex</b>
<b>Are there negative impacts for Sex</b>
No
<b>Details of negative impacts for Sex</b>
Not Applicable
<b>Mitigating actions for Sex</b>
Not Applicable
<b>Responsible Officer for Sex</b>
Not Applicable
<b>22. Negative Impacts and Mitigating actions for Gender identity/transgender</b>
<b>Are there negative impacts for Gender identity/transgender</b>

No
<b>Negative impacts for Gender identity/transgender</b>
Not Applicable
<b>Mitigating actions for Gender identity/transgender</b>
Not Applicable
<b>Responsible Officer for mitigating actions for Gender identity/transgender</b>
Not Applicable
<b>23. Negative impacts and Mitigating actions for Race</b>
<b>Are there negative impacts for Race</b>
No
<b>Negative impacts for Race</b>
Not Applicable
<b>Mitigating actions for Race</b>
Not Applicable
<b>Responsible Officer for mitigating actions for Race</b>
Not Applicable
<b>24. Negative impacts and Mitigating actions for Religion and belief</b>
<b>Are there negative impacts for Religion and belief</b>
No
<b>Negative impacts for Religion and belief</b>
Not Applicable
<b>Mitigating actions for Religion and belief</b>
Not Applicable
<b>Responsible Officer for mitigating actions for Religion and Belief</b>
Not Applicable
<b>25. Negative impacts and Mitigating actions for Sexual Orientation</b>
<b>Are there negative impacts for Sexual Orientation</b>
No
<b>Negative impacts for Sexual Orientation</b>
Not Applicable
<b>Mitigating actions for Sexual Orientation</b>
Not Applicable
<b>Responsible Officer for mitigating actions for Sexual Orientation</b>
Not Applicable
<b>26. Negative impacts and Mitigating actions for Pregnancy and Maternity</b>
<b>Are there negative impacts for Pregnancy and Maternity</b>
No
<b>Negative impacts for Pregnancy and Maternity</b>
Not Applicable
<b>Mitigating actions for Pregnancy and Maternity</b>
Not Applicable
<b>Responsible Officer for mitigating actions for Pregnancy and Maternity</b>
Not Applicable
<b>27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships</b>
<b>Are there negative impacts for Marriage and Civil Partnerships</b>
No
<b>Negative impacts for Marriage and Civil Partnerships</b>
Not Applicable
<b>Mitigating actions for Marriage and Civil Partnerships</b>
Not Applicable

<b>Responsible Officer for Marriage and Civil Partnerships</b>
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Not Applicable
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<b>28. Negative impacts and Mitigating actions for Carer's responsibilities</b>
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<b>Are there negative impacts for Carer's responsibilities</b>
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No
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<b>Negative impacts for Carer's responsibilities</b>
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Not Applicable
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<b>Mitigating actions for Carer's responsibilities</b>
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Not Applicable
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<b>Responsible Officer for Carer's responsibilities</b>
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Not Applicable
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