

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

are doing?
Yes
Details of Positive Impacts
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.
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.
Negative impacts and Mitigating Actions
19. Negative Impacts and Mitigating actions for Age
Are there negative impacts for age?
Yes
Details of negative impacts for Age
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.
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.
Mitigating Actions for Age
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
This would include keeping them informed of the changes, providing them with opportunities to ask questions, and addressing any concerns they may have
Responsible Officer for Mitigating Actions – Age
Lis Dyson
20. Negative impacts and Mitigating actions for Disability
Are there negative impacts for Disability?
No
Details of Negative Impacts for Disability
Not Applicable
Mitigating actions for Disability
Not Applicable
Responsible Officer for Disability
Not Applicable
21. Negative Impacts and Mitigating actions for Sex
Are there negative impacts for Sex
No
Details of negative impacts for Sex
Not Applicable
Mitigating actions for Sex
Not Applicable
Responsible Officer for Sex
Not Applicable
22. Negative Impacts and Mitigating actions for Gender identity/transgender
Are there negative impacts for Gender identity/transgender

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

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