

EQIA Submission – ID Number

Section A

EQIA Title

Visitor Economy and Inward Investment Services

Responsible Officer

Steve Samson - GT GC

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

Steve Samson - GT GC

Type of Activity

Service Change

No

Service Redesign

Service Redesign

Project/Programme

No

Commissioning/Procurement

No

Strategy/Policy

No

Details of other Service Activity

No

Accountability and Responsibility

Directorate

Growth Environment and Transport

Responsible Service

Economy

Responsible Head of Service

Steve Samson - GT GC

Responsible Director

Stephanie Holt-Castle - GT GC

Aims and Objectives

The aims of this EqlA are to capture and potential impacts on groups within Kent & Medway from the redesign of the county's visitor economy and inward investment services following the closure of Visit Kent and Locate in Kent which previously delivered these services.

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?

KCC has organised meetings and discussions to take into account the views of the tourism industry (private sector) and local partner organisations including District Councils, the Chamber of Commerce.

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

Yes

| |
|---|
| 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 |
| <p>Bringing visitor economy and inward investment services in house within KCC following the liquidation of two external organisations (Visit Kent and Locate in Kent) will ensure the continuation of these valuable and valued services for the county which benefit all local residents and visitors to the county, including those with any protected characteristics in the following ways:</p> <ol style="list-style-type: none"> 1. Supporting businesses and helping to generate revenue for the visitor economy sector which, in turn, provides employment opportunities for local residents (75,000 jobs supported) 2. Providing a range of leisure activities across the county which enhance the quality of life of local residents 3. Attracting additional businesses and investment opportunities to the county which creates employment opportunities for local residents and contributes to wider regeneration <p>For specific protected characteristics, the following benefits are anticipated:</p> <p>Age: providing additional employment opportunities for the working age population and career pathways for younger people</p> <p>Disability: Enabling visitor economy services to continue and build on past work to enhance accessibility to visitor attractions for people with disabilities</p> <p>In bringing the service in-house, the initial recruitment processes will be ringfenced to individuals recently made redundant working for Visit Kent & Locate in Kent. KCC does not hold data on the protected characteristics of these individuals so it is not possible to determine whether any groups with protected characteristics will be impacted negatively.</p> |
| Negative impacts and Mitigating Actions |
| 19.Negative Impacts and Mitigating actions for Age |
| Are there negative impacts for age? |
| No |
| Details of negative impacts for Age |
| Not Applicable |
| Mitigating Actions for Age |
| Not Applicable |
| Responsible Officer for Mitigating Actions – Age |
| Not Applicable |
| 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 |