

EQIA Submission – ID Number

Section A

EQIA Title

Adoption of the Kent County Council Commercial Strategy for 2026-2028

Responsible Officer

Michael Bridger - CED CP

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

Clare Maynard - CED CP

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

Strategic and Corporate Services

Responsible Service

Commercial and Procurement Division

Responsible Head of Service

Clare Maynard - CED CP

Responsible Director

John Betts - CED F

Aims and Objectives

The Kent County Council Commercial Strategy 2026-2028 sets out a structured framework for improving commercial outcomes, securing Best Value, and strengthening organisational resilience. It aims to embed commercial thinking across services, enhance procurement governance, and support more consistent supplier engagement - particularly with SMEs and VCSEs.

The Strategy responds to financial pressures, legislative changes (including the Procurement Act 2023), and the need for a more professional and efficient approach to procurement and contract management. It includes commitments to cost control, transparency, compliance, and supporting local economic growth through fair and proportionate procurement practices.

Equality Impact Analysis Summary:

No significant negative impacts have been identified for protected groups. While the Strategy does not directly alter service delivery models, it will influence how services are procured and how contracts are managed. The Strategy includes commitments that may have a positive impact through supporting:

- Closer scrutiny of supplier performance and monitoring of legislative compliance.

- Encouraging innovative service delivery.
- Promoting a more diverse supplier base with support for smaller organisations.
- Promoting the inclusion of Social Value in contracts, which could benefit protected groups.
- Prioritising transparency and compliance across our procurement and contracting activity.
- Emphasising the importance of supply chain risk management, including around risks such as modern slavery.

Equality Recommendation:

Proceed with implementation. The Strategy should be monitored through existing governance and performance frameworks to ensure that equality considerations are appropriately reflected in procurement and contract management practices. Ongoing engagement with suppliers and stakeholders will help identify any emerging impacts and support continuous improvement.

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?

Corporate Management Team (CMT)
Deputy Leader of the Council
Cabinet Member for Local Government Efficiency
Deputy Cabinet Member for Finance and Cross-Cabinet Activity
Deputy Cabinet Member for Corporate and Traded Services
Senior Officers across Directorates
Kent County Council Members (via Cabinet Committee and County Council governance pathway) (to follow)
Suppliers and Delivery Partners (via previous feedback and planned engagement event in January 2026)

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

No

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

Age:
The Strategy's focus on better supplier management and engagement, encouraging innovation, social value, and ensuring legislative and regulatory compliance, may support services that address the needs of different age groups, including older people and young adults.

Disability:

Commitments to supplier scrutiny, engaging smaller organisations, supporting innovation, and compliance may again help ensure services are accessible and responsive to the needs of disabled people. Social Value commitments, which will be encouraged, may also support improved accessibility and inclusion.

Gender / Gender Identity:

While no direct impacts are identified, the Strategy's emphasis on supplier accountability, and fair, transparent, and compliant procurement, which also encourages social value commitments, may support organisations working to promote gender equality and inclusive service delivery.

Race / Ethnicity:

As well as similar potential benefits to those outlined above, encouraging supplier diversity and supporting SMEs and VCSEs may help broaden participation from minority-led organisations and improve service responsiveness to diverse communities.

Religion or Belief:

Inclusive procurement, supplier engagement, and contract management may support services that are sensitive to cultural and religious needs, particularly where VCSEs are involved.

Sexual Orientation:

No direct impacts identified, but the Strategy's commitment to ethical standards and making sure we and our supply base are compliant with legislation may support organisations working with this protected group.

Pregnancy and Maternity:

No direct impacts identified, though inclusive service design and supplier diversity, which is encouraged through the Strategy, may help ensure services are responsive to the needs of parents and carers.

Marriage and Civil Partnership:

None identified.

Gender Re-assignment:

None identified, but the Strategy's commitment to ethical standards and making sure we and our supply base are compliant with legislation may support organisations working with this protected group.

Negative impacts and Mitigating Actions

19.Negative Impacts and Mitigating actions for Age

Are there negative impacts for age?

No. Note: If Question 19a is "No", Questions 19b,c,d will state "Not Applicable" when submission goes for approval

Details of negative impacts for Age

Not Completed

Mitigating Actions for Age

Not Completed

Responsible Officer for Mitigating Actions – Age

Not Completed
20. Negative impacts and Mitigating actions for Disability
Are there negative impacts for Disability?
No. Note: If Question 20a is "No", Questions 20b,c,d will state "Not Applicable" when submission goes for approval
Details of Negative Impacts for Disability
Not Completed
Mitigating actions for Disability
Not Completed
Responsible Officer for Disability
Not Completed
21. Negative Impacts and Mitigating actions for Sex
Are there negative impacts for Sex
No. Note: If Question 21a is "No", Questions 21b,c,d will state "Not Applicable" when submission goes for approval
Details of negative impacts for Sex
Not Completed
Mitigating actions for Sex
Not Completed
Responsible Officer for Sex
Not Completed
22. Negative Impacts and Mitigating actions for Gender identity/transgender
Are there negative impacts for Gender identity/transgender
No. Note: If Question 22a is "No", Questions 22b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Gender identity/transgender
Not Completed
Mitigating actions for Gender identity/transgender
Not Completed
Responsible Officer for mitigating actions for Gender identity/transgender
Not Completed
23. Negative impacts and Mitigating actions for Race
Are there negative impacts for Race
No. Note: If Question 23a is "No", Questions 23b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Race
Not Completed
Mitigating actions for Race
Not Completed
Responsible Officer for mitigating actions for Race
Not Completed
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
No. Note: If Question 24a is "No", Questions 24b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Religion and belief
Not Completed
Mitigating actions for Religion and belief
Not Completed
Responsible Officer for mitigating actions for Religion and Belief

Not Completed
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
No. Note: If Question 25a is "No", Questions 25b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Sexual Orientation
Not Completed
Mitigating actions for Sexual Orientation
Not Completed
Responsible Officer for mitigating actions for Sexual Orientation
Not Completed
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity
No. Note: If Question 26a is "No", Questions 26b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Pregnancy and Maternity
Not Completed
Mitigating actions for Pregnancy and Maternity
Not Completed
Responsible Officer for mitigating actions for Pregnancy and Maternity
Not Completed
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
No. Note: If Question 27a is "No", Questions 27b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Marriage and Civil Partnerships
Not Completed
Mitigating actions for Marriage and Civil Partnerships
Not Completed
Responsible Officer for Marriage and Civil Partnerships
Not Completed
28. Negative impacts and Mitigating actions for Carer's responsibilities
Are there negative impacts for Carer's responsibilities
No. Note: If Question 28a is "No", Questions 28b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Carer's responsibilities
Not Completed
Mitigating actions for Carer's responsibilities
Not Completed
Responsible Officer for Carer's responsibilities
Not Completed