

EQIA Submission – ID Number

Section A

EQIA Title

Adoption of the Winning for Kent Policy 2026-2028

Responsible Officer

Rebecca Rhodes - CED CP

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

Ben Watts - DCED DCEO

Aims and Objectives

The Kent County Council Procurement with Winning for Kent: Purpose Policy 2026–2028 establishes a clear and consistent framework for ensuring that the Council’s procurement activity delivers wider social and economic benefits for Kent’s residents. It strengthens how Social Value is embedded across all stages of the procurement and contract management lifecycle, ensuring that public spending is used not only to secure high-quality services, but also to support local jobs, develop skills, grow responsible supply chains, and improve community wellbeing.

The Policy responds to statutory duties under the Public Services (Social Value) Act 2012, the Procurement Act 2023, and the requirements of the National Procurement Policy Statement, by ensuring Social Value is considered proportionately, transparently, and consistently. It also reflects the Strategic Statement commitment to use Kent’s buying power to support local jobs and keep investment in the county, ensuring procurement acts as a lever for economic resilience and positive social impact.

Equality Impact Analysis Summary:

No significant negative impacts have been identified for protected groups. While the Policy does not directly change service delivery models, it shapes the way services are procured and how suppliers are expected to contribute to broader community outcomes.

The Policy is expected to generate positive impacts through:

- Encouraging suppliers to support local employment, apprenticeships, training, and skills development.
- Promoting more inclusive supply chains, creating opportunities for SMEs, VCSEs, and community-based organisations.
- Strengthening accountability and transparency through proportionate Social Value measurement and reporting.
- Supporting initiatives that improve community wellbeing, tackle inequalities, and enhance social cohesion.
- Reinforcing responsible business practices across supply chains, including environmental stewardship and ethical labour standards.

Together, these commitments ensure the policy supports a fairer, more resilient, and more inclusive Kent, while enabling procurement to deliver meaningful and measurable Social Value outcomes for all communities.

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
Senior Officers across Directorates
Kent County Council Members (via Cabinet Committee and County Council governance pathway) (to follow)

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 Policy's emphasis on outcome-focused Social Value - particularly around skills, employment, community wellbeing, and accessible services - may support initiatives that benefit people of all ages. This

includes activities that help young people access training and entry-level opportunities, as well as programmes that promote independence, community participation, and improved wellbeing for older residents.

Disability:

The Policy's commitment to proportionate Social Value, supplier accountability, and inclusive supply chains may support improved accessibility, reasonable adjustments, and more responsive service design.

Encouraging SMEs and VCSEs, many of whom have specialist expertise, may also enhance support for disabled residents. Social Value commitments may contribute to reducing barriers to employment, and improving community access.

Gender / Gender Identity:

Although no direct impacts are identified, the Policy's emphasis on fairness, transparency, ethical practice, and supplier responsibility may support organisations delivering gender-inclusive services. Social Value commitments that encourage workforce development, fair employment practices, and safe community environments may indirectly support gender equality and inclusive service delivery.

Race / Ethnicity:

By encouraging supplier diversity and supporting SMEs and VCSEs, the Policy may broaden participation from minority-led organisations and encourage more culturally responsive services. Social Value initiatives such as community support programmes, outreach, and targeted skill development may also positively impact residents from minority ethnic backgrounds.

Religion or Belief:

More inclusive procurement, particularly through engaging VCSEs and community-based organisations, may support service delivery that is sensitive to cultural and religious needs. Social Value activity that promotes community cohesion and understanding may offer additional benefits for faith communities.

Sexual Orientation:

No direct impacts are identified. However, the focus on ethical supply chains, inclusive community outcomes, and transparent procurement practices may support organisations that work with LGBTQ+ communities. Social Value commitments may contribute to safer, more inclusive community spaces and services.

Pregnancy and Maternity:

No direct impacts identified. However, encouraging inclusive service design and supplier diversity may ensure that procurement delivers services responsive to the needs of parents, carers, and those experiencing pregnancy and maternity.

Marriage and Civil Partnership:

No specific impacts identified.

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