EQIA Submission – ID Number
Section A

EQIA Title
Kent and Medway Local Growth Plan

Responsible Officer
Natasha White - GT GC

Approved by (Note: approval of this EqIA must be completed within the EqIA App)
Steve Samson - GT GC

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
Economy

Responsible Head of Service
Steve Samson - GT GC

Responsible Director
Stephanie Holt-Castle - GT GC

Aims and Objectives

The aim of this EqIA is to review the equality implications of adopting the Kent and Medway Local Growth Plan as a long-term, evidence-led plan to support sustainable economic growth across Kent and Medway. The Plan identifies priority sectors, growth opportunities and investment priorities and will support engagement with Government, businesses, investors and partners.

The Equality Impact Assessment considers whether adoption of the Local Growth Plan may have any differential impacts on people with protected characteristics and seeks to ensure that equality considerations are embedded in the ongoing development and implementation of the Plan.

The assessment indicates that the Plan is expected to have a positive impact on equality outcomes, primarily through supporting inclusive economic growth, skills development, employment opportunities and wider economic participation across Kent and Medway. Equality impacts will continue to be reviewed and the EqIA refreshed, where appropriate, as the Plan and associated actions continue to develop.

Section B – Evidence

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

No

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

No

Is there national evidence/data that you can use?

Yes

Have you consulted with stakeholders?

Yes

Who have you involved, consulted and engaged with?

- Industry partners and sector representatives
- Local authority partners across Kent districts and Medway
- Internal Kent County Council officers involved in economic development

The development of the Plan has included engagement with businesses, education providers, local authorities and economic partners through workshops and stakeholder engagement activities. Further engagement is planned as the Plan continues to be refined.

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

No

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 Local Growth Plan seeks to support economic growth, employment opportunities and skills development across Kent and Medway. This has the potential to benefit people at different life stages, including young people entering the labour market, those seeking career progression and older people wishing to remain economically active.

Disability

The Local Growth Plan supports inclusive economic growth and encourages consideration of accessibility, skills development and employment opportunities across Kent and Medway. Future actions and investment propositions arising from the Plan may help support improved access to employment, training and business opportunities for disabled people.

Sex (Gender)

The Plan supports economic growth, skills development and employment opportunities across a range of sectors where people of all genders are represented. It seeks to encourage wider participation in the economy and support access to growth opportunities.

Race

By supporting economic growth, business development and investment across Kent and Medway, the Plan has the potential to contribute to increased employment, skills and business opportunities for people from

diverse ethnic backgrounds.

Religion or Belief
The Plan supports sustainable and inclusive economic growth across Kent and Medway and is not expected to adversely affect any particular religion or belief group. Future engagement and implementation activity should continue to consider the needs of Kent and Medway's diverse communities.

Sexual Orientation
The Plan contributes to an inclusive economy by supporting business growth, employment and skills opportunities that are expected to benefit residents regardless of sexual orientation.

Gender Reassignment
No specific differential impacts have been identified. The Plan supports an inclusive approach to economic growth and opportunities that are intended to benefit all residents regardless of gender identity.

Pregnancy and Maternity
The Plan supports employment, skills and business opportunities across Kent and Medway and may benefit individuals balancing work, training and caring responsibilities through increased access to economic opportunities.

Marriage and Civil Partnership
No specific differential impacts have been identified. The Plan supports broader economic growth, skills development and employment opportunities that are intended to benefit all residents.

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