EQIA Submission – ID Number
Section A

EQIA Title
26/00045 - Transition of Active Kent & Medway to an independent legal entity and conclusion of hosting arrangements.

Responsible Officer
Selina Baker - GT GC

Approved by (Note: approval of this EqIA must be completed within the EqIA App)
Liz Davidson - 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
Growth and Communities
Responsible Head of Service
Liz Davidson - GT GC
Responsible Director
Stephanie Holt-Castle - GT GC

Aims and Objectives

The overarching aim is to support the orderly cessation of the current hosting arrangement between Active Kent & Medway (AKM) and Kent County Council (KCC), and facilitate AKM's transition to an independent legal entity. The change seeks to:

Secure the long-term sustainability of Active Kent & Medway. (AKM)
Maintain continuity of strategic leadership for sport and physical activity across Kent and Medway.
Protect AKMs ability to attract and manage external investment, including Sport England funding.
Establish clearer governance, accountability and decision-making arrangements.
Ensure continued focus on reducing inequalities in physical activity, health and wellbeing outcomes.
Maintain effective partnership working with KCC and wider system partners.

Objectives
The key objectives of the transition are to:

Ensure uninterrupted delivery of programmes and services that benefit residents, particularly those experiencing the greatest health and social inequalities.

Protect existing relationships with communities, partners, schools, health organisations and voluntary sector groups.
Transfer organisational responsibilities, assets, contracts, funding arrangements and governance arrangements in a lawful and equitable manner.
Minimise any adverse impact on employees during organisational change and ensure compliance with employment legislation and good practice.
Retain Kent and Medway's recognition as a single Active Partnership area and maintain access to future Sport England investment.
Strengthen accountability through an independent governance structure while maintaining strategic alignment with KCC priorities relating to prevention, health improvement, children and young people and stronger communities.

Equality Considerations
The primary equality consideration is not the organisational change itself, but whether the transition if not well managed with due regard to the Equality Act could unintentionally affect,

Staff with protected characteristics.
Communities who currently benefit from AKM programmes.
Groups experiencing the greatest levels of inactivity and inequality.
Partners who deliver services to under-represented populations.

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?

Team members (Active Kent and Medway)
Advisory Board Mmebers
Public Health
HR advisors (KCC)
VCSE partners
District Councils
Stone King (legal)
Sport England
Other Active Partnerships - peer input

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

Potential Positive Impacts on Protected and Under-Represented Groups

The proposed transition to an independent legal entity is expected to have a positive impact on protected and under-represented groups by strengthening Active Kent & Medway's ability to tackle inequalities, secure external investment, engage communities in decision-making and maintain a dedicated focus on increasing physical activity amongst those least likely to be active. Independence also provides opportunities to enhance inclusive governance and ensure programmes continue to be informed by the needs and experiences of under-represented communities across Kent and Medway. These opportunities are expected to support AKM's strategic objective of reducing inequalities in physical activity participation and related health outcomes.

1. Greater focus on tackling inequalities
As an independent charitable organisation, AKM would have a clearer and more direct organisational focus on reducing inactivity and inequalities across Kent and Medway.
Specifically;

Disabled people
People from ethnically diverse communities
Women and girls
Older people
People from lower socio-economic groups

2. An increased ability to secure funding targeted at disadvantaged groups
Independent charitable status could improve access to charitable trusts, foundations and grant programmes that are unavailable or more difficult to access within the current local authority-hosted model.

Potential beneficiaries of additional investment being;

Children and young people from deprived communities
Disabled participants
Ethnically diverse communities
Women and girls
Lower socio- economic groups

3. Stronger community voice and co-design
Greater opportunity to work with VCSE through positioning AKM better within this network to enable increased consultation with communities experiencing under-representation and using evidence and insight to shape decisions.

4. More inclusive governance and leadership

Independence creates an opportunity to design governance structures that better reflect the diversity of Kent and Medway and strengthen accountability for equality, diversity and inclusion. AKM's inclusion work already identifies the importance of equality monitoring, representation and ensuring decisions are

informed by under-represented communities.

5. Continuity of a dedicated organisation focused on reducing inequalities

The independence proposals identify a risk that, without a clear single legal entity during local government reorganisation, accountability and services could become fragmented and funding potentially lost in its entirity. Independence helps maintain a dedicated organisation whose purpose is increasing activity and reducing inequalities across Kent and Medway.

6. Opportunity to engage and consult team members directly on the development of policies and procedures.

Independence offers greater opportunity for team members to be involved in the development of policies and procedures and to better understand these not just through the lens of a single protected characteristic but through taking a more intersectional approach.

As part of the establishment and transfer of members of the team to a new independent legal entity, AKM are committed to engaging with member of the team and ensuring HR and legal advice is sought throughout and beyond the transition.

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