

March 2014

KENT COUNTY COUNCIL EQUALITY ANALYSIS / IMPACT ASSESSMENT (EqIA)

Directorate: *Strategic and Corporate Services*

Name of policy, procedure, project or service: *KCC Commissioning Framework*

What is being assessed?

KCC Commissioning Framework

Responsible Owner/ Senior Officer

David Whittle, Head of Policy and Strategic Relationships

Date of Initial Screening

28th November 2014

Date of Full EqIA :

28th November 2014

Version	Author	Date	Comment
0.1	Olivia Crill	28/11/14	
1.0	Olivia Crill	28/11/14	Review by David Whittle
2.0	Olivia Crill	01/12/14	Incorporated comments from Akua Agyepong

March 2014

Screening Grid

Characteristic	Could this policy, procedure, project or service, or any proposed changes to it, affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN		Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities
		Positive	Negative	Internal action must be included in Action Plan	If yes you must provide detail
Age	No	Medium	Medium	No	Yes – by commissioning effectively, the needs of all customer groups should be fully considered as part of the ‘analysis’ stage of commissioning any service. Following the standards set out in the Framework also requires commissioners to consider findings from their equality impact assessment in their service planning.
Disability	No			No	
Gender	No			No	
Gender identity	No			No	
Race	No			No	
Religion or belief	No			No	
Sexual orientation	No			No	
Pregnancy and maternity	No			No	
Marriage and Civil Partnerships	No			No	
Carer's responsibilities	No	No	No		

Part 1: INITIAL SCREENING

Context

In July 2013, KCC set out our response to these challenges through 'Facing the Challenge: Whole-Council Transformation'. This paper outlined how we would urgently rethink our delivery models to drive out short-term savings, alongside a longer-term strategy of evolving towards becoming a strategic commissioning authority by 2020.

In September 2013 the council's first corporate transformation plan for the whole organisation was agreed. 'Facing the Challenge: Delivering Better Outcomes' set out how the 'growing gap between resources and needs can only be met by taking a radically different approach, an approach that requires whole-council transformation, through moving to become a commissioning authority – with a greater focus on outcomes and less focus on the process or vehicle used to deliver services'.

In May 2014 Members considered a paper entitled Facing the Challenge: Towards a Strategic Commissioning Authority, which highlighted key areas in which we need to strengthen our capability to enable KCC to become a more effective strategic commissioning authority, focused on achieving our outcomes however our services are delivered.

As a result Members agreed to the development of a Commissioning Framework that would "enable consistency of approach to commissioning across KCC, provide a process and principles for commissioners to apply, and standards to meet, when commissioning any service".

This Commissioning Framework has therefore been developed within the context of the Facing the Challenge: Whole-Council Transformation' strategy and the Facing the Challenge: Delivering Better Outcomes' transformation plan.

Aims and Objectives

The purpose of the Commissioning Framework is to provide a clear picture to Members, staff, residents, partners and providers about how we will use a commissioning approach to achieve the impact articulated within the Corporate Outcomes Framework.

There are 9 principles (see commissioning framework) all of which when considered against the protected characteristics will allow for needs and impact to be taken into account and this should lead to fairer outcomes. The principles encourage engagement and consultation with customers across services. They challenge Commissioners, Providers and Officers to actively use equality analysis as part of the evidence base for activity where relevant. In so doing it creates a culture of accountability for outcomes and allows the authority to understand the impact of its commissioning activity by protected

characteristics. There is a commitment to building capacity with a focus on maximising social value and cohesion in communities in Kent. The Commissioning Framework will in effect support KCC to deliver against its Public Sector Equality Duty by focusing on needs and outcomes.

The Framework makes clear that becoming a strategic commissioning authority is not about implementing new organisational structures or bureaucratic processes. As such the way in which the principles of the Framework are embedded will vary from service to service across KCC. Cabinet Members and Corporate Directors will be responsible for embedding these principles within their Directorates, and our established project assurance and audit processes will be used to assess the extent to which we are progressing towards making these goals a reality.

Each Directorate will be responsible for taking forward actions which support the implementation of the Framework.

Beneficiaries

It is intended that all KCC residents will benefit from the Council taking a commissioning approach to the planning and delivery of its services.

Council Members and staff will be the main people using the Framework on a regular basis.

Information and Data

Overall

The 2013 mid-year population estimates show that Kent is the most populous county council area in the South East region with a population of 1,493,500 people.

Age

The mean age of residents in the Kent is 40.6 years. This is slightly higher than the national average of 39 .5 years. The mean age of a Kent female is 41.6 years compared to the national average of 40 .5 years. The mean age of Kent male is 39.5 compared to the national average of 38.5 years. Mean age is slightly higher in East Kent with the mean age of a resident in Thanet, Dover and Shepway being at or above 42 years. Mean age is youngest in Dartford (North Kent) at 37.9 years. Shepway has the oldest mean age for females at 44.1 years. Dartford has the youngest at 38.6 years. Shepway has the oldest mean age for males at 41.8 years. Dartford has the youngest at 37.2 years.

Gender

There are slightly more female residents than male residents in Kent. 51% (762,100 people) residents are female and 49% (731,400) male. This pattern is seen nationally and in all of Kent's local authority districts.

Thanet has the greatest proportion of females to males (51.9% female compared to 48.1% male). The difference is smallest in Swale with 50.5% female compared to 49.5% male.

However, the male to female ratio changes with age. On the whole there tends to be more males than there are females up to the age of 24 years. Beyond this age, there are more females than males, although the exact age at which there become more females than males does vary between each local authority district.

Race/Ethnicity

Just under 1.4 million of Kent's residents are from the White ethnic group which accounts 93.7% of the total population. This is a higher proportion than the national figure of 85.4% and the South East figure of 90.7%.

The remaining 92,638 Kent residents belong to the other four broad ethnic groups which we have identified as the Black Minority Ethnic (BME) group. This equates to 6.3% of the total population. This is a lower proportion than the national figure of 14.6% and the regional figure of 9.3%.

Out of the twelve local authority districts within Kent, Gravesham has the highest number and proportion of residents from a BME group. 17.2% of Gravesham's population, 17,494 people are from a BME group. This is much higher than the national and regional proportions.

Dartford has the second highest BME population with 12,295 residents (12.6%) from a BME group. Canterbury is third with 10,525 residents (7.0%). All of these areas have a higher proportion of BME residents compared to the Kent average of 6.3%

Of the twelve local authority districts within Kent, Dover has the lowest number and proportion of residents from a BME group. 3.32% of Dover's population, 3,708 people are from a BME group.

Religion and Belief

The religious profile of Kent is very similar to that seen nationally and in the South East. The religion question was the only voluntary question on the 2011 Census questionnaire and 7.3% of Kent residents did not answer the question. This is slightly higher than the England figure of 7.2% but slightly lower than the South East figure of 7.4%.

In 2011 Christianity remains the largest religion in Kent. A total of 915,200 Kent residents said that they were Christians. This is equivalent to 62.5% of the total population which is a higher proportion than the national figure (59.4%) and the regional figure (59.7%).

The 2nd most popular religion in Kent is Muslim with 13,932 people which equates to 0.95% of the total population.

However, the 2nd highest proportion of the population claimed to have no religion. This is equal 26.75% or 391,591 Kent residents.

March 2014

43.4 % of Kent's population aged 16-64 are non-Christian

Disability

The proportion of total resident population who have limitations to day-to-day activities in Kent is very similar to that seen nationally and within the South East. In Kent 257,038 people stated that they have a health problem or disability which limits their day-to-day activities.

In Kent 82,570 people claim disability benefits due to a physical disability, 15,710 due to mental health problems and 12,540 because of a learning difficulty.

Marriage and Civil Partnerships

As part of the data on marital status, the 2011 Census provides us with the number of people who are in a same sex civil partnership. The total for Kent was 2,388 or 0.2% of the total population aged 16 and over. However, there are limitations to the census data as there is no differentiation between straight and gay and lesbian people who are separated, divorced, or widowed.

Gender Identity and Sexual Orientation

The above categories were not monitored in the 2011 Census. However KCC is aware that people from gay and straight communities and those who are transitioning or have transitioned gender live, work and access leisure activities in the county through the experience of Kent businesses and services.

Involvement and Engagement

The Commissioning Framework has been developed in close partnership with Members and with officers across the Council. This engagement has involved:

- A cross-service Officer Working Group was established to lead on the delivery of the Commissioning Framework. The Group has met six times since July 2014 and comprised Officers from all KCC Directorates.
- Discussions with Cabinet Members as a group and individually, to inform the development of the commissioning principles.
- Engagement with the Member Working Group on Commissioning which was established by the Leader of the Council to consider the role of Members in commissioning.
- Engagement workshops were held with staff from all change Portfolios, to seek views on what we are already doing well in relation to commissioning and how we can improve our approach. Over 100 staff attended these workshops.
- Initial thinking on the emerging principles was discussed with union representatives to help inform the development of the Framework.

March 2014

- Initial thinking on the emerging principles was also discussed with representatives of our voluntary sector partner organisations, to help ensure that the commissioning approach we will be embedding helps us to be an effective commissioning partner for our local voluntary and community sector.
- The draft Framework was also considered by Directorate management teams across KCC.

Potential Impact

The Commissioning Framework has county-wide application, and will have county-wide impacts. At this stage there are no specific proposals and therefore it is considered premature to carry out an Equalities Impact Assessment. However, as proposals (e.g. commissioning plans) are developed using the Commissioning Framework approach, changes will have the potential to have a disproportionate impact on individuals within the population who have a protected characteristic.

As particular commissioning plans and activities are developed, there may be opportunities to promote equality objectives.

JUDGEMENT

It will be essential to investigate all emerging proposals both for any potentially disproportionate impacts and for opportunities to promote equalities objectives. In practical terms this means that in relation to each commissioning plan and decision it will be necessary to take the Public Sector Equality Duty into account and to carry out an EIA in relation to the decision where it is likely to have a disproportionate impact on members of the community who have a protected characteristic.

Option 1 – Screening Sufficient	NO
Option 2 – Internal Action Required	Yes- See action plan
Option 3 – Full Impact Assessment	NO

Monitoring and Review

All commissioning plans developed will need to investigate all emerging proposals both for any potentially disproportionate impacts and for opportunities to promote equalities objectives. As a result the monitoring will be conducted through the review and challenge of commissioning plans developed across KCC.

March 2014

Sign Off

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer

Signed: Olivia Crill

Name: Olivia Crill

Job Title: Transformation Manager

Date: 28/11/2014

DMT Member

Signed: David Whittle

Name: David Whittle

Job Title: Head of Policy and Strategic Relationships

Date: 28/11/2014

Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
All	As proposals (e.g. commissioning plans) are developed using the Commissioning Framework approach, changes will have the potential to have a disproportionate impact on individuals within the population who have a protected characteristic.	All commissioning plans developed will need to investigate all emerging proposals both for any potentially disproportionate impacts and for opportunities to promote equalities objective, and to identify Performance outcomes to support the E&D objectives	Equality Impact Assessments completed for all commissioning plans and	All commissioners	Ongoing	None
ALL	KCC requires a refresh of its corporate equality objectives to support the delivery of the commissioning framework	Review of existing objectives Development of proposals for and new equality objectives	Equality objectives more aligned to Commissioning framework, leading to greater efficiency and accountability			