

June 2014

**KENT COUNTY COUNCIL
EQUALITY ANALYSIS / IMPACT ASSESSMENT (EqIA)**

**This document is available in other formats, Please contact
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Directorate: Growth Environment and Transport

Name of policy, procedure, project or service

Kent Environment Strategy (KES)

What is being assessed?

The updated Kent Environment Strategy. The priorities and strategic actions are being reviewed and updated.

Responsible Owner/ Senior Officer

Carolyn McKenzie and Caroline Drewett Sustainable Business and Communities

Date of Initial Screening

The initial screening was undertaken in 2010 . This detailed no adverse impacts from the delivery of the strategy and highlighted for specific projects, EqIA's will be undertaken for example Warm Homes programme. Through reviewing the original scoping EqIA document, the need for monitoring and evaluation of project EqIA was highlighted.

Date of Full EqIA :

The full EqIA assessment was started on the 19th March 2015

Version	Author	Date	Comment
1	Caroline Drewett	19/3/15	Initial draft for internal consultation
2	Caroline Drewett	20/4/15	Initial review by Deb Kapaj
3	Caroline Drewett	18/6/15	Final review following feedback from KCC Diversity team

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Screening Grid

Project level EqIA will be carried out where relevant

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 – the strategy will positively affect this group	MEDIUM	LOW	Yes further assessment and action planning.	<p>Yes, there are several example of promoting equal opportunities and positive impacts through the delivery of the strategy;</p> <ul style="list-style-type: none"> - There will be improved access to public transport which would benefit particularly those groups who rely on it more than most for example older and younger residents. - Through the use of new technology for example smart phone applications; the younger generation will have the opportunity to access services more efficiently and quicker. - In terms of accessing Country Parks the strategy will through improved access help the older generation and residents with young families to increase physical activity levels. - Building community resilience and adaptation to severe weather (flooding for example) will positively benefit the older generations who are impacted more significantly than other groups. . - The Warm Homes retrofitting project positively supports pensioners through providing measures to overcome fuel poverty and improve health and wellbeing. Eligibility criteria requires residents to have income related

					<p>employment & support allowance alongside other criteria which includes a pensioner premium, higher pensioner premium or enhanced pensioner premium. Support can also be given through the Public Health Winter Warmth programme currently.</p> <ul style="list-style-type: none"> - In relation to KCC waste services the Waste Equality Toolkit identifies barriers and to makes recommendations as to how they could be removed, to make the Waste Centres more user-friendly and to improve the visitor experience. This focuses significantly on disability and age protected characteristics.
Disability	No – the strategy will positively affect this group	MEDIUM	LOW	Yes further assessment and action planning.	<p>A number of initiatives within the Strategy will positively affect disabled residents;</p> <ul style="list-style-type: none"> - Physically-improving the accessibility to the natural environment for example improvements to path networks and more information on the accessibility of sites will positively benefit physically disabled residents and those with learning disabilities. - The Warm Homes retrofitting project positively supports disabled groups through providing measures to overcome fuel poverty and improve health and wellbeing. Eligibility criteria requires residents to have income related employment & support allowance alongside other criteria which includes a child under 16/ Child Tax Credit which includes a disability or severe disability element/ a disabled child premium/ a disability premium, enhanced disability premium or severe disability premium. - In relation to KCC waste services the Waste Equality Toolkit identifies barriers and to makes recommendations as to how they could be removed, to make the Waste Centres more user-friendly and to improve the visitor experience. This focuses significantly on disability and age protected characteristics.

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Gender	No	NONE	NONE		No specific protected characteristic benefits
Gender identity	No	NONE	NONE		No specific protected characteristic benefits
Race	No	NONE	NONE		No specific protected characteristic benefits
Religion or belief	No	NONE	NONE		No specific protected characteristic benefits
Sexual orientation	No	NONE	NONE		No specific protected characteristic benefits
Pregnancy and maternity	No	NONE	NONE		No specific protected characteristic benefits
Marriage and Civil Partnerships	No	NONE	NONE		No specific protected characteristic benefits
Carer's responsibilities	No	NONE	NONE		No specific protected characteristic benefits

Part 1: INITIAL SCREENING

Proportionality - Based on the answers in the above screening grid the weighting is of high relevant for positive impacts on protected groups.

Low	Medium	High
Low relevance or Insufficient information/evidence to make a judgement.	Medium relevance or Insufficient information/evidence to make a Judgement.	High relevance to equality, /likely to have adverse impact on protected groups

Context and Aims and Objectives

The Kent Environment Strategy (KES) is the vision for our environment where;

The County of Kent benefits from a competitive, innovative and resilient economy, with our natural and heritage assets enhanced and protected for their unique value and positive impact on our economy, health and wellbeing

The five-year strategy details the themes and priorities representing the major challenges and opportunities for Kent . The document ensures we have the evidence, data and local strategies to make smart and informed decisions to live within our environmental limits and ensure our natural, historic and living environment is valued and protected.

Our way of life and the way we interact both locally and globally are always changing. So too are the challenges and opportunities that have caused those changes or have been brought on by them. Central to the revised Kent Environment Strategy is the realisation that our environment, society and economy are interdependent and it is by recognising and promoting those links that will serve to help Kent manage challenges and make the most of the opportunities available.

Our natural environment forms the foundations of our society and economy. Along with the historic environment it also provides a positive impact on Kent’s residents health and wellbeing, and when managed sustainably on our economy.

Sustainable growth is vital to ensure longevity and quality of our society, environment and economy. However, our economy faces challenges both locally and globally and important to its success is innovation to adapt and be resilient to change.

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Developing an evidence base approach enables us to understanding the risks and opportunities and subsequently to develop appropriate and realistic actions and targets to manage those risks and realise the opportunities.

The Strategy is supported by the Kent State of the Environment report which is one example of this evidence. The report gives an overview in terms of the quality of the natural environment, resources it provides, the economic value of the environment and its role in our health and wellbeing.

The vision of the strategy is to ensure that our environment, economy and society takes into account these challenges and opportunities and benefits Kent's residents. Practically this means communities, individuals, businesses, policy makers and public sector working together. To enable this, the strategy addresses how we;

- Effectively manage and use our resources now and in the future in a sustainable way
- Enhance and protect our natural and historic environment,
- Ensure sustainable growth
- Develop resilient and healthy communities.

Beneficiaries

The end beneficiaries are the residents of Kent through the services provided and the management and accessibility of the natural and historic environment. The strategy will protect and improve the quality of Kent's environment and enable improved and sustainable access for Kent's residents. It will ensure the economic, health and wellbeing benefits of a healthy natural environment are fully realised.

Information and Data

The Strategy is supported by;

1. Kent's State of the Environment report (SOTE) which gives an overview for Kent providing the data for example on Kent's demographics alongside environmental indicators measuring the quality of Kent's environment. The report demonstrates residents who

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may be particularly vulnerable to the impacts of severe weather for example the elderly and those in fuel poverty (disabled) who are unable to heat their homes adequately with subsequent poor health and wellbeing. The strategy takes the priority areas from the SOTE report and presents priorities for development and delivery. For example the disabled and elderly will benefit significantly from improved access to the outdoors and housing retrofits for energy efficiencies and combating fuel poverty. Measures to tackle a changing climate for example more frequent severe weather impacts, will with a projected ageing population make the KES actions even more relevant.

2. Consultation workshops and meetings to determine the emerging priorities
3. Public perception survey.

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Data on Kent demographics and protected characteristics

Age and Disability protected characteristics are specifically positively affected by the Strategy.

Disability

- Kent is the largest non-metropolitan local authority area in England with a resident population of 1,463,740 people (2011 Census)
- There are 9.4 million disabled people in England, accounting for 18 per cent of the population. Of this total 45% of disabled people are male and 55% female (2011 Census)
- 257,038 residents in Kent (17.6%) have a health problem or disability which limits their day-to-day activities with a higher proportion of women (7.9%) claim disability benefits in Kent than men (7.0%)
- From the Department of Works and Pensions - Benefit's claimants the division by medical condition groupings is Physical Disability (including sensory) equals 73.5 % or 81,250 people. 14.3 % or 15,820 people with a Mental Health issues and 11.4% or 12,630 people with a Learning Disability/Difficulty.

For this assessment disability is split into the following sub-groups;

- Physical impairment
- Sensory impairment (including people who are Blind or visually impaired and people who are Deaf or have a hearing impairment)
- Learning Disability (people with an IQ assessed at under 70), people with a Learning Difficulty (medical conditions like Autism, ASD (Autistic Spectrum Disorder), and others) and people who have Cognitive impairment (medical conditions like Alzheimer)
- Mental Health (a diagnosed medical condition) and Mental Distress

Learning Disability

In Kent there are approximately 28,000 people with a learning disability or learning difficulty. This is a significant number and seems set to increase by 12-14% by 2021. (Source – *Mencap website 2014*) The following statistics reflect the current levels of dementia across the UK (Source – *Alzheimer's UK*)

- There are 40,000 younger people with dementia in the UK
- There are 25,000 people with dementia from black and minority ethnic groups

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- In the UK there will be 1 million people with dementia in the UK by 2025
- Two thirds of people with dementia are women
- The proportion of people with dementia doubles for every five-year age group
- One in six people aged 80 and over has dementia
- Two thirds of people with dementia live in the community while one third live in a care home

Mental Health

- In Kent there are approximately 163,000 – 190,000 people with common mental health problems such as anxiety and depression
- 60,000 people with severe mental illness, such as severe depression or Post traumatic stress disorder
- 12,000 people with severe mental illness and longer-term needs, such as schizophrenia and bipolar disorder Source – *MIND website 2014*)

Age

- With an aging population the over 50s will grow by 30.7 per cent in the next 20 years(Source - *Unlocking Kent's potential – KCC's framework for regeneration*) . This is important when developing and delivering services to ensure older people have access to public transport services and Warm homes for example.
 - By 2027 the UK population aged 50 to 69 is predicted to reach 15.8 million. In 2007 it was 13.3 million. (Source- *DWP Report 'People on the border between work and retirement', 2008*)
 - Among the over 70's 1 in 5 people have a sight loss. (Source - *Action for Blind people*)
 - More than 70% of over 70 year-olds and 40% of over 50 year-olds have some form of hearing loss. (Source - *Action on Hearing*)
 - There are slightly more female residents than male residents in Kent. 51% (762,100) residents are female and 49% (731,400) male. This pattern is reflected nationally and regionally. On the whole there tends to be more males than females up to the age of 24 years. Beyond this age, there are more females than males, and this gap intensifies in older age
 - The mean age of residents in 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 a national average of 40.5 years. The mean age of Kent males is 39.5, compared to the national average of 38.5 years. (Source - *Office for National Statistics and KCC Business Intelligence*)
- There are slightly more females than males in Kent due to the life expectancy being higher for females

Sexual Orientation, marriage and civil partnerships, race, religion and belief

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In regards to the protected characteristics above, these will not be impacted by the actions in the strategy specifically.

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Involvement and Engagement

During the course of the consultation, feedback from the first phase of the consultation informed the priorities within the draft strategy. Phase 1 of the consultation consisted of;

- Three workshops involving representatives from district, environmental groups, Kent Nature Partnership members and specific sectors (housing associations for example) – December- February 2014
- Kent Environment Champions Group (Kent Directors, leaders, environmental champions)
- Public perception survey on Kent's environment - December 2014 . The 16-24 was slightly under-represented, this will be addressed through the public consultation phase.
- Internal engagement and consultation through divisional and directorate senior and corporate management teams – January – June 2014
- Consultation with Senior and Corporate management teams and Officers within Districts - April - July 2014
- Sector specific meetings -for example; Low Carbon sector, energy sector Public Health and Social Care

Public consultation will be undertaken from July- September 2015 with a second phase of District meetings to inform the KES implementation plan (detailing the actions to deliver the Kent Environment Strategy).

The public consultation information will be circulated through our key stakeholders and specifically through our equality and diversity groups. The public consultation will need to ensure the strategy is accessible for specifically disabled, age and race protected characteristics whom may not have the opportunity to consult on the strategy through traditional methods. To overcome this, the public consultation will ensure the action plan will detail the steps for example;

-Social media is used to promote

- protected characteristic groups are contacted directly through the consultation through stakeholder assessments
- The documents for consultation are available in word as well as PDF to support partially sighted consultees
- The availability in other languages and other formats on request should be made available upon request (for example accessible for partially sighted people and those not on-line).

In terms of equality issues through the engagement process, all protected characteristic groups contacted have expressed active involvement in the consultation and the strategy both in terms of delivery and promotion. The assessment has recognised the value in reviewing specific project EQuIA's and greater monitoring of progress within EQuIA action plans.

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Potential Impact

The services, support and provision which the Kent Environment Strategy provides is relevant to all residents and therefore all protected characteristics however this assessment focuses on age and disability which specifically have benefits related to the protected characteristics. There will be positive benefits for all through the strategy by increasing the accessibility of the natural environment and the services it provides (greatest for the disability and age characteristics).

Specifically how information is provided is important for sensory impairments – sight, deaf and hearing, those with learning difficulties and where English is not their first language. The actions within the Strategy should ensure the communication channels adequately meet the needs of those with sensory impairments for example deaf people are more likely to need to use text relay, SMS text message or make contact via email through the kent.gov web site. Conversely the telephone is more accessible for partially sighted people .

Learning difficulties incorporate how people interact and learn alongside conditions such as dementia. It is recommended that all forms of communication used in any projects which sit under this strategy need to be carried out in line with recommendations in KCC's inclusive communication Guidance. This includes for example written instructions should be in plain English to support those with learning disabilities and with a minimum of font size of 12 using a sans serif script and not over –typed on images.

To promote to the younger generation it is recommended that the services within the strategy use a range of social media and smart phone technology .

Overall there will be positive impact on quality of life through:

- Improved accessibility (physically and intellectually) to green space
- Reduced congestion and therefore the potential for improved air quality
- Greater resilience to severe weather,. The SOTE report shows clearly that older people (for example) are at greatest risk of suffering during severe weather providing a potential positive impact on age.
- Sustainable housing addressing access to broadband and water and energy efficiencies, (reducing bills and knock-on effects for fuel poverty),
- Reduced energy costs in public sector buildings
- Prioritised work programmes for vulnerable groups, e.g., retrofitting of housing and managing risks from climate change will prioritise those most vulnerable and at greatest risk. This will positively support the older generation and disabled residents.

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- Improving, protecting and enhancing the natural and historic environment providing positive improvements to the health and wellbeing of Kent's residents.

Adverse Impact:

No adverse impacts were noted. Individual EQuIA's will be undertaken at the project and programme streams.

Positive Impact:

Specific projects will have EqlA's undertaken to ensure we maximise on the positive impacts which will be subsequently monitored and evaluated.

JUDGEMENT

Option 1 – Screening Sufficient NO

Justification:

Option 2 – Internal Action Required YES

Option 3 – Full Impact Assessment YES

With public consultation, a full impact assessment will be undertaken on the draft strategy.

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Action Plan

The plan details the recommended actions to ensure equal opportunity through the consultation phase and promotion of and positive impacts for the protected groups highlighted through strategy delivery.

Monitoring and Review

For monitoring and review of the consultation process the stakeholder assessments will be reviewed through the Equality champions and KCC Consultation team internally.

The consultation responses will be assessed weekly with a midterm review in August to ensure the accessibility of the consultation process.

There will be annual review and monitoring of the Strategy delivery and the Kent State of the Environment Report. The Indicators within the report will details changes to the environment of Kent which will feed into the review of the strategy.

The projects that sit under this strategy should be subjected to regular monitoring and review, and where appropriate, equality monitoring information should be gathered and used to improve outcomes for protected groups.

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:

Name:

Job Title:

Date:

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DMT Member

Signed:

Name:

Job Title:

Date:

Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Disability - Sensory impairment (visual) Learning disability	Services provided through the KES are inaccessible to some characteristics due to the information/ communication channels	Specifically how information is provided is important for those with sensory impairments, learning difficulties, other print impairments, and people whose first language is not English and whose knowledge of English is limited. Communications must be achieved in line with the KCC Inclusive Communication Guidance available on kent.gov.uk	Protected characteristics can access the services/ support and provisions through the Strategy	Project leads - as detailed in the implementation plan	As detailed in the implementation plan for the Strategy	Within project budget
Race and belief	People from BME backgrounds and other non- British speaking visitors may experience language barriers and feel sites are inaccessible	Through project specific EQUIA's Information in alternative languages, targeted to reflect the local populations to be made clearly available. Where projects are focused on areas where there is a high proportion of specific ethnic groups the project/ service should look to provide in alternative languages automatically	Protected characteristics can access the services/ support from the projects detailed in the implementation plan of the Strategy	Project leads - as detailed in the implementation plan	As detailed in the implementation plan for the Strategy	Within project budget

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Age, Disability,	<p>Service provision;</p> <p>Access to open space, sustainable transport opportunities, new ways of working,</p>	<p>Projects to ensure where physical works are undertaken there is appropriate Access for All, sensitive to the environment. The actions within the strategy will positively support disabled, and younger and older residents.</p> <p>Specific projects for example retrofitting will target older people, those with disabilities and medical conditions exacerbated by cold homes and those in fuel poverty .</p> <p>Examples of service assessment to ensure resources are targeted and accessible;</p> <p>-Sustainable Communities team - supporting communities to become more resilient to a changing climate for example severe weather impacts focusing on vulnerable individuals and communities.</p> <p>-Through Tools such as the Severe Weather Impact Monitoring Scheme (SWIMs) and SHAPE services can ensure assets are projected and resources are directed to the most needed detailed through social care adaptation action plan for example.</p>	Protected characteristics can access the services/ support from the projects detailed in the implementation plan of the Strategy	Project leads - as detailed in the implementation plan	As detailed in the implementation plan for the Strategy	Within project budget

		<p>- Public Health and Social care through the production of the JSNA sustainability assessment and delivery of the Health and Wellbeing Strategy ensures that services are sustainable and deliver Health and Wellbeing outcomes, An example of delivery is shown through the Health, Planning and Sustainability on-line resource; http://healthsustainabilityplanning.co.uk/</p> <p>KES recommends where feasible that Health Needs Assessment to be undertaken to improve health outcomes in the natural environment.</p> <p>Another positive example through the KES is the encouragement of volunteering through group networks specifically for protected groups.</p> <p>Waste services –Waste Equalities Toolkit is a comprehensive assessment on the barriers for protected groups and subsequent recommendations.</p> <p>Specific projects will have EQuIA undertaken to ensure barriers are accessed and actions detailed to reduce / overcome these.</p>				
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Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Age, Disability, Race and Belief	Barrier to accessing the information for the Public Consultation of the revised Strategy	<p>The public consultation will need to ensure the strategy is accessible for specifically disabled, age and race protected characteristics whom may not have the opportunity to consult on the strategy through traditional methods.</p> <p>This will be through;</p> <ul style="list-style-type: none"> - Use of Social media for awareness of the consultation - Circulation of the consultation to youth group contacts - Protected characteristic groups are contacted directly through the consultation <p>The documents for consultation are available in word as well as PDF to support those with visual impairments to enable supported software to be used. This is in line with the KCC Inclusive Communication Guidance available on kent.gov.uk</p>	Protected characteristic can access the public consultation documentation	Sustainable Communities team - Caroline Drewett and Sarah Anderson	July 2015	Within KES budget
All	Ensure all relevant projects are subject to individual EQulA's and subsequent reviews as relevant.			Project leads within the implementation plan	As detailed in implementation plan	Within project budget

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