

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

**Directorate:**

Kent County Council

**Name of policy, procedure, project or service**

0 – 25 Programme

**What is being assessed?**

Implementation of new Directorates for 1) Children's Services and 2) Adults Social Services and Health

**Date of Initial Screening:** 11 November 2016**Date of Full EqIA :** N/A

<b>Version</b>	<b>Author</b>	<b>Date</b>	<b>Comment</b>
1	Kerena Hunter	11/11/16	

## 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 <b>HIGH/MEDIUM</b> <b>LOW/NONE</b> 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
<b>Age</b>	No – the impact would be the same irrespective of protected characteristic	Low	None	No internal action or further assessment required. KCC agreed policies and procedures will be applied throughout the consultation process and any appointment process.	KCC agreed policies and procedures will be applied throughout the consultation process and any appointment process
<b>Disability</b>	As above	Low	None	As above	As above
<b>Gender</b>	As above	Low	None	As above	As above
<b>Gender identity</b>	As above	Low	None	As above	As above
<b>Race</b>	As above	Low	None	As above	As above
<b>Religion or belief</b>	As above	Low	None	As above	As above
<b>Sexual orientation</b>	As above	Low	None	As above	As above
<b>Pregnancy and maternity</b>	As above	Low	None	As above	As above
<b>Marriage and Civil Partnerships</b>	As above	Low	None	As above	As above
<b>Carer's responsibilities</b>	As above	Low	None	As above	As above

## Part 1: INITIAL SCREENING

**Proportionality** - Based on the answers in the above screening grid what weighting would you ascribe to this function – see Risk Matrix

<b>Low</b>	<b>Medium</b>	<b>High</b>
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

### **Low.**

Due to the number of posts impacted it is difficult to provide evidence on the categories that doesn't directly identify individuals. The change process will be managed in a way that does not discriminate or disadvantage the people involved.

### **Context**

The operating framework at the top tier of the Authority has enabled it to respond effectively to both internal and external drivers for change over the last several years and it is crucially important that this is kept under review to ensure it remains fit for purpose in response to those drivers for change.

This is particularly important in relation to statutory posts, including the Director of Children's Services (DCS) and the Director of Adult Social Services (DASS), which need to have the necessary authority, capacity and support to discharge the prescribed responsibilities effectively.

The current challenges for these roles include, most notably:

- the development of a new vision for adult social care;
- the health integration agenda;
- the rising demand for services given the ageing population and KCC's responsibilities regarding unaccompanied asylum seeking children;
- consideration of an Education Services Trading organisation
- the need to respond to the current financial realities facing local government;

The level of challenge and transformation across the services currently delivered by the Corporate Director SCHWB and the Corporate Director EYPS has resulted in the decision that action is needed to ensure the top tier structure in relation to these roles remains fit for purpose in the changing landscape. The current proposal will ensure that the structure

remains aligned to the ability to deliver the Authority's strategic outcomes and agendas.

The proposal for change also responds to the clear feedback from the transformation discussions in relation to developing the vision for 0-25 services that this is best achieved if the key Divisions within Kent County Council providing services to families, parents and young people aged between 0 and 25 are brought together under the same Corporate Director structure. (It should be noted that In order to support improved transition through a Lifespan Pathway, it is intended that responsibility for services to disabled children will remain with the Director Disabled Children, Adult Learning Disability and Mental Health, reporting to the Corporate Director Adult Social Services, and commissioned by the Corporate Director Children's Services.)

### **Aims and Objectives**

See above

### **Beneficiaries**

See above

### **Information and Data**

It is difficult to provide data that does not identify individuals.

### **Involvement and Engagement**

There will be consultation with those directly affected by the proposed change

### **Potential Impact**

There are certainly positives to be had in promoting how the organisation sees people from the different characteristics and that they are not a barrier to working at the most senior level in KCC.

### **Adverse Impact:**

There is no adverse impact identified but any potential negative impact will be mitigated by following the relevant KCC policies and procedures.

## **JUDGEMENT**

**Option 1 – Screening Sufficient**

**YES**

Following this initial screening the judgement is that no further action is required.

**Justification:**

The impact is Low. Any impact identified during consultation will be addressed on an individual basis to ensure confidentiality.

**Justification:**

**Option 2 – Internal Action Required**                      **NO**

**Option 3 – Full Impact Assessment**                      **NO**

**Action Plan**

N/A

**Sign Off**

I have noted and agree the content of the equality impact assessment.

***Senior Officer***

Signed:

Name: Amanda Beer

Job Title:     Corporate Director EODD

Date: November 2016