

**Kent County Council
Equality Analysis/ Impact Assessment (EqIA)**

Directorate/ Service: Growth, Environment & Transport

Name of decision, policy, procedure, project or service: Update of the KCC Flood Response Plan

Responsible Owner/ Senior Officer: Tony Harwood

Version: 1

Author: Louise Butfoy

Pathway of Equality Analysis: Environment and Transport Cabinet Committee

Summary and recommendations of equality analysis/impact assessment.

- **Context**
Within the KCC Flood Response Plan flood vulnerable communities have been identified and mapped in the newly incorporated Vulnerable People & Communities section which considers the various factors which constrain the ability of the population to respond and adapt to flooding.
- **Aims and Objectives**
Testing the impact of the updated KCC Flood Response Plan on vulnerable communities
- **Summary of equality impact**
High positive impact

Adverse Equality Impact Rating High Positive Impact

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning **KCC Flood Response Plan**. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Head of Service

Signed:



Name: Mike Overbeke

Job Title: Gp Hd Public Protection

Date: 23 Oct 19

DMT Member

Signed:

Name:

Job Title:

Date:

Part 1 Screening

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent? No

Could this policy, procedure, project or service promote equal opportunities for this group?

The KCC Flood Response Plan contains a section on Vulnerable People & Communities, which covers not only the protected characteristics but also other vulnerabilities to flooding such as political, social and economic factors which could constrain the ability of the population to respond and their ability to adapt to a flooding event. The plan shows that some of the socially vulnerable communities are often located in or near areas of high flood risk.

Protected Group	Please provide a <u>brief</u> commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqIA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
Age				<p>20% of Kent residents are aged 65+ compared to 18.3% of UK residents.</p> <p>In the event of a flooding incident, KCC would utilise KCC systems from CYPE & ASCH to identify vulnerable service users and communities in the area.</p> <p>As part of the multi-</p>

			<p>agency response NHS and voluntary agencies would also assist in identifying vulnerable service users.</p> <p>District Council's hold directories on the welfare centres in their district, if a welfare centre is required KCC will contact the Emergency Planning lead for the relevant district. All welfare Centres have completed their risk assessments and been approved.</p> <p>The Children's Act requires that carers (in the welfare centre) working with unaccompanied children under the age of 16 must have an up-to-date DBS check.</p> <p>The KCC Flood Response Plan will enhance planning and operational response and ensures</p>
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				<p>appropriate emphasis on vulnerable groups such as children and young people. The impact of the plan is therefore wholly positive upon this protected group.</p>
Disability				<p>17.6% of Kent residents are described as having their day-to-day activities limited due to disability, compared to 17.9% of England and Wales residents.</p> <p>In the event of a flooding incident KCC would utilise KCC systems from CYPE & ASCH to identify vulnerable service users and communities within the area.</p> <p>As part of the multi-agency response NHS and voluntary agencies would also assist in identifying vulnerable service users.</p> <p>There is of course a risk of some people with a</p>

				<p>disability not being known to the organisation, this will be further considered in the development of the Kent Resilience Forum Vulnerable People and Communities in Emergencies Plan that is currently being updated and will be released in March 2020. This will include protocol to ensure all protected groups are accurately considered and planned for in an emergency.</p> <p>Additionally, specific arrangements for communicating with vulnerable people and hard-to-reach groups can be found in the Identifying Vulnerable People in an Emergency Plan, on the KRF page of Resilience Direct.</p> <p>District Council's hold directories on the welfare</p>
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				<p>centres in their district, if a welfare centre is required KCC will contact the Emergency Planning lead for the relevant district. All welfare centres have completed their risk assessments and been approved for being accessible for those with disabilities.</p> <p>The KRF Welfare Centre guidance states that KCC are part of a public partnership that has commissioned the Royal Association of Deaf people to provide interpreting services for deaf and deafblind people in Kent. An interpreter can be provided by contacting the KCC DEPO.</p> <p>The KCC Flood Response Plan will enhance planning and operational response and ensures appropriate emphasis on</p>
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				<p>vulnerable groups such as people with a disability. The impact of the plan is therefore wholly positive upon this protected group.</p>
Sex				<p>If welfare centres are required, the centres have been pre identified, specific arrangements can be made if specific groups or individuals require bespoke care arrangements.</p> <p>The KCC Flood Response Plan will enhance planning and operational response and ensures appropriate emphasis on all vulnerable people regardless of gender. The impact of the plan is therefore wholly positive upon this protected group.</p>
Gender identity/ Transgender				<p>No specific impact on tis characteristic.</p> <p>The KCC Flood Response Plan will enhance</p>

				<p>planning and operational response and ensures appropriate emphasis on all vulnerable people regardless of gender. The impact of the plan is therefore wholly positive upon this protected group</p>
Race				<p>93.7% of Kent residents are white compared to 85.4% of England residents.</p> <p>3.3% of Kent residents are Asian compared to 7.8% of England residents.</p> <p>1.5% of Kent residents are mixed / multiple ethnic groups compared to 2.3% of England residents.</p> <p>1.1% of Kent residents are Black / African / Caribbean compared to 3.5% of England residents.</p> <p>0.5% of Kent residents are of another ethnic group</p>

				<p>compared to 1% of England residents.</p> <p>The KRF Welfare Guidance explains that Interpreting resources may be available from KCC or borough / district councils, and some welfare centre staff who are multi-lingual may also be able to assist. The guidance also states that registration documentation is provided in 12 languages.</p> <p>The KRF Welfare Centre guidance also confirms that all dietary requirements should be catered for.</p> <p>The KCC Flood Response Plan will enhance planning and operational response and ensures appropriate emphasis on all vulnerable people regardless of race. The</p>
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				impact of the plan is therefore wholly positive upon this protected group
Religion and Belief				<p>62.5% of Kent residents are Christian compared to 59.4% of England residents.</p> <p>0.5% of Kent residents are Buddhist compared to 0.5% of England residents.</p> <p>0.7% of Kent residents are Hindu compared to 1.5% of England residents.</p> <p>0.1% of Kent residents are Jewish compared to 0.5% of England residents.</p> <p>1% of Kent residents are Muslim compared to 5% of England residents.</p> <p>0.7% of Kent residents are Sikh compared to 0.8% of England residents.</p>

				<p>0.4% of Kent residents have another religion or belief compared to 0.4% of England residents.</p> <p>26.8% of Kent have no religion compared to 24.7% of England residents.</p> <p>If a flooding incident occurs and welfare centres are required, the KRF Welfare Guidance explains that Interpreting resources may be available from KCC or borough / district councils, and some welfare centre staff who are multi-lingual may also be able to assist. The guidance also states that registration documentation is provided in 12 languages.</p> <p>The recognition of cultural and faith factors within the caring response to</p>
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				<p>incidents is important. The coordination of the pastoral, cultural and faith response is the responsibility of KCC, who will work with the 24-hour Critical Incident Chaplains service to fulfil this role. Further advice on a range of cultural issues can be accessed via KCC's ASCH & CYPE directorates. Specific advice and support in relation to Gypsy and Traveller and communities may be sought through the KCC Gypsy and Traveller Unit.</p> <p>The KCC Flood Response Plan will enhance planning and operational response and ensures appropriate emphasis on all vulnerable people regardless of religious beliefs. The impact of the plan is therefore wholly positive upon this</p>
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				protected group.
Sexual Orientation				The KCC Flood Response Plan will enhance planning and operational response and ensures appropriate emphasis on all vulnerable people regardless of sexual orientation. The impact of the plan is therefore wholly positive upon this protected group
Pregnancy and Maternity				The KCC Flood Response Plan will enhance planning and operational response and ensures appropriate emphasis on all vulnerable people. The impact of the plan is therefore wholly positive upon this protected group
Marriage and Civil Partnerships				The KCC Flood Response Plan will enhance planning and operational response and ensures appropriate emphasis on all vulnerable people. The impact of the plan is therefore wholly positive

<p>Carer's Responsibilities</p>				<p>upon this protected group</p> <p>In the event of a flooding incident KCC would utilise KCC systems from CYPE & ASCH to identify vulnerable service users and communities within the area.</p> <p>As part of the multi-agency response NHS and voluntary agencies would also assist in identifying vulnerable service users.</p> <p>There is of course a risk of some people with a disability not being known to the organisation, this will be further considered in the development of the Kent Resilience Forum Vulnerable People and Communities in Emergencies Plan that is currently being updated and will be released in March 2020. This will include protocol to ensure all protected groups are accurately considered and</p>
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Appendix B

October 2019

				planned for in an emergency. The KCC Flood Response Plan will enhance planning and operational response and ensures appropriate emphasis on all vulnerable people. The impact of the plan is therefore wholly positive upon this protected group
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Part 2

Equality Analysis /Impact Assessment

Protected groups

(Who will be directly or indirectly negatively affected by the changes?)

Information and Data used to carry out your assessment

(Please list your data source and if you have it provide a link to source. Please highlight any gaps)

Who have you involved consulted and engaged?

(Please list stakeholders)

Analysis

(What have you found out and what does it tell you about the impacted protected groups? What did you stakeholders, including protected groups tell you?)

Adverse Impact,

(What is the effect on the protected group? Please state mitigation in the action plan)

Positive Impact:

(Please highlight any positive impacts in relation to protected groups)

JUDGEMENT

Set out below the implications you have found from your assessment for the relevant protected group(s). If any negative impacts can be justified please clearly explain why. Identify the option to address the impact. There are four possible options:

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken
- **Adjust and continue** - adjust to remove barriers or better promote equality
- **Continue the policy** - despite potential for adverse impact or missed opportunity. Set out the justifications: there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements.
- **Stop and remove the policy** – policy shows actual or potential unlawful discrimination it must be stopped and removed or changed

Internal Action Required YES/NO

There is potential for adverse impact on particular groups and we have found scope to improve the proposal...

(Complete the Action Plan- please include dates for monitoring and review)

Equality Impact Analysis/Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
N/A	N/A	N/A	N/A	N/A	N/A	N/A

Have the actions been included in your business/ service plan?

Yes/No

Appendix

Please include relevant data sets

Please forward a final signed electronic copy and Word version to the Equality Team by emailing diversityinfo@kent.gov.uk

If the activity will be subject to a Cabinet decision, the EqlA must be submitted to committee services along with the relevant Cabinet report. Your EqlA should also be published.

The original signed hard copy and electronic copy should be kept with your team for audit purposes.