

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

**Directorate/ Service:** Strategic and Corporate Services / Strategy, Policy, Relationships and Corporate Assurance

**Name of decision, policy, procedure, project or service:** Development of the 5 Year Plan (Strategic Statement) 2020-2025

**Responsible Owner/ Senior Officer:** David Whittle, Director of Strategy, Policy, Relationships and Corporate Assurance

**Version:** Final

**Author:** Jenny Dixon-Sherreard, Policy Advisor  
Reviewed by Serine Annan-Veitch, Policy Advisor (Feb 2020)

**Pathway of Equality Analysis:** Director (July and November 2019), CMT and Cabinet Members approval of the consultation draft (Dec 2019), Cabinet approval of final draft (Mar 2020), County Council (Mar 2020).

**Summary and recommendations of equality analysis/impact assessment.**

**Context**

Kent County Council has developed a series of strategic statements (corporate vision/ five year plan) which set out the Council's outcomes, priorities and approach for the medium term. The Strategic Statement is a whole Council policy and part of the formal Policy Framework in the Constitution. It is aligned with financial strategy and influences strategy, policy, business and performance frameworks for the Council. It is intended to influence how we deliver better outcomes for all residents, businesses and communities in Kent.

The previous Strategic Statement (*'Increasing Opportunities, Improving Outcomes' – KCC's Strategic Statement 2015-2020*) ended in March 2020. In May/June 2019, Corporate Management Team (CMT), Cabinet Members and Policy and Resources Cabinet Committee endorsed the approach to develop a new Strategic Statement (which is called the 5 Year Plan) for approval by County Council in March 2020.

This equality analysis has been developed and reviewed throughout the drafting, early resident engagement and formal consultation process.

**Aims and Objectives**

The 5 Year Plan is both outward looking (what's important to achieve for people in Kent) and drives activity within and across the Council. It is based on a range of views from stakeholders about what's important to their quality of life in Kent, taking into account relative priorities and perspectives on spending priorities and value for money.

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The structure and approach of the 5 Year Plan has been shaped by both early engagement and through formal consultation processes. A 'You Said, We Did' document, has been developed to help show how both the early engagement and formal consultation feedback has shaped and led to the final 5 Year Plan – this is an important part of valuing and respecting people's contributions. This feedback has helped to inform Cabinet to agree a final document, for decision by County Council in March 2020.

The 5 Year Plan identifies priorities and commitments. It does not set out the detail of how we deliver, design and commission services. Instead it will influence the Strategic Delivery Plan (whole council business plan) and refresh underpinning strategy and policy documents.

### **Summary of equality impact**

Kent County Council's 5 Year Plan influences what we want to achieve for all people in Kent. As it addresses what is important in public service delivery to people's quality of life in terms of living, working and enjoying life in Kent, it impacts our staff, service users, and residents.

It is a high-level strategic document that is intended to be ambitious and positive about improving outcomes and quality of life for everyone within the county. Therefore, it has county-wide application and will have county-wide impacts. There are no negative/adverse impacts on protected groups directly related to the strategy. There is the potential for the 5 Year Plan to have a positive impact on people from all of the protected characteristic groups through aiming to improve their quality of life.

The joint project team and CMT leadership will set the expectation that any specific proposals or changes arising from the delivery of the 5 Year Plan will be subject to equality analysis and consideration of equality impacts.

### **Adverse Equality Impact Rating Low**

#### **Attestation**

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the development of the 5 Year Plan. I agree with the risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

#### **Director**

Signed: 

Name: David Whittle

Job Title: Director of Strategy, Policy,  
Relationships and Corporate Assurance  
Updated 21/02/2020

Date: 20/02/2020

February 2020

**DMT Member**

Signed: 

Name: David Whittle

Job Title: Director of Strategy, Policy,  
Relationships and Corporate Assurance

Date: 20/02/2020

(Approved via email)

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

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
<b>Age</b>	No	No	The 5 Year Plan is a positive vision for what we want to do to improve people's quality of life in Kent. There is no evidence of any negative impacts. Any initiatives or changes proposed to deliver the outcomes and objectives in the 5 Year Plan will be subject to individual equality impact assessment and action as needed.	The 5 Year Plan sets out outcomes and objectives that promote equality for people with all protected characteristics and promote relations between groups. A number of equality considerations that could improve quality of life for people with protected characteristics have been identified and have been fed into the drafting of the 5 Year Plan.
<b>Disability</b>	No	No		
<b>Sex</b>	No	No		
<b>Gender identity/ Transgender</b>	No	No		
<b>Race</b>	No	No		
<b>Religion and Belief</b>	No	No		
<b>Sexual Orientation</b>	No	No		
<b>Pregnancy and Maternity</b>	No	No		
<b>Marriage and Civil Partnerships</b>	No	No		
<b>Carer's Responsibilities</b>	No	No		

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## **Part 2**

### **Equality Analysis /Impact Assessment**

#### **Protected groups**

Early engagement feedback identified a number of equality considerations that may impact on some people from protected characteristic groups, as set out in the analysis below. These considerations have formed part of the evidence base on which the consultation draft of the 5 Year Plan was developed.

The formal consultation gave the opportunity for respondents to comment both on the draft 5 Year Plan and the draft Equality Impact Assessment. The draft 5 Year Plan has been amended to reflect this. Feedback from this process is detailed below.

#### **Information and Data used to carry out your assessment**

Kent Residents - See [‘Facts and Figures’](#) on KCC’s website for information about Kent’s residents.

#### **Who have you involved, consulted and engaged?**

##### **Early engagement**

Early engagement with stakeholders took place between August and November 2019 through a combination of workshops, meetings and online forms. Below are the stakeholder groups that were engaged with:

- Residents
- Kent Youth County Council (KYCC)
- Young Adult Council for looked after children
- KCC Members
- KCC staff
- VCSE sector
- Businesses
- Parish Councils
- Public Sector partners

##### **Formal consultation**

The formal consultation ran from the 6 January to 17 February 2020. This involved an online consultation/survey open to all residents, staff and wider stakeholders and targeted emails to key stakeholders to encourage online participation. Kent.gov and KNet was used to promote the consultation.

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A stakeholder map and full details of the approach are available in the Joint Project Engagement and Communication Plan, which was approved by CMT on 25<sup>th</sup> June 2019.

### Analysis – Early Engagement

Early engagement has been detailed and qualitative and has provided a large amount of information which has been recorded, analysed and has been used to draft the 5 Year Plan. Headlines of the findings from each stakeholder group are provided below:

<b>Resident Quality of Life themes</b>	<b>Resident Spending Priorities</b>
Accessibility of local services (including transport connectivity) Development and growth (including sustainable infrastructure) Quality of public services (including quality of public spaces) Opportunities for young people Security/safety within communities	Highways Education and youth services Environment Public protection Older people social care Children's social care
<b>Staff Quality of Life themes</b>	<b>Staff Spending Priorities</b>
Prevention (incl. adult and children's social care, families and health) Resilient communities (incl. community action and volunteering) Environment (incl. climate change) Accessibility of services (incl. variation in service provision across Kent)	Education and youth services Environment Regeneration & economic development Children's social care Older people social care
<b>Young People Quality of Life themes</b>	<b>Young People Spending Priorities</b>
Affordable housing Protecting the environment Wellness and wellbeing Training and job opportunities Quality education	Environment Regeneration & economic development Transport Education and youth services Waste
<b>Business themes</b>	<b>VCSE themes</b>
Relationship with FE Sector 'Learner led' skills pathways Apprenticeships Transition support for SME's Town centre regeneration Wellbeing in productivity	Access to funding Financial sustainability Access to business support Digital skills Networking opportunities

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Public Sector themes	Local Council themes
Community safety Transport and parking Infrastructure and housing Environment and waste Street scene Healthy communities and Local Care	Transport Planning Health and wellbeing Partnership Community safety Appetite for joint local projects

Some specific equality considerations were raised during the consultation as below.

#### Residents:

- Some residents reported not feeling safe in their communities and referred to tensions between different groups of the community including young people and adults. Creating the opportunity for people from different protected groups to get on is part of the Public Sector Equality Duty.
- Residents talked about problems with access to and reliability of public transport, particularly buses. Older people, women, disabled people and carers are more likely to use bus services and so lack of access to buses may have a particular impact on their quality of life.
- Residents talked about access to health and adult social care services, both from the point of view of physically accessing these through roads and public transport, and also having sufficient services available to meet need. Access to these services is likely to have a greater impact on quality of life for people with disabilities, older people and carers who are more likely to need them.
- Residents felt that more support for people with mental health problems is needed. Mental illness is recognised within the protected characteristic under disability.
- Residents talked about access to youth services and opportunities for children and young people. As well as age, youth services need to be accessible for young people of different races, ethnicities, sexual orientations and for transgender people.
- A small number of residents talked about homelessness and housing and felt that young people were finding it harder to access housing than others.
- One of the main ways in which residents would like KCC to work in the future is to engage more with them around activities and decisions. This would need to be done in a way that supports people from all protected characteristic groups to be involved. There is an opportunity to find out more about groups of people with protected characteristics that we do not currently have information about.

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## Young people

- KYCC members also felt that improved access to youth services and opportunities would benefit young people and the wider community.
- Community cohesion and personal safety was raised, with some KYCC members reporting personal experience of violence. Young people wanted to see more action by public sector partners to make residents feel safe. They also talked about intergenerational division between young people and older people.
- KYCC members felt that there is inequality across the county in the quality of teaching, access to facilities and opportunities provided by schools' transport which young people may be more reliant on.
- They felt that isolation caused by problems accessing services and opportunities can have an impact on mental health and wanted to see more early help and prevention for people with mental health problems.
- KYCC talked about the importance of supporting young carers.
- Members of the Young Adults Council think that young people who are care leavers could be more adversely affected by a shortage of affordable housing in the county than other people. This may also be a greater challenge for disabled young children.
- Members of the Young Adults Council think that children's social care services should be prioritised and improved so that children who need these services are able to have the same chances for their future as other children.
- From the responses to the online form for young people, some respondents wanted to see improvements to support for children with special educational needs and disabilities and improvements in the process for Education, Health and Care Plans.
- Some respondents also felt there should be more support for young carers.

## KCC Members

- Members have prioritised improving public transport and particularly buses to provide a more comprehensive service, which could benefit older people, women, disabled people and carers who are more likely to use bus services.
- Members reported that people are uncertain about health and care transformation in Kent, which could affect older and disabled people more significantly as they are likely to use health and care services.
- Members want to continue to call on Government to ensure that adult social care is adequately and fairly funded, which could benefit older and disabled people who are more likely to use adult social care services.
- Members feel that more Extra Care housing is needed to meet the needs of elderly and disabled people.
- There is a need to provide good support for carers, particularly to give them breaks from caring responsibilities.

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- Mental health is a key priority and a 'happy and healthy society' should be reflected in the outcomes in order to prevent mental health problems and support those who develop them. Mental illness is recognised as a disability.
- KCC should act on social isolation and loneliness, which may affect some protected groups disproportionately.
- Children and young people need to be more visible in the outcomes.
- Members would like to see a more ambitious and creative youth offer to support children and young people.
- Members would also like to see enhanced skills provision to support children and young people and help them reach their potential.
- Intergenerational relations are important in communities.
- Childcare is required near new developments to support parents to work, as well as childcare to support shift workers. This could support people with caring responsibilities.

#### KCC Staff

- Staff also stressed the importance of support for people with mental health needs.
- Staff reported that placement of residents from London into Kent is impacting on community cohesion (part of the Public Sector Equality Duty as above).
- Feeling safe in communities was raised as important – people from some protected characteristic groups may require more or different support to be and feel safe.
- Adult social care is a priority for staff and should be personalised, high quality and provide choice – older and disabled people and carers are more likely to need these services.
- Support for carers was raised as an important priority.
- Support for children, especially in vulnerable circumstances, was raised as a priority and staff would like to see more early help/prevention in this area.
- Staff talked about the accessibility of services and cited inequities in reaching out to disadvantaged groups, rural/urban differences and the need to continue providing a range of methods for people to access services to meet needs.
- Staff highlighted the importance of making services available to people who are not physically mobile (which may include older and disabled people) and how such service provision is valued.
- Staff felt there is a need to prioritise support around domestic abuse – women, LGB people and some ethnic groups are more likely to experience domestic abuse.
- Staff felt there is a need for clear communication and early engagement that can be understood by and is accessible to all (potential differential impact on disabled people and those from BAME groups.)

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## VCSE

- Most comments from the VCSE were about how to support them to develop as organisations and provide their services; they did not mention specific equality considerations.

## Businesses

- Businesses would like to see more effective career advice and support including from primary school age to help children and young people understand career opportunities and raise their aspirations.
- Women in business are reporting difficulties with access to finance – there are perceived and real barriers for women in SMEs trying to grow beyond microbusinesses.

## Parish Councils (Kent Association of Local Councils)

- Representatives raised a lack of activities and opportunities for young people.
- Representatives talked about lack of public transport – both the negative impact for young people and others who are reliant on public transport, and also the positive impact of work to provide small buses in rural areas which is helping particularly older people make journeys.
- Infrastructure problems in rural areas such as lack of broadband could affect accessibility for some groups e.g. for disabled people and impact on learning and opportunities for young people.
- Representatives cited the success of walking and social clubs to tackle social isolation which could benefit older people, disabled people and others more likely to be isolated.
- There was significant support for Community Wardens who make a positive impact for some groups at more risk of anti-social behaviour and social isolation.
- Representatives had concerns over gypsy and traveller sites and felt needs were not being planned for.

## **Analysis - Formal consultation**

The formal consultation process ran from the 6 January until the 17 February. The consultation was advertised through local press, through social media, through Kent.gov, Kelsi and directorate newsletters, through libraries and Gateways, Healthwatch, using KNet and internal advertising screens. We also directly emailed:

- those who had been involved informal consultation including residents (where consent had been given), the Kent Youth Council, the young adults Virtual Schools Kent Council,
- those on the consultation directory
- those on the equalities directory

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- Kent Council Leaders
- Medway Council Leader
- STP Partnership Board
- District Council Chief Executives
- The Chief Constable
- Fire and Rescue
- MPs
- Kent Association of Local Councils
- The Police and Crime Commissioner
- NHS acute trusts and SE Ambulance trust
- Trade Unions
- VCS representatives
- The Community Safety Partnership
- Business representatives
- KCC Members

The majority of respondents learned about the consultation from a direct email, followed by those finding out through Kent.gov.

There were 421 responses to the formal consultation. Below is a breakdown of the types of respondents:

Kent resident	207
KCC employee	127
Representative of a local community group or resident's association	8
Educational establishment	3
Parish/town/borough district in an official capacity	7
Parish, district or County Councillor	14
A Kent business owner	4
On behalf of a charity, voluntary or community sector organisation (VCS)	28
As a resident of somewhere else	1
Other	22

248 respondents provided information about themselves.

Of those who were willing to give details on their demographics 118 were men and 124 were women. 242 are the same gender as birth, 1 person is not and 4 prefer not to say.

We had the most responses from people aged between 35 and 59. A breakdown is below.

0-15	1
16-24	6
24-34	20

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35-49	57
50-59	60
60-64	31
65-74	51
75-84	16
85+	1
Prefer not to say	5

For those who gave their ethnic group the majority were white English.

White English	203
White Scottish	1
White Irish	1
White other	20
Mixed, White and Asian	2
Black or Black British: African	1
Black or Black British: Other	2
Prefer not to say	15

31 respondents who gave their details consider themselves disabled under the Equalities Act 2010, 209 do not and 6 preferred not to say.

Details of the type of impairment are given in the graph below.

Physical impairment	15
Sensory impairment	4
Long standing illness	18
Mental health condition	3
Other	2

Of those who gave their information, 28 people were carers.

93 people have a religion or belief. 84 respondents are Christian, 8 as Other, 2 are Muslim and 1 is Buddhist.

207 respondents are heterosexual, 6 are gay men, 2 are bi/bisexual, 3 are other and 25 preferred not to say.

We have produced a 'You Said, We Did' document that explains the feedback that we received on the draft plan and how we have responded.

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## Responses which link to protected characteristics

Below is a summary of responses linking to protected characteristics.

Comment	Response
There should be more inclusion of older people within the strategy (8 responses)	We have included more commitments to supporting older people throughout the plan. This includes supporting employers to use the skills of older workers, influencing housing design so older people can stay in their homes, acknowledging the importance of public transport for older people and commitments to help older people stay connected and active in their communities.
Public transport, poor public transport disproportionately affects older or younger people, or those with a disability who are more reliant on public transport (4 responses)	We have acknowledged this in the outcome <i>Connected transport and communities</i> . We have committed to working with bus companies to improve the reliability and frequency of services so people can more easily use public transport to get where they need to go.
KCC should become better with data and have a better understanding of who uses services (1 response)	We will develop a framework to measure our progress in achieving the outcomes in the plan, and this will include making the best use of data about the people who use our services and their experiences.
More reference to transgender people within the document (1 response)	It is not possible to reference every protected characteristic group specifically in the broad 5 Year Plan, but these comments have been fed into the development of KCC's new equality objectives and will be taken into account as we plan and manage the delivery of our services.
More engagement of the faith sector, importance of faith and interfaith communities and support to minority groups	We have emailed the interfaith groups we are aware of to invite them to respond to the consultation. We have referenced the importance of providing opportunities for people from different ages, faiths and backgrounds to come together through community activities.
More reference to the Gypsy, Roma and Traveller community within the document (2 responses)	It is not possible to reference every protected characteristic group specifically in the broad 5 Year Plan, but these comments have been fed into the development of KCC's new equality objectives and will be taken into account as we plan and manage the delivery of our services.
Include an assessment of ethnic minorities use of children and family	This suggestion has been passed to the relevant KCC departments to consider.

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support services (1 response)	
More support for disabled residents at home (1 response)	We have included commitments in the <i>Quality health, care and support</i> outcome about continuing to provide a choice of quality care options to meet people's needs including in their own homes.
Access to green space can be seen as an equality issue (1 response)	We have included commitments in the outcome <i>A cleaner and greener Kent</i> about continuing to ensure that everyone can access and enjoy Kent's natural environment. KCC services including Country Parks and Public Rights of Way take action to ensure that green spaces can be accessed by people from protected characteristic groups. This comment has been passed to the relevant KCC departments and will be taken into account as we plan and manage the delivery of our services.
The accessibility of the strategy i.e. brail/audio or different languages.(1 response)	Alternative formats or languages can be requested from <a href="mailto:alternativeformats@kent.gov.uk">alternativeformats@kent.gov.uk</a> or call 03000 42 15 53 (text relay service number: 18001 03000 42 15 53). This number goes to an answering machine, which is monitored during office hours.
Cycle routes: safe routes for disabled cyclists. Taking into account the needs of vulnerable road users (4 responses)	We have added wording into the outcome <i>Connected transport and communities</i> to acknowledge that active travel options including walking and cycling need to be safe and accessible for all residents, including disabled people. This comment has been passed to the relevant KCC departments and will be taken into account as we plan and manage the delivery of our services.
Recognising the barriers that client groups may experience to taking part in decisions about their health care, for example older people being unable to use apps/technology (1 response)	We have added wording in the outcome <i>Quality, health, care and support</i> to explain that while we will make use of technology to improve social care services, we will do this in a way that is careful not to exclude vulnerable people. We have continued to commit to person-centred care, which is based around the individual abilities and needs of the person. This comment has been passed to the relevant KCC departments and will be taken into account as we plan and manage the delivery of our services.
Wellness and wellbeing have been identified by young people as important but this is not included with reference to young people within the draft strategy/ importance of exercise	We have added more on wellness and wellbeing to the outcome <i>Opportunities for children and young people</i> . This includes the importance of having an active, healthy lifestyle for children and young people including through sports, arts and culture opportunities.

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for young people (2 responses)	
The need to recognise the specific requirements of disadvantaged communities.	We have committed to conducting equality analysis on individual initiatives and activities that will deliver the outcomes and objectives in the 5 Year Plan so we can understand the specific requirements of people who may be affected.

**Adverse Impact:**

There is not expected to be any adverse impact as a result of the 5 Year Plan. Individual initiatives, activities and changes that are planned in order to implement the outcomes and objectives that the 5 Year Plan sets out will be subject to equality impact assessment and action taken where necessary.

**Positive Impact:**

Engagement and consultation has raised many equality considerations over a wide range of issues that affect quality of life, as set out in the analysis above. The 5 Year Plan sets out outcomes and objectives that aim to address some of the issues and promote equality and relations between groups of people.

**JUDGEMENT**

- **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**

While there is no evidence that there will be any adverse impacts and opportunities for positive impacts have been identified and written into the 5 Year Plan, there are a small number of ongoing actions that we will commit to in order to ensure that equalities considerations continue to be taken into account. Actions are set out in the table below.

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### Equality Impact Analysis/Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
All	Not yet identified	Equality analysis to take place on any activities or changes initiated to deliver the outcomes and objectives in the 5 Year Plan, and necessary actions taken.	Individual EqIAs on any proposed changes or new initiatives.	Joint Project Team and CMT	After Mar 2020	None
All	Issues identified during engagement and consultation on the 5 Year Plan as set out in the analysis above.	The 5 Year Plan and the equalities issues raised during engagement and consultation on it will inform the update to KCC's equalities objectives.	Revised equalities outcomes will take into account the feedback on equalities issues received during engagement and consultation.	Corporate Equalities Lead	Summer 2020	None

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

Yes

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