

## **KCC - Growth, Environment and Transport Directorate (GET).**

### **Equality Analysis / Impact Assessment (EqIA) template**

**Name of decision, policy, procedure, project or service:** Enhance & Expand Community Warden Service

#### **Brief description of policy, procedure, project or service**

A programme of activities which will enhance and expand the Kent Community Warden Service (KCWS) in line with the objectives of the KCC Strategic Delivery Plan - SDP (2020-2023) and also enable the Service to provide a vital component of the county's ongoing Response to, and Recovery from, COVID-19.

#### **Aims and Objectives**

Whilst retaining its broad remit, the KCWS has adapted and evolved over the years to effectively build upon the original aims as it responds to local issues including preventing crime and scams, supporting vulnerable residents, tackling social isolation and leading community development activities. The result has been that requests for assistance from various KCC departments, partnership agencies, external organisations and charities as well as public demand has been on the rise. Given the current climate and of course the current COVID-19 pandemic, the demands and need for the service have never been greater.

Enhancement is required to ensure the service is fit for purpose and supported through improvements to efficiency and effectiveness. Expansion is required to meet the existing high demand, which is expected to continue increasing, not just in terms of the progressively complex criminal and societal problems but also as the 65+ population increases by an estimated 24.9% over the next 10 years.

A programme of activities to enhance and expand the service will include:

- an improved career structure for wardens enabling us to attract and retain the very best of our staff
- an improved service structure to enhance supervision and management in support of professionalisation
- supporting software and technology to further enable and maximise the support to communities and

Date Document Updated 09/06/2020

1

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- increases to warden numbers, enabling more communities to directly benefit from a warden, including in urban settings

## **JUDGEMENT**

Set out below the implications you have found from your assessment for the relevant Protected Groups. If any negative impacts can be justified please clearly explain why.

The overall direction to enhance and expand the KCWS was consulted upon as part of the KCC 5-year plan 2020-2025. An EqIA<sup>1</sup> was completed covering this strategic direction with a resultant **low** impact. It noted that individual impact assessments would be required for individual initiatives and changes, and this is what is planned as more detailed work is undertaken.

Only low adverse impacts were identified at this stage based on the overall direction of enhancing and expanding the KCWS. The low adverse impacts relate to the concern that changes to service structure and career gradings may put some groups at a disadvantage. These low adverse impacts are identified as potential, not actual. The fuller detail of the changes regarding career and service structure are still to be determined and will be subject to specific equality impact assessment and consultation in relation to existing KCC staff within the service. The aim of these changes are to address concerns raised in staff surveys and to support Wardens in their work by giving them appropriate tools, frameworks and supervision. Further impact assessment will also be required when undertaking the work that will inform deployment of additional KCWS resource.

**I have found the Adverse Equality Impact Rating to be **Low**.**

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<sup>1</sup> <https://democracy.kent.gov.uk/documents/s96084/Appendix%20B%205YP%20Equality%20Impact%20Assessment%20FINAL.pdf>

## GET Document Control


### Revision History

Version	Date	Authors	Comment
V0.3	13.05.20	Kathleen Dardry	First complete draft circulated for review by HoS and Director.
V1.0	19.05.20	Kathleen Dardry	Final version post review by HoS and Director.

### Document Sign-Off (this must be both the relevant Head of Service and the relevant Director)

#### Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment. I agree with the actions to mitigate any adverse impact(s) that has /have been identified.

Name	Signature	Title	Date of Issue
Shafick Peerbux		Head of Service	13.05.20
Stephanie Holt-Castle	(Confirmed through email)	Director	19.05.20

Date Document Updated 09/06/2020

3

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## **Part 1 - Screening**

Regarding the decision, policy, procedure, project or service under consideration,

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?

**Please note that** there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements

Protected Group	You <b><i>MUST</i></b> provide a brief commentary as to your findings, or this EqIA will be returned to you unsigned			High/Medium/Low Favourable Impact
	High Negative Impact	Medium Negative Impact	Low Negative Impact	
<b>Age</b>	None	None	Changes to current career/service structures are to be implemented fairly to mitigate potential negative impact due to	<p>Medium – The KCWS provides support to the elderly (home visits to the house bound, dementia cafes), as well as running youth groups and providing road safety training in schools.</p> <p>The proposed changes will increase capacity and capability of the KCWS to provide an increase in service to this group.</p>

			age.	
<b>Disability</b>	None	None	Changes to current career/service structures are to be implemented fairly to mitigate potential negative impact due to disability.	<p>Medium – The KCWS provides support to this group by supporting them with accessing other KCC services and providing interventions to allow them to live independently.</p> <p>The proposed changes will increase capacity and capability of the KCWS to provide an increase in service to this group.</p> <p>An increase in staffing also offers the opportunity for greater diversity across the service.</p>
<b>Sex</b>	None	None	None	<p>Medium – The KCWS provides support which can address issues particular to parts of this group. For example, the setting up of a men’s walking football club for men that would otherwise not engage with community activities, becoming isolated. Or providing advice and support relating to domestic abuse, of which the majority of victims are women.</p> <p>The proposed changes will increase capacity and capability of the KCWS to provide an increase in service to this group.</p>
<b>Gender identity/ Transgender</b>	None	None	None	<p>Medium – The KCWS provides support to this group (e.g. Linking in with the Police / Community Safety Units regarding reporting of</p>

				<p>hate crime).</p> <p>The proposed changes will increase capacity and capability of the KCWS to provide an increase in service to this group.</p> <p>An increase in staffing also offers the opportunity for greater diversity across the service.</p>
<b>Race</b>	None	None	None	<p>Medium – The KCWS provides support to this group (e.g. Linking in with the Police / Community Safety Units regarding reporting of hate crime).</p> <p>The proposed changes will increase capacity and capability of the KCWS to provide an increase in service to this group.</p> <p>An increase in staffing also offers the opportunity for greater diversity across the service.</p>
<b>Religion and Belief</b>	None	None	None	<p>Medium – The KCWS provides support to this group (e.g. Linking in with the Police / Community Safety Units regarding reporting of hate crime).</p> <p>The proposed changes will increase capacity and capability of the KCWS to provide an increase in service to this group.</p> <p>An increase in staffing also offers the opportunity</p>

				for greater diversity across the service.
<b>Sexual Orientation</b>	None	None	None	<p>Medium – The KCWS provides support to this group (e.g. Linking in with the Police / Community Safety Units regarding reporting of hate crime).</p> <p>The proposed changes will increase capacity and capability of the KCWS to provide an increase in service to this group.</p> <p>An increase in staffing also offers the opportunity for greater diversity across the service.</p>
<b>Pregnancy and Maternity</b>	None	None	Changes to current career/service structures are to be implemented fairly to mitigate potential negative impact due to pregnancy and maternity.	<p>Medium – The KCWS provides support to this group (e.g. Mother and baby groups).</p> <p>The proposed changes will increase capacity and capability of the KCWS to provide an increase in service to this group.</p>
<b>Marriage and Civil</b>	None	None	None	Low – There is no direct link to this group for the

<b>Partnerships</b>				KCWS.
<b>Carer's Responsibilities</b>	None	None	Changes to current career/service structures are to be implemented fairly to mitigate potential negative impact due to caring responsibilities.	<p>Medium – The KCWS provides support to this group (e.g. visiting vulnerable residents).</p> <p>The proposed changes will increase capacity and capability of the KCWS to provide an increase in service to this group. It will increase ability to help identify carers that may need support so that they can be signposted appropriately for carer's assessments etc.</p>

### Equality Impact Analysis/Assessment Action Plan - Part 3

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
All	The planned work package to review the service structure and roles will impact upon existing staff.	An EqlA will be part of the required documentation for this HR supported consultation with staff.	The aim is to provide staff with the tools, framework, additional supervision and support to professionalise	Kathleen Dardry	2020/21 (Q2)	Included and covered in costs provided to CMM for this programme of activities.

Date Document Updated 09/06/2020

8

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			the service by recognising and formalising the evolution of the KCWS. This, in addition to career progression opportunity should be positive and beneficial to KCC Community Wardens. Changes to be implemented fairly, and opportunities to be fair and transparent.			
<b>All</b>	The planned work package to expand the KCWS will necessitate research and analysis to be undertaken to inform where best to deploy additional	An impact assessment will form part of this work package to assess the resulting service deployment.  A variety of data sets to be used to cover the nine	Generally, the expansion will bring positive benefits and impact to Kent residents and increase access to services.	Kathleen Dardry	2020/21 (Q3)	Included and covered in costs provided to CMM for this programme of activities.

	resource.	protected characteristics.				
<b>All</b>	Opportunity to assess diversity of KCWS prior to expansion, and how this may better reflect the communities served.	Assessment of KCWS E&D data during the expansion work package to support recruitment and deployment.	KCWS to identify opportunities to better serve the communities they are, or will be, working with.	Kathleen Dardry	2020/21 (Q3)	Included and covered in costs provided to CMM for this programme of activities.

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

No, actions will form part of the relevant work packages related to the enhance and expand programme of activities, i.e. Service and role review and Service expansion.

Please forward a final signed electronic copy and Word version to the Equality Team by emailing [diversityinfo@kent.gov.uk](mailto:diversityinfo@kent.gov.uk)

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

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