

Appendix 1: GET's performance against KCC Equality and Diversity Objectives and EHRC domains – examples from Equality Impact Assessments

Objective:

Protected characteristics will be considered within all highways and transport schemes identified within Local Transport Plan 4, as well as the schemes' potential to advance equality of opportunity.

EHRC Domain	Protected Characteristics
<ul style="list-style-type: none"> • Health Following a review of the HTW Active Travel Strategy EqIA, two further two mitigating actions were identified for those with a disability. Firstly, the adoption of the new Department for Transport cycle design standards which will include information provided by the Wheels to Wellbeing group. This has been deferred as the updated guidance has not yet been produced. Secondly to more strongly promote active travel infrastructure for adapted cycle users and visually impaired users. 	Disability and Carers
<ul style="list-style-type: none"> • Participation A specific EqIA was undertaken with respect to transport as part of the planning for the open Golf event and although the event has been deferred due to Covid-19, several mitigating actions were planned such as: communication targeted at those with additional needs prior to the event; clear signposting; alternative mini bus provision from the station to mitigate the walking route for those unable to use steps and encouragement of event visitors to use the park & ride facility 	Age, Disability, Pregnancy & Maternity; and Carers
<ul style="list-style-type: none"> • Work HTW's Live labs - Issues found in the screening for users using assistive technology led to mitigating actions to ensure the operational and strategic platforms developed will conform to government standards for digital accessibility leading to all users of the systems being able to have full access and gain from the benefits offered by the systems. 	Disability and Carers
<ul style="list-style-type: none"> • Living Standards HTW's OLEV Taxi Charging Infrastructure - Mitigating project actions were identified to ensure instructions are easy to read and accessible for those who may struggle with the introduction of new technological systems. Other identified mitigations included ensuring installations are well-lit and well-positioned near other public infrastructure to enable safe access by anyone and at all hours for new users who may feel vulnerable at public charge points. Additionally, installations have been designed to allow at least 1.2m behind the charging points to enable wheelchair manoeuvrability and pedestrian flows 	Age, Disability, Sex, Pregnancy & Maternity, and Carers
HTW's Tunbridge Wells Public Realm Phase II - The updated EqIA identified a concern with no central island	Age, Disability, Carers and

EHRC Domain	Protected Characteristics
<p>protection and speed of traffic for those within several protected characteristics. It was proposed that a road safety audit stage 3 was undertaken in March 2020 to make sure that all crossing points are safe for all users and to make sure the scheme is fit for purpose which includes enough indication to drivers that they are in a heavily used pedestrian area.</p> <ul style="list-style-type: none"> • Justice & Personal Security 	Maternity
<p>HTW's Lorry Control Scheme - Minor negative impacts were identified whereby certain users may struggle to understand which roads have a TRO or struggle to use appropriate routing software to avoid such roads. Mitigating actions were identified in the form of clear information on the KCC website regarding which roads are suitable/ not suitable for lorry drivers to use; signposting to useful tools drivers can use to avoid penalty charge notices (PCNs) and to establish a mandate that allows for genuine mistakes if KCC do not wish to issue PCNs.</p>	Age, Disability, Race

Objective: The Equality Duty will inform all services' efforts to maximise businesses' potential

EHRC Domain	Protected Characteristics
<ul style="list-style-type: none"> • Work <p>ED's Kent Ambassadors new website – This has undergone a digital accessibility audit to ensure compliance with internet publishing legislation. A phone number is included on the website so that anyone who may have difficulty in effectively accessing online information is able to speak to an officer if help is required. Translation of information / webpages into other languages and a glossary of terms is available on request.</p>	Age, Disability, Race and Carers
<ul style="list-style-type: none"> • Education <p>EPE's Dover Urban Archaeological Database Project - Through EqIA screening, potential negative impacts were identified for those who might have been unable to access the project's online outputs. This would prevent them from learning about Dover's heritage and contributing their knowledge. This impact is mitigated through making information available in alternative formats on request and clearly communicating this fact in the project materials. All online materials have been tested to ensure they comply with assistive software systems as identified by the Government Digital Service Standards. In addition, and subject to COVID-19 limitations, a talk on the project will be arranged at its conclusion so that people can receive its information in summary from via a face-to-face event.</p>	Age; Disability, and Carers
<ul style="list-style-type: none"> • Living Standards <p>EPE's Archaeological Notification Areas Project - An EqIA revealed that certain people may be unable to access the project's online outputs. As with the above EqIA, this might prevent them from learning about possible heritage constraints on development and deny them access to the accompanying advice, however the EqIA Action Plan determined that documents would be made available in alternative formats on request and</p>	Age, Disability, Race, and Carers

EHRC Domain	Protected Characteristics
<p>clearly advertised in the project materials. All online materials were tested to ensure they comply with assistive software systems as identified by the Government Digital Service Standards. A talk on the Palaeolithic part of the project will again (subject to COVID-19) be arranged at its conclusion so that people can learn about it via a face-to-face event. This will be advertised through both digital and non-digital media. For race, Non-English speakers would be unable to read the attributes in the Geographical Information System (GIS) layer or read the accompanying advice however it was to be clearly advertised that documents could be made available in alternative languages on request and this offer will be clearly advertised.</p>	

Objective:

The protected characteristics of all members of a community will be considered when investing in roads, facilities and utilities that are identified through the Growth and Infrastructure Framework, and delivered to meet the needs of Kent's population changes

EHRC Domain	Protected Characteristics
<ul style="list-style-type: none"> • Living Standards <p>EPE's Essella Road Bridge Repair/Replacement - A low negative impact was identified and the potential to provide a more accessible structure was considered as an option when bidding for capital funding for the bridge repairs. This was ruled out principally based on cost, but it is likely that site constraints would prevent the construction of a more accessible structure even were the funding available.</p>	Age, Disability, Maternity and Carers
<p>KCC's response to TfSE Proposal to Government led by EPE to Transport for the South East (TfSE) Proposal to Government - KCC responded to this consultation and an EqIA screening was completed alongside the response. For the draft TfSE Transport Strategy, TfSE completed an Integrated Sustainability Appraisal, including an Equalities Impact Assessment on the draft Strategy. Whilst no negative impacts were identified within the comprehensive screening, a positive equality outcome was outlined: the older generation and families with younger children tend to rely on public transport, and therefore will benefit from more affordable and accessible transport solutions (bus and rail that will enable them to enjoy their journeys throughout Kent, also supporting access to jobs and education services. With respect to disability, those who fall under this characteristic, who may rely on public transport, will also benefit.</p>	Age, Disability, Carers, and Maternity
<p>ED's Otterpool Park - the focus of an EqIA was to screen Kent County Council's service requirements arising from the application. No negative impacts were identified at this stage as more detailed EqIAs will be undertaken for each project deriving from the outcome of the application. However, annotated within the action plan, potential projects were identified, for issues to be determined as the new community develops. Amongst many for example, for age, a potential action identified that ten per cent of homes in each substantial phase shall be built to meet the needs of the elderly, from active retired people to those requiring intensive nursing care, including specialist provision. All such homes shall be built to meet Wheelchair User Dwellings standards</p>	Age, Disability, Carers, and Sex

EHRC Domain	Protected Characteristics
<p>as set out in Building Regulations and, for sex, a street lighting project may help to ensure vulnerable groups, for example lone women, feel safe in the new community during darker hours.</p> <p>ED's Kent Design Guide - Evidence from the National Audit Office confirmed assumptions that a percentage of those who are older or who have a disability have never used the internet, so accessibility was key in its development. Mitigating actions determined in the EqIA action plan from a digital interface perspective have ensured that translation of information / webpages into other languages is also available on request along with a glossary of terms. The content itself is being considered from an equality perspective by each contributor.</p>	Race, Age, Disability and Carers

Objective: KCC Human Rights and Equality Policy Objective: "Irrespective of Age, Disability, Race or Religion and Belief, Kent residents should be able to access our county's high-quality landscapes and environment.

EHRC Domain	Protected Characteristics
<ul style="list-style-type: none"> • Living Standards EPE's Flood alleviation scheme at George Park, Margate - through EqIA screening, negative impacts were identified for whilst the works were taking place. Works were expected to last three months (12 weeks) whereby the park was fenced off and the path through the park would be inaccessible. Therefore, people had to use alternative paths on the surrounding roads to get to the same point the path provided and then post works where there are several depressions to be made within the ground to serve as drainage functions that may prevent people from moving around the park as before therefore mitigating actions were identified through the scheme design including providing better connectivity to the surrounding area through additional paths. 	Age; Disability, Maternity and Carers
<ul style="list-style-type: none"> • Participation EPE's Fifth Continent - Low negative impacts were identified, with amongst others, mitigating actions identified such as strict protocols put in place to ensure no women who are pregnant or who have recently given birth are put at risk of chlamydiosis, toxoplasmosis, listeriosis or Q fever from livestock when activities are carried out on farms with livestock. Additionally, those who felt they were unable to be involved due to the physical nature of archaeological excavation could be involved in less physical activities such as finds processing. 	Age, Disability, Carers and Pregnancy
EPE's Chilmington Green Community Archaeological Project – potential positive impacts for older residents were written into the project to complement the project's physical activities with a mitigating action for older people who were invited to contribute their memories via the WW2 project. Forming a group of volunteers for this project generated cross-generational inclusion benefits. The educational projects brought/bring opportunities for activities for young people together with older. With respect to those who may be less able to take advantage of the project's information, reports etc which are likely to be delivered primarily digitally, documents were made available in alternative formats on request and clearly advertised in the project materials. All online materials were tested to ensure they comply with assistive software systems as identified	Age, Disability, Race and Carers

EHRC Domain	Protected Characteristics
by the Government Digital Service Standards. Project events ensured that people also have an opportunity to engage in face-to-face events that will be advertised in both digital and non-digital media.	

Objective: KCC Human Rights and Equality Policy Objective: “The Libraries, Registration and Archives Service in Kent will continue to understand its local communities’ needs, and tailor its services accordingly.

EHRC Domain	Protected Characteristics
<ul style="list-style-type: none"> • Living Standards LRA's Libraries Extra (technology assisted opening) - The existing EqIA was revised as part of the pilot review, using customer and staff feedback and observations. Potential equality improvements were identified such as extending opening hours at one of the sites on a Sunday for carers allowing more opportunity to take advantage of the library at less conventional times. An unexpected equality outcome for this pilot, was the use of the library during the non-staffed hours for an autistic child and his parent. The environment was much quieter than usual, and the family have rediscovered their love of the library. 	Disability and Carers
LRA's Newsguard for public access PCs (helping library users become more confident in the news information they find on the web as the News Guard browser filters information from credible sources only) - an Equality Impact Assessment identified a mitigating action that LRA would make IT buddies and LRA staff aware of this addition to the Public PC build so that they could offer IT buddy support to show how to search the web for news and to learn how to interpret the NewsGuard system for those who may be reluctant to search the web for news.	Age, Disability and Carers
<ul style="list-style-type: none"> • Justice and Personal Security LRA's Safeguarding policy - an impact screening identified that staff with visual impairments may find the flowchart difficult to read due to the layout and colours used and so, a monochrome version was also made available. 	Disability
<ul style="list-style-type: none"> • Participation LRA's Core & Exempt Offers for customers - A full Equality Impact Assessment was undertaken with issues and mitigations identified such as: a three week loan period can be too short for some exempt card holders, and can be a barrier to access the service, therefore the loan period for exempt card holders has been extended to six weeks; and ensuring that all staff are aware of the information sheets (designed to provide information on services we provide for particular groups, e.g. dementia patients and families; visually impaired customers) and that they are reviewed regularly. 	Disability and Carers
Sandwich Library - Relocation of Local Studies and Large Print Stock - The EqIA screening proved a very useful tool in the planning of the project to ensure optimal layouts from an equality perspective – for example, the local studies area is now an accessible area for study use (Delivery of Book Start in Kent - BookTrust is a	Disability, Maternity, and Carers

EHRC Domain	Protected Characteristics
<p>national organisation which works with local authorities across England and Wales to ensure every child receives a free book and information to support the importance of reading and sharing stories with very young children. There are two universal packs but BookTrust also offers other more targeted additional needs packs, mainly via early years settings:</p> <ul style="list-style-type: none"> • Bookshine – books and resources supporting children with a hearing impairment and their families • Booktouch – books and resources supporting children with a visual impairment and their families • Dual Language books – offered in over 30 languages • Bookstart Star – books and resources supporting children with motor function delays or disabilities and their families. Kent Libraries work with our partner Portage, to deliver these packs to the target audience <p>The screening for this scheme highlighted the need to work with specialist groups to identify where specialist bookstart packs are needed.</p>	