

KCC – Highways Transportation and Waste (HTW).

Equality Analysis / Impact Assessment (EqIA)

Name of decision, policy, procedure, project or service:

LGF Advanced Technologies Horticulture Zone NIAB EMR

Brief description of policy, procedure, project or service

NIAB EMR in partnership with the East Malling Trust proposes to develop an Advanced Technology Horticultural Zone at East Malling, which would be the first step towards delivering the vision of a cutting-edge Innovation Campus for horticulture in Kent. This project will specifically provide the new infrastructure and see the construction of a state-of-the-art glasshouses supported by a green energy facility. The project will use advanced greenhouse designs which will host high-tech imaging, robotics, precision irrigation rigs, LED lighting and CO2 systems with the purpose of advancing horticultural agronomy in the region. This facility will allow an increased level of innovative research projects and best practice demonstrations to be delivered in a commercially relevant setting.

Aims and Objectives

Objective 1: Unlock the East Malling Estate for future investment and development so that the Innovation Campus (including the planned Horticulture Zone) can be realised as the UKs focus of excellence for the horticultural sector.

Objective 2: Install the primary infrastructure to service the new Horticultural Zone in the immediate to long-term.

Objective 3: Construct the infrastructure to house the **energy facility** which in future will enable the deployment of low-carbon technologies. This will improve sustainability and reduce environmental impact in horticultural research and. innovation.

Objective 4: Construct new state-of-the-art plant growing facilities that will enable new technologies

JUDGEMENT

Date Document Updated 17/09/2020

1

This document is available in other formats. Please contact diversityinfo@Kent.gov.uk or telephone on 03000 415 762

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.

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken

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

GET Document Control



Revision History

Version	Date	Authors	Comment
V0.1	16/09/2020	Professor Mario Caccamo & Ross Newman	Completed by LGF grant applicant
V1 (this should be assigned to the version the Director signs off)	17/09/2020	Christopher Seamark	Checked by Local Growth Fund Programme Manager

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
Simon Jones		Director	17/09/20
Tim Read		Service Head	17/09/20

Date Document Updated 17/09/2020

3

This document is available in other formats. Please contact diversityinfo@Kent.gov.uk or telephone on 03000 415 762

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 MUST 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	
Age				Equal opportunity employment policies across NIAB group.
Disability				Facility will be accessible. All health & safety guidelines followed and risk assessments in place.
Sex				Gender balance regularly monitored (66% female across the site)

Gender identity/ Transgender				Equal opportunity employment policies across NIAB group.
Race				Equal opportunity employment policies across NIAB group.
Religion and Belief				Equal opportunity employment policies across NIAB group.
Sexual Orientation				Equal opportunity employment policies across NIAB group.
Pregnancy and Maternity				Equal opportunity employment policies across NIAB group.
Marriage and Civil Partnerships				Equal opportunity employment policies across NIAB group.
Carer's Responsibilities				Equal opportunity employment policies across NIAB group.

Part 2 - Full Equality Analysis /Impact Assessment

From the screening grid, identify the Protected Groups impacted

Information and Data used to carry out your assessment

Who have you involved consulted and engaged with?

Analysis

Adverse Impact,

Positive Impact:

JUDGEMENT

Part 3 - Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications

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

Next Steps