

EQIA Submission – ID Number

Section A

EQIA Title

KCC Strategic Statement 2022-2026

Responsible Officer

Karla Phillips - ST SPRCA

Type of Activity

Service Change: No

Service Redesign: No

Project/Programme : No

Commissioning/Procurement: No

Strategy/Policy: Yes

Details of other Service Activity: No

Accountability and Responsibility

Directorate: Strategic and Corporate Services

Responsible Service: Strategy, Policy, Relationships and Corporate Assurance

Responsible Head of Service: David Whittle - ST SPRCA

Responsible Director: David Whittle - ST SPRCA

Aims and Objectives

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The aim of Council's 2022-2026 Strategic Statement 'Framing Kent's Future' is to set priorities that ensure we are harnessing opportunities and addressing challenges being faced by us as an organisation, but more importantly faced by the residents of Kent, over the next four years. The Strategic Statement will also, for the first time, contain the Council's new corporate equality objectives, which have been developed as part of the Strategic Statement, rather than being created in a separate standalone policy. The Council is required to publish and report on its equality objectives under the Public Sector Equality Duty.

The Strategic Statement identifies priorities and commitments. It does not set out the detail of how we deliver, design and commission services. Instead, it will steer KCC's business planning and its Strategic Reset Programme, and refresh the council's underpinning strategy and policy documents.

Summary of equality impact and Equality recommendations

Recommendation: No change is required. The evidence suggests that there is no potential for discrimination and all appropriate measures have been taken to advance equality and foster good relations between the protected groups.

The Strategic Statement 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 Strategic Statement to have a positive impact on people from all of the protected characteristic groups through aiming to improve their quality of life.

The Cabinet and CMT leadership will set the expectation that any specific proposals, projects or changes undertaken to deliver the priorities of the Strategic Statement requiring a Key Decision will be subject to individual equality impact assessments and action as needed.

Context

Kent County Council has developed a series of strategic statements on a four-to-five-year cycle 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. This new strategic statement builds on the comprehensive work and engagement undertaken to develop the Five Year Plan 'Kent's Future, Our Priority' (which consequently was not adopted by County Council due to the start of the Covid-19 Pandemic in 2020), and also the Interim Strategic Plan, which was published as an eighteen-month temporary plan to guide KCC through response to and recovery from the pandemic and pave the way for a new strategic plan.

Section B – Evidence

Do you have data related to the protected groups of the people impacted by this activity?

Yes

It is possible to get the data in a timely and cost effective way?

Yes

Is there national evidence/data that you can use?

Yes

Have you consulted with stakeholders?

Yes

Who have you involved, consulted and engaged with?

Within KCC we have engaged KCC Members, senior officers, KCC Staff Groups and Trade Unions, and the Corporate Equality Group. Externally we have engaged Parish Councils (via the KALC Area Chairs Committee), the Integrated Care Partnership Board, the Voluntary and Community Sector Steering Group, 'Brand Kent' partners including representatives from Visit Kent, Port of Dover, Eurotunnel, and representatives from Kent's universities.

We have also drawn upon KCC's Budget consultation which took place in 2021, and the extensive public and partner engagement exercise and consultation that took place for the Five Year Plan which was subsequently not adopted due to the start of the Covid-19 pandemic.

Has there been a previous Equality Analysis (EQIA) in the last 3 years?

Yes

Do you have evidence that can help you understand the potential impact of your activity?

Yes

Section C – Impact

Who may be impacted by the activity?

Service Users/clients

Service users/clients

Staff

Staff/Volunteers

Residents/Communities/Citizens

Residents/communities/citizens

Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?

Yes

Details of Positive Impacts

The Strategic Statement sets out priorities and commitments that promote equality for people with all protected characteristics and seeks to improve the quality of life for Kent's residents. In addition, the specific corporate equality objectives we have set within the Strategic Statement are designed to have a positive impact for both our residents and our staff. They will ensure that KCC is doing its best to improve the outcomes for those with protected characteristics and will be held to account through the statutory

annual reporting on those equality objectives.

Regarding the four key priorities of the Strategic Statement, the focus of our 'Levelling Up' priority will address the disparities in economic prosperity and potential, including objectives for children and young people, and also younger and older people of working age with regards to improving skills and employment opportunities. The Levelling Up priority's commitments about health inequalities and also coastal communities will have a positive impact on age, sex, disability and race in particular. Our 'Infrastructure for Communities' priority will include objectives about digital inclusion/connectivity and social isolation, which should benefit older residents, residents with disabilities, and carers, and its objective about making our services and their physical presence accessible and inclusive should have a positive impact across the protected characteristics. Our 'Environmental Step Change' priority, with its focus on protecting and enhancing Kent's environment and achieving our Net Zero targets should have a positive impact on air quality and health and wellbeing outcomes, which should beneficially affect older and younger residents, and residents with disabilities both regarding physical and mental health- existing health conditions are not exacerbated or new pollution-related health problems created. And our 'New Models of Care and Support' priority will seek to improve how health and social care is planned and delivered by KCC and its partners, which should have a positive impact in particular for service users and residents such as older people, adults and children with physical or learning disabilities, and vulnerable children.

Specific positive impacts for respective protected characteristics will be provided through EqIAs on the individual proposals, projects and changes that will deliver the Strategic Statement's priorities.

Negative impacts and Mitigating Actions

19. Negative Impacts and Mitigating actions for Age

Are there negative impacts for age?

No

Details of negative impacts for Age

Not Applicable

Mitigating Actions for Age

Not Applicable

Responsible Officer for Mitigating Actions – Age

Not Applicable

20. Negative impacts and Mitigating actions for Disability

Are there negative impacts for Disability?

No

Details of Negative Impacts for Disability

Not Applicable

Mitigating actions for Disability

Not Applicable

Responsible Officer for Disability

Not Applicable

21. Negative Impacts and Mitigating actions for Sex

Are there negative impacts for Sex

No

Details of negative impacts for Sex

Not Applicable

Mitigating actions for Sex

Not Applicable

Responsible Officer for Sex

Not Applicable

22. Negative Impacts and Mitigating actions for Gender identity/transgender

Are there negative impacts for Gender identity/transgender
No
Negative impacts for Gender identity/transgender
Not Applicable
Mitigating actions for Gender identity/transgender
Not Applicable
Responsible Officer for mitigating actions for Gender identity/transgender
Not Applicable
23. Negative impacts and Mitigating actions for Race
Are there negative impacts for Race
No
Negative impacts for Race
Not Applicable
Mitigating actions for Race
Not Applicable
Responsible Officer for mitigating actions for Race
Not Applicable
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
No
Negative impacts for Religion and belief
Not Applicable
Mitigating actions for Religion and belief
Not Applicable
Responsible Officer for mitigating actions for Religion and Belief
Not Applicable
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
No
Negative impacts for Sexual Orientation
Not Applicable
Mitigating actions for Sexual Orientation
Not Applicable
Responsible Officer for mitigating actions for Sexual Orientation
Not Applicable
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity
No
Negative impacts for Pregnancy and Maternity
Not Applicable
Mitigating actions for Pregnancy and Maternity
Not Applicable
Responsible Officer for mitigating actions for Pregnancy and Maternity
Not Applicable
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
No
Negative impacts for Marriage and Civil Partnerships
Not Applicable
Mitigating actions for Marriage and Civil Partnerships

Not Applicable
Responsible Officer for Marriage and Civil Partnerships
Not Applicable
28. Negative impacts and Mitigating actions for Carer's responsibilities
Are there negative impacts for Carer's responsibilities
No
Negative impacts for Carer's responsibilities
Not Applicable
Mitigating actions for Carer's responsibilities
Not Applicable
Responsible Officer for Carer's responsibilities
Not Applicable