

EQIA Submission – ID Number

Section A

EQIA Title

Proposal for the new Asset Management Strategy

Responsible Officer

Gordon Edwards - DCED INF

Approved by (Note: approval of this EqIA must be completed within the EqIA App)

Rebecca Anderson - DCED INF

Type of Activity

Service Change

Service Change

Service Redesign

No

Project/Programme

No

Commissioning/Procurement

No

Strategy/Policy

Strategy/Policy

Details of other Service Activity

No

Accountability and Responsibility

Directorate

Strategic and Corporate Services

Responsible Service

Business Information, Strategy and Assurance

Responsible Head of Service

Rebecca Anderson - DCED INF

Responsible Director

Rebecca Spore - DCED INF

Aims and Objectives

The current Asset Management Strategy (AMS) ended in 2023, and a replacement Asset Management Strategy (2024 –2030) is being developed, alongside Kent County Council's (KCC's) core strategic objectives and the outcomes achieved and lessons learnt from the existing AMS (2018-2023).

The outcomes were that good progress was made to rationalise the estate, securing capital receipts, meeting environmental goals, and developing staff. However, further work is needed on strengthening capacity, data systems, property performance, and backlog maintenance.

Moving Forward with the New 2024-2030 Asset Management Strategy:-

The new AMS has been devised from KCC's strategic core objectives; Securing Kent's Future budget recovery plan; the evaluation of the 2018-2023 AMS and from feedback through stakeholder engagement.

The Key drivers for the new strategy are:

i) Securing Kent's Future:

- Financial Sustainability: achieving sustainability requires a commercially focused approach that balances supply and demand for services.

ii) Net Zero Targets:

- Reducing our environmental footprint and improving efficiency are essential to achieving our Net Zero emissions targets.

iii) Property Enhancing Service delivery:

- Optimising our property portfolio is crucial for enhancing service delivery.
- This includes ensuring the property service provided in buildings meets the service need and any new investment in buildings is designed to be fully fit-for-purpose by supporting service delivery.

iv) Adherence to Legislative Framework and Health and Safety Compliance

The Strategy Objectives are:

1. Provide best value: Provide better value from assets through sustainable initiatives, energy efficiency, cost control and income generation.

2. Ensure compliance and reduce risk: Reduce liabilities through proactive maintenance planning and condition surveys.

3. Rationalise assets: Rationalise underutilised assets through disposal or alternative uses.

4. Use assets flexibly: Using assets flexibly to support new operating models and digital transformation.

5. Generate income: Generate capital receipts from disposal to support the budget sustainability.

KCC's strategic objectives will provide a holistic view by looking at both the aims and approach to ensure a comprehensive and forward-looking approach to asset management that aligns with its service delivery objectives and the broader goals of sustainability and innovation.

Equality Recommendations:

The strategy will adjust and continue to remove barriers or better promote equality, through a holistic approach to the use of KCC's provisions and assets.

1 It will allow KCC to critically evaluate our portfolio, retaining only the essential assets that align with service needs.

The accurate baseline date will ensure that KCC can enable the implementation of long-term, lifecycle management strategies, which will capture comprehensive lifecycle information for all its assets, enabling whole-life cost analysis to inform decision-making. This will ensure KCC maintains a proactive approach to its estate..

2. It will provide a holistic view, regarding KCC's service users needs and its use of its assets.

Through buy in from all stakeholders across KCC, all decisions relating to the requirement, use or need of an asset will require a robust and sound business case.

3. The strategy will look at new and innovative solutions to ensure an agile environment is provided to enable transformation.

By aligning assets with service requirements, our future estate will directly support the service provision's needs and integrated models. Assets will be designed and managed for multi-purpose use; flexible in terms of function; and facilitating agile working to create a fit for purpose estate. We will actively engage with stakeholders internal and external to KCC to demonstrate how assets can enable new operating models, digital adoption, and integrated delivery to shape service transformation.

4. Environmental Principles

Environmental principles will be embedded into our asset strategies to continuously improve energy efficiency, reduce emissions, and drive sustainability with the aim of driving towards KCC's net zero targets in line with the Council's policies within the resources that are available.

5. Equality

The new Asset Management Strategy will not only enhance KCC's assets to ensure full compliance with the Disability Discrimination Act 1995 (DDA), but also demonstrate KCC's commitment to going above and beyond in terms of DDA accessibility. This strategy underscores our dedication to creating an inclusive environment across all sites, surpassing standard requirements and setting a new benchmark in accessibility standards.

Section B – Evidence

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

No

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

No

Is there national evidence/data that you can use?

Yes

Have you consulted with stakeholders?

Yes

Who have you involved, consulted and engaged with?

yes - ongoing with

KCC Policy and Resources Cabinet.

Internal Stakeholder Group within Infrastructure.

Business Partners.

Directorate stakeholder and partner engagement

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

No

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

- Assets will be fit for purpose and will align with service needs.
- Accurate baseline data will provide an informed approach regarding long-term, lifecycle management strategies which will enable budget forecasting in the future.

- Stakeholders will be involved in decisions relating to the requirements of sites use or need of an asset and will require a robust and sound business case.
- New and innovative solutions will be used to ensure there is a proactive and agile environment, which will include slicker digital options to shape transformation and meet compliance requirements.
- Sites will offer flexible arrangements, meaning sites are future proof and limited expenditure would need to be used to adapt and area for another service.
- Environmental principles will be embedded, ensuring continuous improvements to energy efficiency, which will aid KCC's net zero targets / budgeting and enhance the working environment.
- The enhancement of KCC's assets to aid further compliance in respect of the Disability Discrimination Act 1995 (DDA) for all its users.

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

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| 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 |

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| Not Applicable |
| Responsible Officer for Carer's responsibilities |
| Not Applicable |