

EQIA Submission – ID Number

Section A

EQIA Title

Get Kent and Medway Working Plan

Responsible Officer

Emma Watson - GT GC

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

Steve Samson - GT GC

Type of Activity

Service Change

No

Service Redesign

No

Project/Programme

No

Commissioning/Procurement

No

Strategy/Policy

Strategy/Policy

Details of other Service Activity

No

Accountability and Responsibility

Directorate

Growth Environment and Transport

Responsible Service

Economy

Responsible Head of Service

Steve Samson - GT GC

Responsible Director

Stephanie Holt-Castle - GT GC

Aims and Objectives

The Get Kent & Medway Working Plan (GKMWP) is a strategic response to the rising levels of economic inactivity across the region, particularly among individuals with long-term health conditions, disabilities, and other barriers to employment. The development of the plan has been funded by the Department for Work & Pensions (DWP) and aims to align with the national Get Britain Working Plan by developing a localised, evidence-based approach that supports people to start, stay, and succeed in work and to develop a series of whole system responses to tackling gaps and challenges in the skills, employment and health area. It is designed to address the root causes of inactivity, including health, education, transport, housing, and caring responsibilities, while also improving job quality, training and progression opportunities. The GKMWP sets out to create a shared action plan for the next 12–24 months, with a longer-term 10-year vision. It will be formally signed off by Kent County Council, Medway Council, the Integrated Care Board, Jobcentre Plus, and supported by a wider range of stakeholders—to co-design and deliver integrated support systems. These systems will be mapped and assessed to identify service gaps and ensure a coherent participant journey for individuals facing multiple disadvantages. The plan also supports the transformation of Jobcentre Plus into a new jobs and careers service and informs future commissioning and investment decisions.

From an equalities & diversity perspective, the GKMWP aims to reduce disparities in access to training and

employment for Kent & Medway's residents with a particular focus on vulnerable groups. It recognises that people with disabilities, young people not in education or training (NEET), older adults, and those from minority ethnic backgrounds often face compounded barriers. The plan includes mechanisms to engage these groups meaningfully, using trusted routes and community-based approaches. It also aligns with broader strategies such as the Kent & Medway Integrated Care Strategy, the Kent & Medway Integrated Strategy for Work & Health and the Marmot Coastal Region commitment, which aim to reduce health inequalities and support a thriving, inclusive workforce.

In summary, the GKMWP is both a strategic and operational framework that seeks to improve employment outcomes, reduce health-related exclusion, and build a more equitable and resilient local economy. The recommendations embedded within the plan will seek to ensure that the needs of Kent's diverse communities and people with protected characteristics are considered in both the design of plan and its future delivery.

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?

- Kent County Council (KCC)
- Economy
- Public Health
- Adult Social Care
- Community Learning & Skills
- Childrens Young People & Education
- Medway Council
- Economic Development
- Public Health
- Kent & Medway Integrated Care Board
- Jobcentre Plus
- Strategic Partnership for Health & Economy
- Kent & Medway Economic Partnership
- Kent & Medway Integrated Care Partnership
- Local skills, education and training providers
- Voluntary, Community and Social Enterprise (VCSE) sector
- Local Jobcentres (The Department for Work & Pensions)
- Business representative organisations
- Employers
- People with lived experience – engaged through linked work on the Kent & Medway Work & Health Strategy

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

No

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
Age - The plan specifically targets young people (e.g. those classified as NEET) and older people of working age (up to 64) who are economically inactive, aiming to improve their access to employment and training opportunities - It supports long-term goals to reduce inactivity and improve skills across all age groups, contributing to better life outcomes and economic participation - The plan will also encompass pre-employment activities aiming to review aspirations around career development and access to learning and training for young people (under 16) Disability - A key focus is on individuals with long-term health conditions (including mental health and Musculo-skeletal conditions) and disabilities, who represent a significant portion of the economically inactive population. - The plan aims to enhance support systems and reduce barriers to employment for disabled people, aligning with health and care strategies Sex - While not explicitly broken down by sex, the plan's inclusive approach to tackling economic inactivity and improving access to skills and employment is likely to benefit both men and women, particularly in sectors where gender disparities exist Gender Identity / Transgender - The commitment to inclusive stakeholder engagement and during the development of the plan suggests that future programmes and outcomes will consider and address the needs of this group Race - The plan's emphasis on tackling multiple disadvantages (e.g. health, housing, education) and improving access to services in deprived communities implies a positive impact on racially minoritised groups who may be disproportionately affected by these issues Religion or Belief - The inclusive and systemic approach to reducing barriers to employment may indirectly support individuals from diverse religious backgrounds by promoting equitable access. However, religion or belief could cause people to be reticent to come forward through the usual designated channels. Care will be taken to reach out to some specific community groups through trusted routes. Sexual Orientation - As with other characteristics, the inclusive design of the plan suggest that impacts on this group will be considered during implementation

Pregnancy & Maternity

- Improvements in access to flexible employment and support services could benefit individuals during or after pregnancy, especially where caring responsibilities are a barrier to work

Marriage & Civil Partnerships

- The plan's focus on systemic improvements and inclusive service design may support individuals in various family and partnership arrangements

Carer's Responsibilities

- The plan explicitly acknowledges caring responsibilities as a barrier to employment and aims to address this through highlighting potential improved support systems and service alignment

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