EQIA Submission – ID Number
Section A

EQIA Title
Marmot Accelerator Programme

Responsible Officer
Lauren Barrett - CED SC

Approved by (Note: approval of this EqIA must be completed within the EqIA App)
Ellen Schwartz - AH Public Health

Type of Activity

Service Change
No
Service Redesign
No
Project/Programme
Project/Programme
Commissioning/Procurement
Commissioning/Procurement
Strategy/Policy
No
Details of other Service Activity
No

Accountability and Responsibility

Directorate
Strategic and Corporate Services
Responsible Service
Public Health
Responsible Head of Service
Ellen Schwartz - AH Public Health
Responsible Director
Anjan Ghosh - AH Public Health

Aims and Objectives

The Marmot Accelerator Programme (2026 – 2028) forms part of the Kent Marmot Coastal Region – a long-term initiative aiming to address health inequalities and improve the wider social determinants of health within Kent's coastal communities. The Programme focuses on improving access to education, skills development, employment and good quality work, recognising the strong relationship between employment, income, wellbeing and health outcomes.

The aims of the Programme are to:

* Test innovative approaches to support people into education, work or training in coastal communities.
* Produce evidence, learning, evaluation and models that can lead to sustained change, either through shared guidance, replication and scalability across Kent or embedded practical changes.
* Focus resources on addressing coastal health inequalities and wider social determinants of health in Kent, prioritising Accelerator Projects from organisations that are Kent-based and provide local employment, education and training opportunities.
* Align with existing work-based strategies and programmes such as Connect to Work, Get Kent & Medway Working Plan and the Kent and Medway Work and Health Strategy 2025-2030.

The Programme will operate across the six districts of Ashford, Canterbury, Dover, Folkestone & Hythe, Swale and Thanet.

Key objectives include:
* Support at least 200 young people aged 16-24 who are Not in Education, Employment and Training (NEET) or at risk of becoming NEET into education, training or employment.
* Support at least 150 people on probation into education, training or employment.
* Support at least 100 residents experiencing additional disadvantages, including care leavers, carers and people experiencing mental ill health, into employment.
* Generate learning, evaluation and evidence on what works to reduce employment-related inequalities in coastal communities.

The Programme is specifically designed to improve outcomes for disadvantaged populations, including young people who are NEET, people on probation, care experienced, carers, people experiencing mental ill health and residents facing multiple and complex barriers to employment. By increasing access to education, skills development and good work, the programme is expected to contribute positively to social inclusion, economic wellbeing and health equity.

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 Health and Wellbeing Board: Chaired by the Cabinet Member for Environment, Coastal Regeneration and Public Health, and includes stakeholders from the NHS, KCC Public Health, KCC Adult Social Care and Health, KCC Children's Services and other relevant stakeholders.

The Kent's Marmot Coastal Region Initiative Advisory Board: chaired by the Institute of Health Equity and includes a variety of stakeholders from the IHE, KCC, district and borough councils, the ICB and the DWP.

The Marmot Steering Group: reports to the Advisory Board. Membership of this group is wide and includes stakeholders from the Institute of Health Equity, Kent County Council, and district and borough councils. There are also VCSE sector representatives, and the group will expand its membership where appropriate to ensure adequate and diverse representation.

The Programme is also informed by published reports such as Kent Marmot Coastal Region Data-Led Report (2026) and Kent Marmot Coastal Region: A deep dive into work, income and health report (2026).

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

The Programme is expected to have positive impacts by:

* Supporting residents who experience the greatest barriers to employment, education and training. Such as, young people who are or at risk of becoming NEET, individuals within the probation service, individuals who have mental ill health or care leavers.

* Supporting residents from coastal communities, where health outcomes and healthy life expectancy are lower than non-coastal communities in Kent. For example, life expectancy in Thanet for men is 76.8 and women 82, compared to the inland district of Tunbridge Wells where life expectancy for men is 82 and women 86 (Kent Marmot Coastal Region Data Led Report, 2024).

* Funding projects supporting coastal communities, with at least 50% of the funding being allocated to Kent-based organisations and providing local employment, education and training opportunities.

The Programme will include requirements for commissioned projects to:

• Outline in the project plan the population group it will support, how residents will be identified to be supported by the project, and how the project will ensure inclusive and non-discriminatory support.
* Collect and report on equality and access data
• Monitor uptake across protected and priority population groups
• Write an end of project report to outline to commissioners key outcomes and learnings that can inform any future projects/ services.

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