

**Kent County Council**

**Executive Summary**

**DRAFT- Annual Equality and Diversity Report April 2017 to March 2018**

Useful information

This document is available in a range of formats and can be explained in other languages. To ask for an alternative version, please email [alternativeformats@kent.gov.uk](mailto:alternativeformats@kent.gov.uk)  
[Kent County Council Equality and Diversity Team](#),  
Phone with Text relay: 18001 03000 414141  
Or write to: Kent County Council, Diversity & Equality Team, Room 2.70, Sessions House, County Hall, Maidstone, Kent, ME14 1XQ

## **Equality policy and local context**

### **Policy**

In 2016, KCC published the Equality and Human Rights Policy and Objectives 2016-2020. It has been aligned to the Strategic Statement and Commissioning Framework for Kent County Council (KCC), as the two documents set out the organisation's priorities and approach to delivering outcomes for the people of Kent.

We recognise the diverse needs of our community and are committed to promoting equality of opportunity and diversity in employment, commissioning and service delivery.

We value diversity and believe it is essential to provide services which work well for all residents and staff. The services KCC designs and delivers, on its own or with partners, should focus on allowing people, families and communities to be independent. We will treat people with dignity and respect and help people to be safe and socially included. We will support and enable people to make informed choices, so that they will have control over their lives. We are committed to working with all statutory partners, businesses and the voluntary sector to ensure the best possible outcomes for those who live in, work in and visit Kent.

We will challenge discrimination and encourage respect, understanding and dignity for everyone living, working and visiting Kent. This will be achieved through our influence in the community, strategic planning, and commissioning and policy development in employment and in-service delivery.

As a public-sector organisation, we follow the Public-Sector Equality Duty (PSED) under the Equality Act 2010, to protect individuals from discrimination against people on the basis of their protected characteristics. The characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnerships
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

With a resident population of just over 1.54 million, Kent (excluding Medway) has the largest population of all the English counties. The following information is taken from the 2011 Census and the mid-year population survey.

- 93.7% of all Kent residents are of White ethnic origin – this includes those who are White British, as well as other identities such as Irish, Eastern European

origin etc. Kent also has Gypsy, Roma and Traveller populations greater than the national average.

- The 2011 Census recorded that 6.3% of Kent residents are classified as Black Asian and Minority Ethnic (BAME). This proportion is lower than the national average for England (14.6%).
- People living in urban areas make up 74% of the Kent population but only occupy 23% of the total land area in Kent.
- The Mid-year population survey notes that 51% of the total population of Kent identify as female and 49% as male.
- Significantly in terms of future challenges, Kent has an ageing population with the number of 65+ year olds forecast to increase by 57.5% between 2015-2035.
- Kent has a greater proportion of young people aged 5-19 years and people aged 45+ years than the England average.
- There is no single quantifiable measure of the number of disabled people in Kent (or the UK), because identifying as disabled relies on an individual's self-perception; but it is estimated that 17.6% of Kent (excluding Medway) residents are disabled people.

Further information on social, demographic and economic aspects of Kent can be found on our website, on the Kent Facts and Figures page.

<http://www.kent.gov.uk/about-the-council/information-and-data/Facts-and-figures-about-Kent>

## **Equality Objectives 2016-2020**

In 2016, Kent County Council (KCC) published a new Equality and Human Rights Policy

and Objectives. The objectives have been set against six domains recognised by the Equality and Human Rights Commission (EHRC) as having a significant impact on the quality of life of individuals. The domains are:

- Education
- Work
- Living standards
- Health
- Justice and Personal Security
- Participation

There is a move towards using the domains across the range of public services, an example as seen in the publication of the Race Audit in 2017 which looked at race inequality across a range of public services in England and Wales

Each Directorate was asked to provide equality information and to demonstrate how they complied with equality legislation between 1 April 2017 – 31 March 2018, and the performance measures in place to achieve the KCC Equality Objectives.

Performance against the equality objectives in 2017-2018 has been reported to Directorate Management Teams (DMT) and Cabinet Committees between June and September 2018. Evidence submitted suggests that overall the council has made progress on the processes and procedures that are needed to mainstream equality into core business. However, there are areas where performance has not been as expected. Examples of activity undertaken in 2017-2018 are listed below under the domains.

## Education

Education and learning has the potential to improve the wellbeing and life chances of all children and young people, especially the most vulnerable groups in our communities including those protected by the Equality Act 2010.

The Children Young People and Education (CYPE) Vision and Priorities for Improvement - 2017-2020 is the key strategic plan for Children, Young People and Education in Kent. The Plan sets out shared goals and includes a range of ambitious priority improvements up to 2020. These ambitions and strategic priorities for CYPE are based on a rigorous analysis of current performance and challenging expectations for future improvements. Progress made against each equality priority is detailed below each objective:

### **Narrowing the achievement gaps**

In 2017 74.2% of children in Kent achieved a Good Level of Development (GLD) at the end of the Early Years Foundation Stage (EYFS) which is a slight decline from the 2016 figure of 74.8%. This outcome is above the national figure of 70.7% and places Kent third amongst its statistical neighbours. Achievement gaps in 2017 were as follows:

*Gender* - girls continued to out-perform boys with 80.6% of girls compared to 68.1% of boys achieving a GLD. This represents an improved position from a gender gap of 14.2% in 2016 to 12.5% in 2017; The Special Educational Needs (*SEN*) gap widened to from 52.8% in 2016 to 59.0% in 2017, which means fewer children with SEN (20%) achieved a GLD in 2017, compared to 27.2% in 2016.

In 2016/17 English as an Additional Language (EAL) learners achieved significantly above their national peers at all key stages. Although overall Minority Ethnic pupils and EAL learners generally do better than their non-minority ethnic and non-EAL peers in KS2 and KS4, the lowest achieving groups remain consistent across all key stages.

Gypsy, Roma and Traveller pupils continue to have the lowest achievement. White Eastern European (WEE) pupils, Kent's largest minority ethnic group, continue to be behind non-EAL learners, alongside Black Caribbean children and young people.

Whilst Kent's position is strong in comparison to the national, there is clearly still much work to be done to ensure that more children universally achieve more highly,

whilst further narrowing gaps in achievement for children who may be vulnerable to not achieving their full potential.

At Key Stage 1, outcomes improved across all indicators and was above the national average across all subjects. The attainment of Free School Meals (FSM) pupils was in line with national FSM attainment in reading and above in writing and mathematics.

At Key Stage 2 (KS2), outcomes were above the national average for the second successive year, at 65% for reading, writing and mathematics combined. This placed Kent first amongst our 11 statistical neighbours in 2017.

### **Driving down permanent exclusions to zero for primary age children with regard to Sex and Race**

Strong local collaborative working between the schools has helped keep Kent's permanent exclusion rate below the national average. There are many examples of good practice showcasing Kent schools' inclusive approach in actively finding good alternatives to the permanent exclusion of vulnerable learners.

Work has been continuing between the Pupil Referral Unit (PRU), Inclusion & Attendance service (PIAS) and schools to reduce the number of permanent exclusions in primary schools. Whilst numbers are low (20 in a 12-month rolling period) they are proving difficult to reduce further (at the same point last year there had been 16 in a 12-month rolling period). The current rate of permanent exclusions in Kent primary schools is in line with the national average of 0.02%.

Boys are over-represented in permanent exclusions from schools, accounting for nearly 80% of permanent exclusions. Most exclusions are White British pupils, though a small but significantly disproportionate number are from Gypsy/Roma and Traveller families.

### **Where appropriate, fewer young people become young offenders with regard to Race, Disability and Sex**

Boys are over-represented with approximately 89.4% of the Youth Offending Caseloads being male.

Black, Asian and Minority Ethnic (BAME) young people are also over-represented within the criminal justice system. Kent reflects the national picture and within the County approximately 15% of young people within the justice system are BAME whilst, according to the 2011 national census, 6.3% of the Kent population are from these ethnic groups.

An integration pilot in South Kent has been focusing on joining up all adolescent teams and approaches, with the aim of delivering earlier intervention for vulnerable young people. Initial outcomes are encouraging, and it is hoped that longer-term this will keep more young people known to Specialist Children's Services (SCS) out of the criminal justice system.

A joint protocol has been introduced between Youth Justice and SCS to improve the integrated working and joint support for young people known to both services. It is anticipated that this approach will bring positive results to young people's outcomes.

### **Increase learning and employment opportunities for those aged 16-25**

Kent Supported Employment has helped 316 vulnerable learners with physical disabilities, autism and learning difficulties to move into a variety of sustainable employment outcomes over the last year including 58% into paid sustainable employment. There were also a variety of other offers including work placements and voluntary work to enable students to progress into permanent employment. Excellent results have also been achieved by working with 18 vulnerable learners from schools and training providers to move into Supported Internships and 23 into Assisted Apprenticeships. Kent Supported Employment has also been working closely with the NHS to help them employ more staff with learning difficulties as part of their five-year pledge.

### **Ensure more young people are able to access progression pathways post 16 including an offer or an apprenticeship**

Although Kent has recently seen good inspection results for post 16 provision, appropriate technical pathways are not always in place to support the progression of all learners from age 14 to 19 into skilled employment. There continues to be a high drop-out rate for learners aged 17 in Year 12 in Kent schools and colleges which remains a concern. The Not in Employment Education or Training (NEET) and 'not known' numbers overall are reducing, which is positive, but there are still too many young people in vulnerable groups who become NEET, particularly SEND learners and Children in Care. In the past year the NEET figures reduced to 2.6% in January 2018, which is an improvement of 0.4% on the previous year.

### **Increasing access to early years services for 2-year-old offer of free provision regardless of Disability, Race or Sex**

KCC has embedded the 'Free for Two' scheme in Kent as part of the Government's policy for Free Early Education places for disadvantaged two-year olds.

Whilst there are district variations, take up across the county has continued to steadily increase, with the maximum take up being 74%. Approximately 53% of the places taken were by boys, 2.3% by children with disabilities and 16% by BAME children.

The Early Years and Childcare Service tailors marketing activity to ensure maximum take-up of Free Entitlements by two, three and four-year olds. Alongside this, Early Help (particularly Children's Centres) are providing local outreach to ensure that eligible families are aware of this provision and encouraged to take up the entitlement wherever possible, and that if families choose to not do so, this is an informed choice.

### Kent County Council's Workforce

Kent County Council (KCC) believes and recognises that the diversity of its workforce is one of its greatest strengths. It is committed to promoting equality and diversity and combating unfair treatment by providing a safe and accessible working environment with fair access to learning and development opportunities.

The section below contains details of how the Authority's workforce is made up, focusing on headline statistics, as at 31 January 2018, and compares the data to last year's report.

- Current total number of Full Time Equivalent (FTE) (non-schools) **7563**
- % of staff who are female **77.90%** (51%)\*
- % of staff who are Black Asian and Minority Ethnic **7.40%** (6.33%)\*
- % of staff who have declared a disability **4%** (17.6%)\*
- % of staff who are Lesbian, Gay or Bisexual **2.6%** (2.1%)+
- % of KCC's leadership group who are women **61.10%**
- The % of staff aged under 25 or below **7.70%**
- Average age of staff **44.6**
- Current total number of FTEs on grades KR6 or below **2682.59** (non-schools staff earning salaries up to £21,509)
- % of staff aged over 50 **40%**
- % of staff aged over 65 **2.90%**
- Sickness days lost per FTE **7.18**.

\*The figures in brackets are the percentage of Kent's population from those groups, as identified in the 2011 census.

+Figure in bracket is the percentage of people in the South East identifying themselves as LGB, as identified in the National Office of Statistics data set release date of October 2017.

The total number of FTEs (non-schools), since the last report, has fallen overall by 0.9%, and the number of staff employed at KR6 or below has decreased by 3.4%. This change has increased the percentage of staff; who are female (by 0.7%), who are Black Asian and Minority Ethnic (by 0.2%), those who have declared a disability (by 0.1%), and the leadership group who are women (by 0.9%).

It is acknowledged that the gap between the percentage of individuals declaring a disability and the census figure does appear wide. This gap is influenced by the fact that the census data covers the total of Kent's population, some of whom are not economically active or in employment and includes a larger proportion of older people than the Council employs who are more susceptible to developing a health condition that would be classified as a disability.

Although the average age of staff continues to decline slightly, the percentage increase of staff over the age of 50 (up by 0.4%) and 65 (0.2%) continues to

increase slightly. However, the percentage of staff under 25 or below has decreased slightly by 0.4%.

The percentage of staff declaring they are lesbian, gay or bisexual (LGB) has risen slightly (0.1%). The overall percentage of 2.6% compares favourably to the National Office of Statistics data which shows that currently within the South East 2.1% of the population identify themselves as LGB.

### **Recruit, retain and develop a workforce that reflects the communities we serve and ensure our people feel valued and respected**

**Value Based Interviews** – this approach was launched in 2017-2018 and focuses on asking questions which enable candidates to demonstrate behaviours consistent with Kent County Council's values.

**Kent Graduate Programme** - Offers opportunities across three graduate streams. The organisation has a long tradition of employing graduates through its Graduate Programme with over 140 graduates having been recruited through the scheme with 53 still in employment, from Grade (KR) 8 to senior positions, including a Director. <http://www.kent.gov.uk/jobs/starting-your-career/kent-graduate-programme>.

**Recruitment** - KCC monitors its equality data to explore trends and to inform recruitment campaigns, for example in August 2017 a recruitment campaign was launched for Children's Social Workers, it welcomed all applicants, but was designed to appeal to younger people <https://www.youtube.com/watch?v=v8GFGVItOyE>, while highlighting the diversity of its workforce, this was partially in response to the current average age of staff.

**Work Experience** – KCC continues to provide quality work placement opportunities for young people across Kent. People with a disability may be supported by Kent Supported Employment should additional assistance be required. Since April 2017, 78 young people were provided with placements within a variety of roles. The time spent with the organisation can inform future career choices and in acknowledgement of this the Adult Social Care and Health Directorate has been developing a work experience programme to encourage younger people to consider a career in social care.

**Apprenticeship levy** - The apprenticeship levy was introduced in April 2017. One of the most significant changes is that there is now no age limit for Apprentices which means that anyone can be an apprentice and staff of any age can access funding for Apprenticeship training.

Regular protected characteristic monitoring takes place and in the year to date 16% of Apprenticeship training starts are aged 16 -18, 26% aged 19 -24 and 58% are over 25 years of age.

**Training** - Diversity and equality continues to be integral in the development, delivery and monitoring of corporate training programmes. In 2017-2018, over 1400 Equality and Diversity e-learning courses were completed (which covered Equality

and Diversity in Recruitment and Selection, Introduction to Equality and Diversity, Care Certificate – Standard 4: Equality and Diversity and Introduction to Equality Impact Assessment).

In January 2018 a Mental Health First Aid course was commissioned. The course was fully attended with interest in attending being so high that an immediate waiting list was required. Feedback has been extremely positive and future courses have been commissioned for 2018-2019 for both this and a 'Lite' version of the course.

### **Ensure when we use Information Communication Technology it is fully accessible for learning and working**

As part of its Technology Strategy, Kent County Council is carrying out work to audit its public facing websites and systems to ensure that they are accessible, and meet the standards set out in the EU Web Accessibility Directive. Where necessary, remedial action has and will be undertaken to rectify any shortcomings. These works are being carried out in partnership with internal Staff Groups as well as our Digital Service providers. An integral part of this work was the development of a set of Baseline Accessibility Requirement Standards.

### **We will continue to be an inclusive employer**

Some initiatives have supported KCC to continue to be an inclusive employer:

- Total Contribution Pay -KCC has seen a greater proportion of BAME, Lesbian Gay Bisexual (LGB), Transgender and disabled staff receiving higher performance ratings. A wider review of performance management has taken place and KCC is now embarking on an approach which gives more focus to the quality of relationship between manager and employee.
- KCC published its Gender Pay Gap at the end of March. The pay gap currently stands at 12% which is lower than the national figure of 18%.
- KCC has continued to develop staff understanding in the needs of the Transgender community. 526 people completed the Trans Awareness e-learning training which was launched in January 2017.
- Staff Information – Staff can enter and/or change their equality data held on KCC's staffing database through an on-line self-service tool. The information is confidential and enables KCC to maintain an accurate profile of the work force. During 2017-2018, 825 staff viewed or updated their information.
- A program of internal communications has ensured that equality and diversity is built into both managers and KCC staff activity through raising awareness of new initiatives or support available, for example National Hate Crime Awareness, World Mental Health Day event and disability Employability Day.

## **Wellbeing Health and Safety**

The Head of Health and Safety sits on the Strategic Wellbeing and Resilience Group to ensure appropriate input and resourcing in this area of work to contribute to the strategic development of interventions for vulnerable persons.

The Health and Safety team, in conjunction with HR colleagues, continue to visit locations across the county providing teams with an opportunity to talk about stress management, mental health and low resilience resulting from change and efficiency drives being addressed as a priority. This is complemented with workstation assessments and support around Display Screen Equipment for complex cases when change occurs.

In conjunction with the European Week of Health and Safety KCC promoted workplace stress busting by holding workshops and seminars for managers to explore team and individual stress busting activities. The activities were themed on maintaining a Healthy Workplace for All Ages.

## **Listen and engage with employees**

A 'Conversational' tool has been developed, to support managers and staff. This actively promotes ongoing dialogue between employees and their managers, enabling support and understanding about all aspects of an individual, how they are performing and what is affecting/enhancing their performance. Equality and diversity is an integral part of the conversation for individuals and encouraging managers to think about these issues they may not only affect performance but also the quality and effect of conversational practice.

In 2017 the County Council conducted a survey of staff to ascertain their engagement with the organisation. This year additional equality analysis was provided to support the findings of the survey and were reported to the Corporate Equalities Group. The outcome of the survey and ongoing work with staff groups will help to explore the needs of employees and ensure the employee voice is enhanced.

## **Living standards**

### **Protected characteristics will be considered within all highways and transport schemes identified within Local Transport Plan 4 (LTP4), as well as the schemes' potential to advance equality of opportunity**

Examples of this include the feasibility study for a lorry park has identified the protected characteristics that will need to be explicitly considered when the project reaches design stage. These include toilets; multilingual signs; and faith room design.

The design of the out-of-town Thanet Parkway station will be well connected with local bus routes, offer a park and ride facility and have cycle and pedestrian access points. All of these are intended to meet the differing needs of the Age characteristic. In addition, CCTV and lighting will be incorporated into the design of both the car

park and station, therefore promoting safety at the station, meeting the needs and perceived needs of the Age, Race, Disability, Sex, Sexual Orientation and Gender Identity characteristics.

Through the 'Kent Thameside: Integrated Door-to-Door Journeys' project, packages of measures to reduce congestion and improve accessibility have been planned for or put in place in 2017-2018. This has real benefit for Disabled, Age, Maternity and Carers characteristics. Examples include toucan crossings [these allow both cyclists and pedestrians to use it]; improved provision of shared pedestrian/cycle route alongside the Highway to improve road safety and reduce road traffic casualties amongst less experienced and vulnerable users, including adolescent and elderly groups; and improved pedestrian/cycle ways that will support more females (who are underrepresented among cyclists) to benefit from the network.

An evolving equality impact assessment has informed the design of the Tonbridge Station Transport Interchange Improvement, which now progresses to public consultation on the design. Design changes already identified through local user groups and customer data analysis have included ensuring the pedestrian crossing outside Tonbridge Station has oral and touch sensitive markers to enable visually impaired users to cross safely (this was suggested at a consultation event by a Disabled group) and installing an additional crossing to relieve overcrowded pedestrian areas at peak times. This element is of benefit to Age, Disability, Maternity and Carers characteristics.

**The protected characteristics of all members of a community will be considered when investing in roads, facilities and utilities that are identified through the Growth and Infrastructure Framework (GIF), and delivered to meet the needs of Kent's population changes**

The GIF commits KCC to identifying forecast change in age profiles and the necessary infrastructure required to support changing age groups and population growth. KCC is also committed to promoting accessible and well-connected infrastructure that will support independence.

This will benefit several protected groups for example Age, specifically older people, people with disabilities, people with young children (Maternity and Pregnancy) and Carers. The GIF also seeks to encourage the provision of changing housing needs to accommodate different Age groups, including older people, those with long term health challenges, families with young children (Maternity) and Carers.

The 2017-2018 GIF refresh acknowledges that the provision of public toilets and changing areas in schools, sports, youth and social care facilities may be impacted by Gender Identity. However, at the strategic level of the GIF, no further detailed examination or analysis of data could be usefully undertaken. This will be undertaken by individual projects as they come forward.

**Irrespective of Age, Disability, Race or Religion and Belief, Kent residents should be able to access our county's high-quality landscapes and environment**

Physical accessibility is a strong theme (Age, Disability, Maternity, Carers characteristics) across multiple Kent Environment Strategy (KES) projects and programmes.

For a 2017-2018 project to create a 10km cycle route along the River Medway a policy of level surfaces and careful material selection has provided improved and safer conditions, particularly supporting the use by older and younger users, Maternity/paternity protected characteristic, Disabled users, and Carers.

For Powder Mills new cycle route, segregated sections of path were finished in 2017-2018 to increase accessibility (Disabled, Age, Maternity, Carers) and remove the potential for conflict between user types.

The Old Chalk, New Downs project started in 2017-2018 to deliver a new approach to chalk grassland management and restoration in terms of scale and reach; one which has not been achieved previously. The programme will involve Learning, Accessing and Volunteering strands, and an early stage equality impact assessment has begun to identify how these might promote opportunities for protected groups, specifically Age (both school children and the elderly), Disability, Race (the project delivery area encompasses known BAME communities and Gypsy and Traveller communities) and Carers.

Flood Resilient Areas by Multi- Layered Safety (FRAMES) is a project led by Environment, Planning and Enforcement Division focussing on improving flood resilience to mitigate the impact within the Health and Social Care sector. Flood vulnerability assessments are based on various characteristics (generalised in a population at Lower Super Output Area) that might make them more at risk from flooding. Twenty sub-matrices are used for the assessment, with twelve of those twenty relating directly to the protected characteristics of Race, Disability, Carer status and Age.

**The Libraries, Registration and Archives (LRA) Service in Kent will continue to understand its local communities' needs, and tailor its services accordingly**

Libraries' Digital Dens were inspired by a successful peer project elsewhere in the UK and was targeted at 8 – 11-year olds. The Service engaged with schools and other groups to ensure that local children from different cultural backgrounds (Race characteristic) all had the same opportunities to benefit from Digital Dens. Marketing was deliberately and consciously designed to appeal to all Genders, and this was particularly noticeable in the feedback from parents. One parent commented "The children learnt all about the circuits and other fun things. It's not just for boys!"

LRA delivers 34 'offers' targeted at different groups within Kent communities; from Adult Learners to Young People, via people living with Dementia, Home-educated children and New arrivals in the UK. Each has been mapped in 2017-2018 against the relevant protected characteristics (and all ten are relevant to at least one Offer) and a suite of actions developed. These include targeted training for staff around any one Offer to understand how certain protected characteristics can particularly benefit

from its guidance around targeted marketing campaigns around certain Offers within local communities signposting to other organisations that exist to work on linked outcomes.

In 2017/2018, LRA have been developing the RFID+ pilot. Through this, LRA is planning to use existing Radio Frequency Identification (RFID) technology to pilot technology assisted opening hours at three libraries. This will enable customers to access library services outside of normal opening hours with no staff present.

## Health

### The rate of male suicide declines.

As the latest data published by Public Health England (PHE) in November 2017 shows, Kent has a male suicide rate that is higher than both the South East Region, and England as a whole. This is despite a slight fall in the numbers of male suicides registered by Kent coroners in 2016 compared to 2015 (Data for the year 2017-2018 is not yet available).

#### Suicide rate comparison

| Indicator  | Period    | England | South East region | Kent |
|--|-----------|---------|-------------------|------|
| Suicide: age-standardised rate per 100,000 population (3 year average) (Persons) | 2014 - 16 | 9.9     | 9.8               | 11.6 |
| Suicide: age-standardised rate per 100,000 population (3 year average) (Male)    | 2014 - 16 | 15.3    | 15.1              | 18.4 |
| Suicide: age-standardised rate per 100,000 population (3 year average) (Female)  | 2014 - 16 | 4.8     | 4.8               | 5.3  |

Source <http://fingertips.phe.org.uk/profile-group/mental-health/profile/suicide/data#page/0>

During 2017-2018 KCC has continued with the Release the Pressure social marketing campaign across TV, radio, online and external display sites. Since the campaign started in 2016 there has been an 82% increase in the number of male callers to the 24/7 support line (which equates to approximately 600 men a month). Feedback from callers to the support line highlights that it is effective.

In March 2018, KCC Public Health secured £650k investment from NHS England to further support suicide prevention work across the Kent and Medway STP footprint in 2018-2019.

### Ensuring that the Children's Public Health Service reduces health inequalities in early years and maternal health (Race/Sex)

The Health Visiting Service offer five mandated checks to families with babies and toddlers at 10-14 days, 6-8 weeks, 10-12 months and 2-2½ years. In 2017, 82% of checks due were delivered, with over 90% 10-14 day and 6-8-week checks being completed. This is a high coverage of the total population. Unfortunately, the recording of ethnicity, although improving, is not sufficient to carry out a valid analysis of equity. KCC public health are in the process of carrying out an analysis of the data available to assess where the gaps are in data collection and to work with partners in Kent Community Health Foundation Trust (KCHFT) to make the improvements required.

## **NHS Health Checks**

NHS Health Checks are a key element of the local and national cardiovascular disease prevention strategies. In 2017 KCC -was one of a number of Local Authorities to scope a Health Equity Audit with Public Health England to understand how health determinants and related outcomes are distributed in relation to health needs of different groups and areas.

KCC has reviewed the findings of the Health Equity Audit and developed an Action Plan to improve equity of access and outcomes and to inform resource allocation so it is proportionate to actual needs and level of disadvantage amongst different segments of the population.

This has included promotion of the findings (e.g. need to improve coding of demographic factors for recording purposes), commissioning of a new IT system to improve data capture and reporting, expanding the outreach programme to workplaces and exploring links with agencies (e.g. The Shed network) who can help support and promote the programme amongst identified segments of the population.

## **Public Health Champions**

Public health is every employee's business, so working in partnership to help tackle key public health priorities across Kent and Medway, with an emphasis on tackling health inequalities in the workplace as well as in the community of Kent, has been key.

The overarching objective of Public Health Champions is to equip and empower the wider workforce across Kent and Medway to improve public health outcomes. KCC supported employees through the Public Health Champions programme in 2017.

## **Safeguarding children, young people and vulnerable adults from harm with regard to Sex, Disability, Race and Age**

The core function of Specialist Children's Services is to ensure children and young people living in Kent are safeguarded, regardless of their protected characteristics. These include ensuring that they grow in a healthy environment, where their health, growth and welfare are enhanced.

As part of its partnership working, the Kent Safeguarding Children Board produces multi-agency safeguarding policies and procedures for all Kent Agencies working with children in Kent. A programme of review started in 2016-2017 is underway, reviewing to ensure new and existing policies meet the Public-Sector Equality Duty. This is a significant piece of work. A schedule of work has been completed to achieve this over the next 12 – 24 months. Where a new policy or strategy is being produced, the EqIA will feature as part of its development and publication.

In Adult Social Care the Kent Enablement Recovery Service (KERS) completed a case file audit on 100 cases. The audit checked that case notes were written in plain, non-discriminatory or oppressive language. Service users' views or preferences and feelings were recorded and that Safeguarding issues were recorded on the Adult Integrated System and this helped to inform training sessions on best practice.

### **Improved life chances and outcomes of children, young people and vulnerable adults through service developments and transformation**

Kent Fostering Service are continuing with the 'Open Your Heart' Campaign that was launched in 2017 with the aim of recruiting 150 foster carers for Kent's children. This is open to all members of the Kent community who are ready to provide a safe and loving home for our looked after children. Fostering information events are organised throughout Kent which prospective carers can attend. In recent events, prospective applicants have been provided with information on how to become a foster carer in Kent, they had opportunities of meeting with current foster carers and professionals who shared their experiences of working with or being a foster carer.

These events have so far attracted a good number of potential applicants from BAME and other protected groups. Kent Fostering Service attend Pride Events across the county.

The Lifespan Pathway within the Disabled Children Adult Learning Disability and Mental Health (DCALDMH) Division came into operation in April 2017. This is enabling better transitions for disabled children, young people and adults, with good feedback from families particularly for those leaving school and moving on to the next stage of life. Leaflets have been developed to provide information to young people and their families and shared with Special Schools. A new IT system was introduced in January 2018 which supports better tracking of activity, plans and outcomes for disabled young people.

A new Kent Enablement and Prevention Service using Family Support Workers, in conjunction with the Tizard Centre at the University of Kent, began in June 2017. This service is supporting families of disabled children and young people with time-limited intervention to manage challenges they face, equipping them with strategies which support them to cope with daily life and build their resilience.

With the rising population and ethnic and cultural diversity in Kent it is important that frontline practitioners in Kent understand how to work effectively with families. It is for this reason that a seminar was held in October 2017, entitled Beyond the Margins II - '21st Century Identities'.

The event, which also involved national collaborators as well as our partners in Early Help, focused on key concepts linked to areas of practice, such as culture and identity and how practitioners understanding can help support and promote the wellbeing of children and families they work with. The event provided a forum for practitioners to reflect and learn through workshops, presentations, sharing of personal experiences on why and how identity as a concept is relevant to everyday work with children, young people and their families.

### **Ensure that the number of Black Asian and Ethnic Minority people and women in the mental health system is reduced**

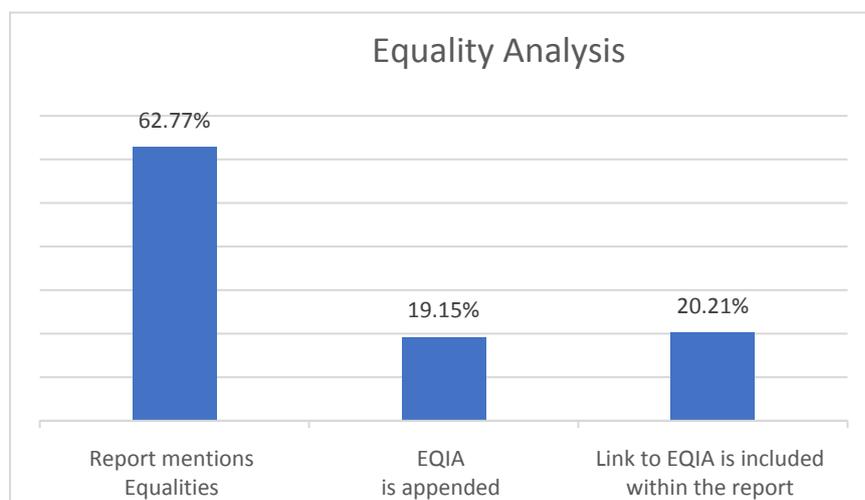
Mental Health has put benchmarking in place and data collection processes to better understand pathways for women, especially those who have experienced domestic abuse, black men and veterans to help identify gaps. In the Kent Enable Recovery Service (KERS) - supervision documents include a standard question addressing BAME issues. There is also a standard agenda item on the rolling KERS Seniors meeting.

During 2017, there were 284 BAME people accessing mental health services. This is the benchmark data and will be used to compare the data at the end of 2018 to see if the actions in place around this objective have been effective, as this is the second year that this objective is in place.

### **Justice and Personal Security**

In 2017-2018 General Counsel became the chair of the KCC's Corporate Equality Group (CEG). CEG drives the delivery of KCC's Equality and Human Rights policy through oversight and challenge to ensure fairer outcomes for the protected groups who live, work or otherwise access services in Kent.

The function also has oversight for the democratic process in the County Council and manages Democratic and Committee services. In 2017-2018, 63% of all decisions referred to equality, 19% had an EqIA attached for consideration.



This is an area that the CEG will focus on improving in the next year.

Environment, Planning and Enforcement's Stop the Scammers service uses a socio demographic profiling tool, known as Mosaic, to analyse the Kent data and better understand the victims. This means we now know that 42% of the population have a profile where they are likely to be a scam victim, up to 600,000 people; that the average age of a Kent scam victim is 73 years old; and that over 50% of those aged over 65 within the county have been targeted by scams. The data has also shown the five most likely groups of scam victims, with older Age remaining the most common protected characteristic.

In response to this data, the service has over the last four years targeted Stop the Scammers by installing 53 free 'trueCall' devices, for victims living with Dementia (Disability characteristic); provided education for young people in 22 Special Schools with learning disabilities, as well as 100 Secondary Schools; provided an interactive regular resource 'Your Safety Your Health Your Choice' for adults with learning disabilities used at their District Partnership Group and Keeping Safe meetings; and created a leaflet specifically for home service providers whose clients are hard to reach through regular channels, for example. Carers, ambulance service, doctors, taxi drivers, befriending groups.

## Participation

The Consultation and Engagement Team (CE) supported the delivery of 30 consultations. and have delivered four open (KCC-wide) staff training sessions and three bespoke team training sessions which involved around 160 staff in 2017-2018. Each conversation and input to staff outlines our core process requirements and advice which is based on the review of Equality and Diversity throughout.

Every consultation is planned with a view to examining the proposals and options to be presented to the resident. Each consultation is required to have an Equality Impact Assessment before publication and core equality data is built into questionnaires to elicit responses from a diverse range of respondents. Consultations provide one mechanism through which KCC can meet its equality objectives by building an understanding of people and the impact of proposals on protected groups. This is considered by teams and directorates as part of the consultation response. We have 11,304 people registered with the consultation directory who have expressed an interest in being kept informed. Complaints and changes made from equality related complaints – Directorates continue to review learning from all complaints as part of regular monitoring. The introduction of a Corporate recording and monitoring tool allows the capture of additional data and the introduction of thematic reporting to address issues relating to Equality and Diversity, should they feature as part of a complaint. This will be considered along with the ombudsman reporting that is issued to the Local Authority in May each year.

**The quality and range of services are improved through increasing engagement with service users and carers**

The Culture and Creative Economy team has focused on engaging children and young people with the arts through the ART31 programme. Outputs and outcomes include participation in the Arts Council England to devise a programme of consultation activity to feed into the development of Arts Council England's next ten-year strategy.

In collaboration with local artists, ART31 members created fun and engaging activities which have provided new and innovative approaches to consulting with young people. This opportunity has enabled young people in Kent to influence Youth Arts strategy at the highest level.

ART31 were invited to deliver breakout sessions at several industry conferences, including those of Bridge Organisations: Artsworld and Festival Bridge, providing an opportunity for young people to be involved and allowed ART31 to raise their profile nationally and share important learning on authentic youth leadership and ownership.

An Esther Café is an informal meeting place where Esther's and all the organisations involved in their care can informally come together. Esther's are people whose care inspires new thinking and ways of working. As part of the Esther Café, they share their experience of care with those in the room so that health and social care providers can hear experiences first hand to work together to make improvements that matter to Esther and make best use of resources. An Esther café in January 2018, focused on people accessing Mental Health services, outcomes from the café have informed where improvements are required.

The Child Protection (CP) service has worked hard to engage children and young people to ensure their involvement in CP conferences and core group meetings. The service continues to embed a young people only conference. This is a unique and innovative way of running CP conferences where young people lead on the preparation and convening of the conference with the Child Protection Chairs (CPCs). The child and young person participation in conferences is improving.

Young people have been recruited and trained through the 'Recruit Crew' programme to work alongside HR and managers as active members of recruitment panels and fostering panels. The Recruit Crew programme provides accredited training where young people are trained in recruitment and selection procedures to equip them with the skills to become interview panel members. The training has a focus on helping to ensure young people review candidates in a measured and impartial way and tackles subjects like 'unconscious bias'. Thirty-three young people aged 14 to 20 have been trained to date including seven Unaccompanied Asylum-Seeking Children. Young people of all abilities, including those with disabilities, are included to sit on service user panels. Since September 2017 young people have been involved in fifty-five recruitment selection processes so far and on each interview panel or recruitment process at least one member of the panel has undertaken the training.

Key challenges for 2018-19

In the context of changing leadership, vision and priorities, directorates must remember the focus of their equality objectives and continue to consider if the equality priorities remain the same. This will help the organisation to effectively track improvements and to ensure the needs of protected groups are still being met.

Data collection for the use of analysis continues to present a challenge across all services. There is a range of expertise across the organisation in relation to the ability to effectively communicate the purpose and use of equality monitoring data. In addition, individuals do not have to declare protected characteristics, all of which has resulted in “patchy” profiles within and across services.

Evidence provided through the directorate annual reports suggests that overall the council made progress against some of its equality objectives and the processes and procedures that are needed to mainstream equality activity into core business is in place. However there needs to be a continued focus in ensuring that the processes policies and procedures that are in place are actively used by Officers and Members so that the principle and policy of “accountability” at every level is delivered to a high standard.

#### Full Reports.

Adult Social Care Cabinet Committee 4 July 2018

[https://kent.public-i.tv/core/portal/webcast\\_interactive/355670](https://kent.public-i.tv/core/portal/webcast_interactive/355670)

Children Young People and Education Cabinet Committee 10 July 2018

[https://kent.public-i.tv/core/portal/webcast\\_interactive/356934](https://kent.public-i.tv/core/portal/webcast_interactive/356934)

Environment and Transport Cabinet Committee 13 July 2018

[https://kent.public-i.tv/core/portal/webcast\\_interactive/357101](https://kent.public-i.tv/core/portal/webcast_interactive/357101)

Growth Economic Development and Communities Cabinet Committee 3 July 2018

[https://kent.public-i.tv/core/portal/webcast\\_interactive/355552](https://kent.public-i.tv/core/portal/webcast_interactive/355552)