

## **Appendix 2 – Equality Impact Assessment**

Name of decision, policy, procedure, project or service:  
**Ken's Plan Bee, Kent County Council Pollinator Action Plan**

Brief description of policy, procedure, project or service

**Currently KCC's services are undertaken with only some minimal consideration of how they may affect pollinators; and whilst there are some positive measures in place to conserve and enhance pollinators and the habitats that support them more could be done. Kent's Plan Bee, KCC's Pollinator Action Plan, sets the County Council's direction, and supporting actions, to further build on efforts to date and to assist in slowing/reversing the decline of pollinator numbers in Kent.**

Aims and Objectives

**The purpose of Kent's Plan Bee is to look to ensure that:**

- **Make the county council a community leader in action for pollinators, showing the way in its own operations and property and by supporting others.**
- **Ensure that pollinators' needs are always considered throughout Kent County Council's work and services.**
- **Put the conservation of pollinators and their habitats at the heart of the council's land management and planning.**
- **Make Kent County Council a significant contributor to the recovery of pollinator populations which will support biodiversity and the need of the county's agriculture.**

**This will be achieved by:**

1. **For Kent County Council to manage the land it owns or controls or can influence in a way which can benefit pollinators' forage and habitat.**
2. **For Kent County Council to use the planning system to protect pollinators and improve the habitats on which they rely.**
3. **For Kent County Council to deliver a campaign to encourage others to take action themselves, raising awareness of the importance of pollinators in our lives and everybody's potential role in protecting them.**

## JUDGEMENT

**There will be limited negative impact from the Pollinator Action Plan and these impacts can be reduced or avoided all together with appropriate management.**

**The main potential impact will be where new land management practices could cause access issues for those with a disability or age protected characteristic. Changes (irrespective of protected characteristic) will need to be considered within the auspices of the Public Sector Equality Duty and appropriately managed. It is anticipated that land management changes will first be introduced at locations where impacts on any users are minimal.**

**The other potential impact will be where public facing/engagement material is developed. For all public facing work, design and accessibility standards will be followed to ensure these materials are appropriately accessible.**

**There are also opportunities to have a positive impact by considering how land management practices for pollinators may also deliver enhanced visitor/resident experiences for people within the age and disability protected groups – for example by designing pollinator friendly habitat to also provide sensory experiences.**

**Based on this assessment it is considered that the plan should go forward on the basis of Adjust and continue; that being to adjust to remove barriers and better promote equality.**

I have found the Adverse Equality Impact Rating to be **Low**

## GET Document Control

### Revision History

Version	Date	Authors	Comment
<b>V0.1</b>	<b>26.03.19</b>	<b>Liz Milne</b>	<b>First draft</b>
<b>V1 (this should be assigned to the version the Director signs off)</b>	<b>02.05.19</b>	<b>Liz Milne</b>	<b>Agreed</b>

Document Sign-Off (this must be both the relevant Head of Service and the relevant Director)

Attestation

**I have read and paid due regard to the Equality Analysis/Impact Assessment. I agree with the actions to mitigate any adverse impact(s) that has /have been identified.**

Name	Signature	Title	Date of Issue
		<b>Head of Service</b>	
<b>Stephanie Holt-Castle</b>		<b>Director</b>	<b>02.05.19</b>

## Part 1 - Screening

Regarding the decision, policy, procedure, project or service under consideration,

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

**Please note that there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements**

Protected Group	You <i>MUST</i> provide a brief commentary as to your findings, or this EqIA will be returned to you unsigned			High/Medium/Low Favourable Impact
	High Negative Impact	Medium Negative Impact	Low Negative Impact	
Age			<p>Land management practices for the benefit of pollinators (such as reduced cutting) may have an impact on the accessibility of sites which could have the potential to affect people within this protected group.</p> <p>There may be some limited impact in terms of accessibility to</p>	<p>Some land management practices for the benefit of pollinators (such as increasing wildflowers) could be developed to also provide opportunities for enhancing the experience of people within this protected group, such as the development of sensory gardens. The Pollinator Action Plan</p>

			public facing/engagement material.	could also be used to make facilities for those in this protected group (such as schools and elderly residential facilities) more engaging and pleasurable through a more interesting and vibrant estate.
Disability			Land management practices for the benefit of pollinators (such as reduced cutting) may have an impact on the accessibility of sites which could have the potential to affect people within this protected group.  There may also be some impact in terms of accessibility to public facing/engagement material.	Some land management practices for the benefit of pollinators (such as increasing wildflowers) could be developed to also provide opportunities for enhancing the experience of people within this protected group, such as the development of sensory gardens.
Sex	n/a			
Gender identity/ Transgender	n/a			

Race			Where public facing/engagement material is developed there is a potential impact of this not being accessible to those for who English is not their first language	
Religion and Belief	n/a			
Sexual Orientation	n/a			
Pregnancy and Maternity			Land management practices for the benefit of pollinators (such as reduced cutting) may have an impact on the accessibility of sites which could have the potential to affect people within this protected group.	
Marriage and Civil Partnerships	n/a			
Carer's Responsibilities			Land management practices for the benefit of pollinators (such as reduced cutting) may have an	Some land management practices for the benefit of pollinators (such as increasing wildflowers)

			<p>impact on the accessibility of sites which could have the potential to affect people within this protected group.</p>	<p>could be developed to also provide opportunities for enhancing the experience of people within this protected group, such as the development of sensory gardens. The Pollinator Action Plan could also be used to make facilities for those in this protected group more engaging and pleasurable through a more interesting and vibrant estate.</p>
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## Part 3 - Action Plan

**Document the range of options and identify the effects of each. Identify the option(s) chosen and document the reasons for this.**

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications
Age, Maternity, Carers	Land management practices for the benefit of pollinators (such as reduced cutting) may have an impact on the accessibility of sites which could have the potential to affect people within this protected group.	Conduct an EqIA screening grid before any land management change	Equality of opportunity of accessing land	Land owner	Ongoing	To be absorbed by land owner
Age	There may be some limited impact in terms of accessibility to public facing/engagement material.	Conduct an EqIA screening grid and follow design and accessibility standards to ensure these materials are accessible.	Equality of opportunity of accessing public facing/engagement material	Service developing material	Ongoing	To be absorbed by service
Disability	Land management	Conduct an EqIA	Equality of	Land	Ongoing	To be absorbed

	practices for the benefit of pollinators (such as reduced cutting) may have an impact on the accessibility of sites which could have the potential to affect people within this protected group.	screening grid before any land management change	opportunity of accessing land	owner		by land owner
Disability	There may also be some impact in terms of accessibility to public facing/engagement material.	Conduct an EqIA screening grid and follow design and accessibility standards to ensure these materials are accessible.	Equality of opportunity of accessing public facing/engagement material	Service developing material	Ongoing	To be absorbed by service
Race	Where public facing/engagement material is developed there is a potential impact of this not being accessible to those for who English is not their first language	Conduct an EqIA screening grid and follow design and accessibility standards to ensure these materials are accessible.	Equality of opportunity of accessing public facing/engagement material	Service developing material	Ongoing	To be absorbed by service