

**Kent County Council
Equality Analysis/ Impact Assessment (EqIA)**

Directorate/ Service: Growth, Environment & Transport

Name of decision, policy, procedure, project or service: KRF Animal & Plant Health
Emergency Plan

Responsible Owner/ Senior Officer: Tony Harwood

Version: 1

Author: Louise Butfoy

Pathway of Equality Analysis: Environment & Transport Cabinet Committee

Summary and recommendations of equality analysis/impact assessment.

- **Context**
The KCC Animal and Plant Health Emergency has been updated and expanded to reposition as KCC-led multi-agency document and is now titled; KRF Animal and Plant Health Emergency Plan, as was proposed by the Head of Resilience and Emergency Planning.
- **Aims and Objectives**
Testing the impact of the updated KRF Animal & Plant Health Emergency Plan on vulnerable communities
- **Summary of equality impact**

Adverse Equality Impact Rating Low

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning **KRF Animal and Plant Health Emergency Plan**. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Head of Service

Signed: _____ Name: _____

Job Title: _____ Date: _____

DMT Member

Signed: _____ Name: _____

Job Title: _____ Date: _____

Part 1 Screening

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?

No, however, some of the notifiable animal or plant diseases covered in the KRF Animal and Plant Health Emergency Plan are zoonotic, which means that they can be transferred from animals to humans. Individuals that are immunocompromised and/or have an immunodeficiency disorder may be more susceptible to zoonotic infection.

Additionally, Gov.uk advises that pregnant women should avoid close contact with livestock animals (cattle, sheep and goats) which have recently given birth to prevent potential contact with zoonotic infections such as chlamydiosis, Q fever, toxoplasmosis, and listeriosis.

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

N/A

Protected Group	Please provide a <u>brief</u> commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqIA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
Age				<p>20% of Kent residents are aged 65+ compared to 18.3% of UK residents.</p> <p>Plan will enhance resilience against zoonotic disease outbreaks and will facilitate a more effective response to any outbreak.</p>
Disability				<p>17.6% of Kent residents are described as having their day-to-day activities limited due to disability, compared to 17.9% of England and Wales residents.</p> <p>Plan will enhance resilience against zoonotic disease outbreaks and will facilitate a more effective response to any outbreak.</p>
Sex				No specific impact on this characteristic.

<p>Gender identity/ Transgender</p>				<p>No specific impact on tis characteristic.</p>
<p>Race</p>				<p>93.7% of Kent residents are white compared to 85.4% of England residents.</p> <p>3.3% of Kent residents are Asian compared to 7.8% of England residents.</p> <p>1.5% of Kent residents are mixed / multiple ethnic groups compared to 2.3% of England residents.</p> <p>1.1% of Kent residents are Black / African / Caribbean compared to 3.5% of England residents.</p> <p>0.5% of Kent residents are of another ethic group compared to 1% of England residents.</p> <p>No specific impact on tis characteristic.</p>

<p>Religion and Belief</p>				<p>62.5% of Kent residents are Christian compared to 59.4% of England residents.</p> <p>0.5% of Kent residents are Buddhist compared to 0.5% of England residents.</p> <p>0.7% of Kent residents are Hindu compared to 1.5% of England residents.</p> <p>0.1% of Kent residents are Jewish compared to 0.5% of England residents.</p> <p>1% of Kent residents are Muslim compared to 5% of England residents.</p> <p>0.7% of Kent residents are Sikh compared to 0.8% of England residents.</p> <p>0.4% of Kent residents have another compared to 0.4% of England residents.</p>
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				<p>26.8% of Kent have no religion compared to 24.7% of England residents.</p> <p>No specific impact on tis characteristic.</p>
Sexual Orientation				No specific impact on tis characteristic.
Pregnancy and Maternity				Plan will enhance resilience against zoonotic disease outbreaks and will facilitate a more effective response to any outbreak.
Marriage and Civil Partnerships				No specific impact on tis characteristic.
Carer's Responsibilities				No specific impact on tis characteristic.

Part 2

Equality Analysis /Impact Assessment

Protected groups

(Who will be directly or indirectly negatively affected by the changes?)

Information and Data used to carry out your assessment

(Please list your data source and if you have it provide a link to source. Please highlight any gaps)

Who have you involved consulted and engaged?

(Please list stakeholders)

Analysis

(What have you found out and what does it tell you about the impacted protected groups? What did you stakeholders, including protected groups tell you?)

Adverse Impact,

(What is the effect on the protected group? Please state mitigation in the action plan)

Positive Impact:

(Please highlight any positive impacts in relation to protected groups)

JUDGEMENT

Set out below the implications you have found from your assessment for the relevant protected group(s). If any negative impacts can be justified please clearly explain why. Identify the option to address the impact. There are four possible options:

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken
- **Adjust and continue** - adjust to remove barriers or better promote equality
- **Continue the policy** - despite potential for adverse impact or missed opportunity. Set out the justifications: there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements.
- **Stop and remove the policy** – policy shows actual or potential unlawful discrimination it must be stopped and removed or changed

Internal Action Required YES/NO

There is potential for adverse impact on particular groups and we have found scope to improve the proposal...

Equality Impact Analysis/Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
N/A	N/A	N/A	N/A	N/A	N/A	N/A

Have the actions been included in your business/ service plan? (If no please state how the actions will be monitored)

Yes/No

Appendix

Please include relevant data sets

Please forward a final signed electronic copy and Word version to the Equality Team by emailing diversityinfo@kent.gov.uk

If the activity will be subject to a Cabinet decision, the EqIA must be submitted to committee services along with the relevant Cabinet report. Your EqIA should also be published .

The original signed hard copy and electronic copy should be kept with your team for audit purposes.

