

EQIA Submission – ID Number

Section A

EQIA Title

KMBF Investment Advisory Board Terms of Reference and Recruitment of Volunteer Board Members

Responsible Officer

Susan Berdo - 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

Growth & Communities - Economy

Responsible Head of Service

Steve Samson - GT GC

Responsible Director

Stephanie Holt-Castle - GT GC

Aims and Objectives

Background to the Kent & Medway Business Fund (KMBF)

Since January 2017, Kent County Council has used the recycled KMBF and Regional Growth Fund loan repayments to enable the Kent and Medway Business Fund (KMBF) to provide loans £26,000-£600,000 to eligible businesses across Kent and Medway. Funding recipients benefit from a 0% interest loan, with a repayment period of up to five years (following a six month repayment free period).

Purpose of the Investment Advisory Boards

The Investment Advisory Board ("IAB"), the IAB Sub-Group and the IAB Debt Recovery Group convene monthly to support the operational delivery of the Kent & Medway Business Fund, Innovation Initiative Investment Fund (i3), the Discovery Park Technology Fund (DPTIF), Kent Life Sciences Fund (KLS) and the RGF Bespoke Equity Fund (RGFBEF).

The board is made up of public sector (KCC and Medway Council elected Members) and private sector representatives (business people from Kent & Medway with specialist financial and sector knowledge).

The role of the board and its sub groups is to make:

- Recommendations to KCC to approve, reject or defer a funding application, to include what conditions should be set if funding is approved.
- Recommendations to KCC to reprofile repayment schedules for companies in receipt of funding within the Loan Portfolio and/or make recommendations to recover loan funds where all other repayment options have been exhausted.

Terms of Reference (ToR)

The operational delivery of the IAB and its Sub-Groups is supported by a revised and amended ToR which clearly define the purpose and structure of the boards, their individual objectives, remit, membership and the recruitment volunteer membership.

Recruitment of Volunteer Board Members

The existing members of the IAB and its Sub Groups discussed the need to increase board membership, with the aim that its membership reflected the business community it serves and ensure that recruitment activity was sufficiently broad to capture applications from under-represented groups.

This EqIA recognises efforts made by KCC to increase the diversity of the IAB but it should be emphasised that potential candidates are selected by a recruitment panel on the basis of their expertise and what they can offer to the voluntary role.

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?

No

Have you consulted with stakeholders?

Yes

Who have you involved, consulted and engaged with?

Staff, Members, external stakeholder organisations, sector bodies, and partners

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

Yes

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 Investment Advisory Board members and secretariat (the Business investment Team) are of the opinion that there are many distinct benefits to having a more diverse membership across its boards, and that its composition is fully representative of the business community its serves. It fully supported the development of the recruitment pack and its primary objective of expanding the diversity of the boards.

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