

EQIA Submission – ID Number

Section A

EQIA Title

Environment Policy Refresh 2024

Responsible Officer

Katie Jones - GT - ECE

Approved by (Note: approval of this EqIA must be completed within the EqIA App)

Helen Shulver - GT - ECE

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

Environment and Circular Economy

Responsible Head of Service

Helen Shulver - GT - ECE

Responsible Director

Matthew Smyth - GT - ECE

Aims and Objectives

Context:

Kent County Council is certified to the international standard for environmental management (ISO14001:2015). To meet the requirements of the ISO14001:2015 Environmental Management standard, the Council must regularly update and publish their Environment Policy to ensure it is aligned to any new Strategies and Plans issued by the UK Government and current environmental objectives and targets, strategic direction and context of the organisation, including aligning with county wide plans such as the Environment Plan.

The Environment Policy revision has been prepared by the Programme and Business Services and Energy and Climate Change teams to ensure current information is included and it meets the requirements of the ISO14001:2015 environmental management standard.

The Environment Policy is reviewed annually by the Corporate Management Team to confirm the policy remains valid. The policy has a full review/revision approximately every 3 years, unless there are any significant changes which will lead to the policy being updated sooner.

Aims & Objectives:

Revise the Policy in line with current environmental priorities and new strategies and plans issued since the Policy was last updated in 2020.

Equality Recommendation Summary:

The positive impacts identified relate to environmental improvements, which in turn have beneficial health effects for certain protected characteristics such as age, disability, maternity and carers.

There could be a disadvantage for anybody trying to access the policy if they have a visual impairment for example. This will be mitigated by consulting with the digital communications team to ensure that the correct resources are incorporated. A non-digital copy can be available on request.

When implementing the policy, new projects or initiatives will also be equality impact assessed.

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?

CMT who review the policy every three years, or when there is a big change.

Teams within GET who have policies which impact this policy.

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

Age: Access to an improved natural environment, increased facilities to use active travel and reduced emissions from energy/fuel use all lead to reduced air pollution. This reduces the likelihood of a range of acute and chronic health conditions. This will benefit all ages, in particular children and all people with existing medical conditions and obesity.

Reducing fuel poverty will also benefit health and wellbeing of adults, including mental health from living in a warmer and drier home with reduced fuel bills. For children there is a positive link between educational attainment and home environment/living conditions.

Promotion of remote/flexible working and active travel opportunities may provide more employment opportunities for young people who cannot drive or afford their own transport.

Disability: benefits from reduced air pollution minimising the likelihood of ill health or exacerbating existing conditions/disabilities. Reducing fuel poverty will also benefit health and wellbeing, including mental health from living in a warmer and drier home with reduced fuel bills.

Promotion of remote technologies and more flexible working practices may provide more employment opportunities for disabled people who have impaired mobility or cannot drive/use public transport.

Pregnancy/Maternity: children including the unborn foetus can be harmed by poor air quality. By reducing emissions with have a positive effect on improving poor air quality. Promotion of remote and flexible working practices may enable pregnant mothers to continue working at home to avoid ill health or travel risks.

Carer: reduction in emissions should have a positive impact on minimising instances of poor health and hence reduce the demand on carers due to a reduced likelihood that those being cared for will become unwell/ existing symptoms may be minimised.

Promotion of remote and flexible working may enable carers to fulfil caring responsibilities more easily, avoiding stress and poor mental health

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?

Yes

Details of Negative Impacts for Disability

There are only positive impacts with the delivery of the policy, however there is potential that visually impaired people will have trouble reading the policy online.

Mitigating actions for Disability

Ensure that the policy is accesible for all and hard copies are available if required

Responsible Officer for Disability

Katie Jones

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