

KENT COUNTY COUNCIL
EQUALITY IMPACT ASSESSMENT

Please read the EIA GUIDANCE and the EIA flow chart available on KNet.
This form dated 17/12/2010 supersedes all previous EIA/ CIA forms

Directorate:

Business Strategy and Support

Name of policy, procedure, project or service

Vision for Kent 2012-2022

Type

Overarching policy

Responsible Owner/ Senior Officer

Graeme Brown, Kent Forum Manager

Date of Initial Screening

22 March 2011

Date of Full Screening

23 November 2011

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Screening Grid

Characteristic	Could this policy, procedure, project or service affect this group differently from others in Kent? YES/NO	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO	Assessment of potential impact HIGH/MEDIUM/ LOW/ NONE/ UNKNOWN		Provide details: a) Is internal action required? If yes, why? b) Is further assessment required? If yes, why? c) Explain how good practice can promote equal opportunities
			Positive	Negative	
Age (Young and Old)	YES	YES	Medium	Low	<p><u>Potential positive impact</u> V4K contains specific priorities and commitments around achieving better outcomes for children and young people, and for older people.</p> <p>Some of the priorities for young people include:</p> <ul style="list-style-type: none"> - narrowing the gap in educational attainment between children in certain disadvantaged groups, e.g. looked after children, and other children; - reducing numbers of 'NEET' young people; - supporting a healthy start in life for all children through initiatives like promoting breastfeeding. <p>Some of the priorities for older people include:</p> <ul style="list-style-type: none"> - supporting independent living at home wherever possible; - making use of the experience and expertise of older people to support communities through volunteering; - embracing an ageing workforce and the opportunities it presents <p><u>Potential negative impact</u> Specific commitments are made for younger and older people based on what we know about need in Kent and where the most positive impact can be made. There are no specific commitments to support people who are not</p>

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					<p>younger or older (i.e. between the two.) However Vision for Kent makes many commitments to support people based on criteria other than age - i.e. unemployment, living in a rural area, housing need, and makes commitments that aim to improve quality of life in Kent for everyone. When implementing specific projects related to achieving the ambitions of the vision, further impact assessments will need to be undertaken in order to ensure that there are no negative impacts to various age groups.</p> <p>a) N/A b) No c) V4K aims to promote equal opportunities for younger and older people as explained above.</p>
Disability	YES	YES	Medium	Medium (but more info needed)	<p><u>Potential positive impact</u> One of the three ambitions in the V4K is to tackle disadvantage. Through this ambition, V4K aims to improve quality of life and opportunities for people with disabilities as a group of people in Kent that can be disadvantaged. Commitments include:</p> <ul style="list-style-type: none"> - Supporting independent living at home wherever possible - Identifying where health and social services can better integrate to deliver a more responsive service, - Improving early access to mental health services <p>The Vision for Kent also talks about improving access to services and opportunities for everyone.</p>

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					<p>V4K commits to tackling crime and anti-social behaviour and building public confidence so that people feel safe in their communities. It also talks about strengthening communities and encouraging individuals in neighbourhoods and communities to work together. This will have a positive impact on disabled people by tackling hate crime and the increased fear of crime and anti-social behaviour that may affect disabled people, and by promoting social inclusion.</p> <p><u>Potential negative impact</u> V4K talks about putting citizens in control and encouraging people who take more responsibility for their own lives and be less dependent on services. This is intended to have a positive impact on people including people with disabilities by giving them more control over the support they receive etc. This section acknowledges that additional support may be needed by some groups of people to take control, and commits to providing this. However, there is the potential for people with disabilities to not be able to take advantage of, feel threatened by or, perceive these developments as 'barriers' and it may be necessary to take additional measures to make sure that people with disabilities are empowered to take control where possible, whilst also continuing to receive the support and services they need. Systems and polices will be created in a way to design out any disadvantage that may be experienced by disabled people. This will be monitored through impact assessments for specific projects related to the implementation of V4K.</p>

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					<p>Under the ambition 'To grow the economy,' V4K talks about Kent becoming a place where there are 'jobs for all.' Commitments are made to supporting people to find appropriate employment and reducing benefit dependency. Employment may be more difficult to access for people with disabilities who are not able to work and will remain dependent on benefits and other support. A statement may need to be included to acknowledge this. There is also no specific reference to additional support that may be required by people with disabilities who could work if given additional support.</p> <p>a) N/A b) Yes. Need to ask Disabled groups for their views on the issues above. c) V4K aims to promote equal opportunities for disabled people as explained under 'Potential positive impact' above.</p>
Gender	YES	YES	Low	None	<p><u>Potential positive impact</u></p> <ul style="list-style-type: none"> - Reference to promoting pre-natal health and breastfeeding support which is targeted towards women and will have a positive impact. - Commitment to reduce domestic abuse - as women are more likely to be victims of domestic abuse, this will have a positive impact on women. - The ambitions to Tackle Disadvantage and to Grow the Economy will address unemployment and include addressing employment inequalities, e.g. higher levels of unemployment for men in East Kent. <p><u>Potential negative impact</u> Vision for Kent makes many commitments to support people based on</p>

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					<p>criteria other than gender, and makes commitments that will affect quality of life in Kent for everyone. There is no immediate evidence to suggest that being male or female will affect how the commitments impact on individuals, aside from those few specific commitments above.</p> <p>a) N/A b) No. c) Some positive impact on equal opportunities for women as above.</p>
Gender identity	YES	YES	Low	None	<p><u>Potential positive impact</u> V4K commits to tackling crime and anti-social behaviour and building public confidence so that people feel safe in their communities. It also talks about strengthening communities and encouraging individuals in neighbourhoods and communities to work together. This may have a positive impact on transgender people by tackling hate crime and the increased fear of crime and anti-social behaviour that may affect transgender people, and by promoting social inclusion.</p> <p><u>Potential negative impact</u> There is no evidence to suggest negative impact on people due to gender identity.</p> <p>There could be potential for negative impact through the delivery of specific projects and initiatives that will deliver the countywide ambitions if the needs of transgender people are not adequately taken into account. This has been identified as an issue to take forward in the delivery of Vision for Kent.</p>

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			Positive	Negative	
					a) N/A b) No c) Some positive impact on equal opportunities for transgender people as explained above.
Race	YES	YES	Low	None/ Low (but more info needed)	<p><u>Potential positive impact</u> V4K recognises the diversity of Kent. As above, V4K commits to tackling crime and anti-social behaviour and strengthening communities. This may have a positive impact on people from BME groups by tackling hate crime and increased fear of crime and anti-social behaviour. It may also help to improve relations between people of different race and promote social inclusion.</p> <p>There is also evidence to suggest that some of the gaps in quality of life outcomes that Vision for Kent aims to narrow are more commonly experienced by people from some racial backgrounds. Examples include educational attainment and health. By tackling these outcome gaps, there should be a positive impact.</p> <p><u>Potential negative impact</u></p> <p>As above, V4K commits to tackling crime and anti-social behaviour and strengthening communities. This may have a positive impact on people from BME groups by tackling hate crime and increased fear of crime and anti-social behaviour. It may also help to improve relations between people of</p>

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					<p>different racial groups and promote social inclusion.</p> <p>Many of the commitments in the V4K aim to improve life in Kent for all people, and there is no immediate evidence to suggest that a person's race will negatively affect how the commitments impact on them. However more information is required to understand whether the commitments in V4K could have a negative impact on people from minority racial backgrounds in Kent, or fail to meet their needs.</p> <p>There could be potential for negative impact through the delivery of specific projects and initiatives that will deliver the countywide ambitions if the needs of people of all racial backgrounds are not adequately taken into account. This has been identified as an issue to take forward in the delivery of Vision for Kent.</p> <p>Locality Boards developing action plans to achieve the Ambition Boards in their area will use information on the racial makeup of areas to ensure that they are meeting the needs of people in the area.</p> <p>a) N/A b) Yes - consultation with special interest groups for race is required as above c) Some positive impact on equal opportunities for people from BME groups as explained above.</p>

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Religion or belief	YES	YES	Low	None/ Low (but more info needed)	<p><u>Potential positive impact</u> As above, V4K commits to tackling crime and anti-social behaviour and strengthening communities. This may have a positive impact on people from faith groups by tackling hate crime and increased fear of crime and anti-social behaviour. It may also help to improve relations between people of different faith groups and promote social inclusion.</p> <p><u>Potential negative impact</u> Many of the commitments in the V4K aim to improve life in Kent for all people, and there is no immediate evidence to suggest that a person's faith will negatively affect how the commitments impact on them. However more information is required to understand whether the commitments in V4K could have a negative impact on people from different faith groups in Kent, or fail to meet their needs. Greater reference could be made to the importance of faith groups in community development and community leadership in the ambition 'To put citizens in control' (this was picked up in the EIA for a Sustainable Community Strategy from a Kent Borough.) Reference will be made to this in the draft.</p> <p>There could be potential for negative impact through the delivery of specific projects and initiatives that will deliver the countywide ambitions if the needs of people of all faith groups are not adequately taken into account. This has been identified as an issue to take forward in the delivery of Vision for Kent.</p> <p>a) N/A</p>

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					<p>b) Yes - consultation with special interest groups for faith is required as above</p> <p>c) Some positive impact on equal opportunities for people from faith groups as explained above.</p>
Sexual orientation	YES	YES	Low	None/ Low (but more info needed)	<p><u>Potential positive impact</u> Similar to other strands, commitments in the Vision for Kent about creating stronger, safer communities has potential for positive impact on lesbian, gay and bisexual people through reducing hate crime and fear of crime and improving social inclusion.</p> <p>There is also evidence to suggest that some of the quality of life outcomes that Vision for Kent aims to improve may be more likely to affect lesbian, gay and bi-sexual people. Examples include mental health and smoking. By tackling these issues, there should be a positive impact.</p> <p><u>Potential negative impact</u> Many of the commitments in the V4K aim to improve life in Kent for all people, and there is no immediate evidence to suggest that a person's sexuality will negatively affect how the commitments impact on them. However more information is required to understand whether the commitments in V4K could have a negative impact on lesbian, gay and bisexual people in Kent, or fail to meet their needs.</p> <p>There could be potential for negative impact through the delivery of specific projects and initiatives that will deliver the countywide ambitions if the needs</p>

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			Positive	Negative	
					<p>of lesbian, gay and bisexual are not adequately taken into account. This has been identified as an issue to take forward in the delivery of Vision for Kent.</p> <p>a) N/A b) Yes - consultation with special interest groups for gay, lesbian and bisexual people is required as above a) Some positive impact on equal opportunities for gay, lesbian and bisexual people as explained above.</p>
Pregnancy and maternity	YES	YES	Low	None	<p><u>Potential positive impact</u> V4K makes specific commitments to support pregnant women and new parents through pre-natal support and providing early parenting support to prevent disadvantage in the future. Commitments to help people into work will also have a positive impact on single parents getting back into work after the birth of their child as they are more likely to be unemployed</p> <p>a) N/A b) No. c) As explained in 'positive impact' as above.</p>

Part 1: INITIAL SCREENING

Context

Explain how this policy, procedure, project or service relates to a wider strategy

Vision for Kent 2012-2022 is the new Sustainable Community Strategy for Kent. It replaces the existing Vision for Kent which was published in 2006 and is in need of updating. Sustainable Community Strategies are developed by Local Authorities and set an overall strategic direction and long term vision for the economic, social and environmental well-being of a local area in a way that contributes to sustainable development (Local Government Act 2000.)

In Kent, the Vision for Kent 2012-2022 will be owned by the Kent Forum. The Kent Forum is the top-level strategic partnership for the county and is made up of Kent's democratically elected members (currently the 13 Council Leaders and the Chairman of the Fire Authority.) The Kent Forum will be supported by the Joint Kent Chiefs which is the top-level executive partnership for the county, currently made up of Chief Executives of the 13 Councils and the Primary Care Trusts, the Chief Constable and Chief Fire Officer. The Joint Kent Chiefs will support the Kent Forum in their role to ensure that good progress is being made towards achieving the Vision for Kent 2012-2022.

The Vision for Kent 2012-2022 identifies three countywide ambitions, which are the areas that all partners have agreed to prioritise to improve life in Kent over the next 10 years. Ambition Boards (one for each ambition) reporting to the Joint Kent Chiefs will be developed to strategically facilitate and oversee the achievement of the ambitions. Locality Boards for each District area will deliver the ambitions at a local level in a way that is appropriate to the area.

Aims and Objectives

Provide a summary of what the policy, procedure, project or service is trying to achieve and how it will be achieved

The Vision for Kent 2012-2022 provides three clear areas of priority (three countywide ambitions) for making Kent a better place over the next 10 years. It is an overarching partnership strategy that is intended to set direction for partners and bring them together to focus on these priority areas that will make the biggest difference. Agencies that commission and deliver services in Kent will be able to sign up to the Vision and it will help them develop and prioritise their own delivery plans.

The three countywide ambitions in the Vision for Kent 2012-2022 are:

- 1) To grow the economy
- 2) To tackle disadvantage
- 3) To put citizens in control

More detail on why these are important, the impact they will have and how they will be achieved is set out in the draft document.

Beneficiaries

Set out who the intended beneficiaries?

The Vision for Kent 2012-2022 aims to make Kent a better place for everyone who lives and works here.

Consultation and data

Please record any data/research and/or consultation you have carried out to inform your screening

The Vision for Kent 2012-2022 has been in development since approximately April 2010. During this time, a huge amount of consultation has taken place with partners and other service providers/commissioners from the public, private and voluntary sectors in Kent. This has shaped the draft. Importantly, the three countywide ambitions that make up the Vision for Kent 2012-2022 were identified through a mapping exercise, looking at the top priorities of the main organisations that provide or commission services in Kent. This was supported by facilitated workshops with partners.

In addition, statistical information about Kent has been used in developing the Vision for Kent 2012-2022 to help identify priorities and current and future needs and opportunities. The main sources for this have been [We are the people of Kent](#), [We are the older people of Kent](#), the draft Kent Children and Young People's Plan 2011-2014 (in development,) [Unlocking Kent's Potential \(Regeneration Framework,\)](#) and statistics from the [Kent Public Health Observatory](#).

Equality Impact Assessments of delivery plans that are linked to and will help deliver the Vision for Kent 2012-2022 have also been used to conduct the initial screening and full assessment. The purpose of this is to pick up on any impacts identified in these Assessments that may also apply to the Vision.

To give people the opportunity to comment on the draft and shape the final version of the Vision for Kent 2012-2022 before it is formally adopted, it will be subject to a 10 week formal consultation period. A consultation plan has been developed and is attached as Appendix 1. Following the consultation period, we will revisit the full Equality Impact Assessment in light of the new feedback and any equality and diversity issues that it raises. We will also use this period of consultation to consult with special interest groups where a potential impact has been identified by this screening.

Potential Impact

Provide a summary of the results from your initial screening, highlighting where there is any potential positive or adverse impact. If there is no impact on any group or the impact is unknown please state that here.

Potential for adverse impact:

Potential for adverse impact of the Vision for Kent has been identified for disabled people and will be further investigated in the Full Assessment.

For all equality strands, there is potential for adverse impact through the delivery of specific projects and initiatives that will deliver the countywide ambitions if the needs of all people including minority groups are not adequately taken into account. This has been identified as an issue to take forward in the delivery of Vision for Kent and will be added to the EIA action plan. A statement will also be added to delivery sections ('How?') of the Vision for Kent stating that partners will ensure that equality and diversity is a key component of delivering the countywide ambitions.

Unknown impact:

The initial screening has shown that more information is needed on the potential impact of the Vision for Kent on:

- Disabled people
- Black and Minority Ethnic groups
- Faith groups
- Gay, lesbian and bisexual people

Impact on these groups will be further investigated in the Full Assessment

Potential for positive impact:

There is potential for specific positive impacts and promoting equal opportunities for the following groups due to some of the commitments made in Vision for Kent:

- Younger people and older people
- Disabled people
- Women
- Transgender people
- People from Black and Minority Ethnic groups
- People from faith groups
- Gay, lesbian and bisexual people
- Pregnant women and new parents

Potential for positive impact for everyone:

The Vision for Kent 2012-2022 commits to developing fairer, safer, stronger, better communities in Kent. It makes many commitments around improving the services and environment in Kent which will be of benefit to all people and some which will have a stronger benefit to the county's most disadvantaged people. The services, projects and initiatives that will deliver the countywide ambitions will be tailored to needs of the area when being designed and delivered, and this will be of benefit to everyone. The Vision for Kent also commits partners to giving control to people who use their services, working with them to design flexible solutions that meet individual needs.

JUDGEMENT

Option 1 – Screening Sufficient

NO

Following this initial screening our judgement is that no further action is required.

Justification:

Option 2 – Internal Action Required

NO

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

(Complete the Action Plan at the end of this document)

Option 3 – Full Impact Assessment

YES

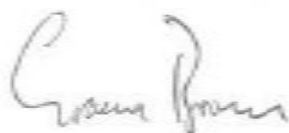
Only go to full impact assessment if an adverse impact has been identified that will need to undertake further analysis, consultation and action

Sign Off - N/A

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer

Signed:



Date: 2nd December 2011
Name: Graeme Brown
Job Title: Partnership Manager, Kent Forum

Directorate Equality Lead

Signed:



Date: 2nd December 2011
Name: Ann Cook
Job Title: Performance Monitoring Manager

Part 2: FULL ASSESSMENT

Name

Of the policy, procedure, project or service
Vision for Kent 2012-2022 (currently in draft form)

Responsible Owner/ Senior Officer:

Graeme Brown, Kent Forum Manager

Date of Full Equality Impact Assessment:

Planning of full assessment in this form - 14.04.11
Gathering of data, analysis and action planning - to be carried out between May and November 2011
Full assessment completed – 23.11.11

Scope of the Assessment

Set out what the assessment is going to focus on, as directed by the findings from your initial screening

The initial screening identified potential for negative impact on one group (disabled people) and a need for more information on the potential impact on four groups (disabled people, Black and Minority Ethnic groups, faith groups and gay, lesbian and bisexual people.) The reasons why these judgements were made and specific issues for investigation are explained below:

Disabled people

To investigate whether there is potential for disabled people to be 'left behind' in the ambition 'Putting citizens in control' and whether additional measures will be required to support disabled people to take control of their lives.

Also to investigate whether there is potential for negative impact for disabled people of the commitments around 'jobs for all' and reducing benefit dependency in the ambition 'To grow the economy.' There is potential for this to impact negatively on disabled people who are not able to work and will continue to rely on benefits and other support. A balancing statement might need to be added to the draft and actions taken to mitigate any negative impact.

Finally, to determine if there is any further potential for negative or positive impact on disabled people that has not so far been picked up.

Black and Minority Ethnic groups

To determine if there is potential for negative or positive impact on Black and Minority Ethnic groups that has not so far been picked up.

Faith groups

To determine if there is potential for negative or positive impact on people belonging to different faith groups that has not so far been picked up. There may be impacts around the ambition 'To put citizens in control' and commitments to strengthen communities and encourage people to take more responsibility for themselves, their families and communities.

Gay, lesbian and bisexual people

To determine if there is potential for negative or positive impact on gay, lesbian and bisexual that has not so far been picked up.

In addition, Vision for Kent 2012-2022 is going out for a 10-week formal consultation period from June to August 2011. Public sector employees and elected Members, Parish Councils, representatives from the voluntary and community sector and representatives from the business sector will be asked to comment on whether Vision for Kent meets the needs of their organisations and the people they serve.

Also, consultation will be open and promoted to the public in Kent, who will be asked to comment on the Ambitions and whether Vision for Kent is missing anything that is important to them. Partners will help to promote the consultation to their service users, in order to promote the consultation widely and particularly to groups which may be hard to reach. Where possible equalities information will be collected about people who provide feedback, to allow us to see whether certain groups are identifying the same issues, and also to see how representative the respondents are of the Kent population.

The consultation may pick up further equality and diversity issues. Comments will be used to influence the final version of Vision for Kent.

Information and Data

State what information/data/research you have used to help you carry out your assessment

Information collected during the full assessment was in the form of feedback and answers to questions from the special interest groups identified. This was in the form of verbal feedback written down at consultation meetings, or in the form of a written response from the group. For the general consultation, tailored questions were prepared for each of the main stakeholder groups and responses were in the form of an email or letter, or written down during a phone conversation. Questions were also prepared for members of the public, who were asked to respond by returning a short paper survey, or complete the survey online.

In total just under 800 consultation responses were received. 75% of the responses were from members of the public. In addition, over 900 individual comments and suggestions were received about specific elements of the draft strategy.

All consultation responses and feedback were recorded. The results of the consultation were carefully analysed and used to make recommendations on redrafting the final version of the new Vision for Kent. This analysis fed into the Leaders Task and Finish group, chaired by Paul Carter, which considered these recommendations and developed the final version of the Vision for Kent.

Involvement and Engagement

Provide details of all the involvement and engagement activity you have undertaken in carrying out this assessment and summarise the main findings

As identified in the initial screening, special interest groups from the following diversity strands were identified for consultation on potential impact:

- Disabled people
- Black and Minority Ethnic groups
- Faith groups
- Gay, lesbian and bisexual people

Suitable groups were identified and contacted to ask their opinion on the Vision for Kent and any specific issues that were picked up in the initial screening. Colleagues from KCC's Communication, Consultation & Community Engagement division advised on groups to contact in order to ensure that people from these groups are as widely represented in the consultation as possible. The list of groups contacted either via email or post were:

Disability:

East Kent Association of Senior Citizens Forums
Kent Enterprise Trust
Tonbridge and District Mencap Society
Canterbury Umbrella
Dial Kent
Tunbridge Wells Disability Access Group
Level Playing Field (KCC internal staff group)

BME:

African Caribbean Forum
BME Concern
Canterbury Citizens Advice Bureau
Guru Nanak Day Centre
Kent Equality Cohesion Council
Unite (KCC internal staff group)

Faith:

Greek Community of Margate
Shorne Parochial Church Council
Shri Guru Ravidass Gurdwara
Pembury Baptist Church
Santi Vanaram Buddhist
Canterbury Muslim Cultural Centre
Kent Equality Cohesion Council
Christians at KCC (KCC internal staff group)

LGBT:

Acceptance
Solos Inc
Kent Union LGBT Liberation

Kent LGBT Advisory Group
Metro Centre (Young People LGBT Forums)
Kent Equality Cohesion Council
Rainbow (KCC internal staff group)

From this consultation responses were received from 7 groups across the range of diversity strands.

As mentioned above, Vision for Kent 2012-2022 also went out for general consultation and the consultation plan is attached (see Appendix 1.)

Work was also conducted with the KCC Gypsy and Traveller Unit to hand deliver consultation leaflets to all residents of their sites across Kent. The total of households delivered to was 143. The site managers also offered to help with the reading or understanding of the content.

The KCC Staff group for young people 'Greenhouse' were also consulted.

Judgement

Set out below the implications you have found from your assessment for the relevant diversity groups. If any negative impacts can be justified please clearly explain why.

Consultation with special interest groups did not raise any issues with the Vision for Kent as a strategy, with the three ambitions in general, or with specific commitments within the strategy.

Comments focused on either how the ambitions and commitments were delivered or specific wording within the draft Vision for Kent.

Wider consultation, and a subsequent meeting of the Vision for Kent Leaders Task and Finish group, identified the need for a shorter, more focused document. Therefore consultation responses on specific wording within the Vision for Kent have been superseded, however these comments were taken into consideration when developing the shorter Vision for Kent.

Specific impacts which were raised related to the delivery of the Vision for Kent are addressed in the Action Plan.

Action Plan

Provide details of how you are going to deal with the issues raised in judgement above and complete the Action plan at the end of this document

See Action Plan.

Monitoring and Review

Provide details of how you intend to monitor and review progress against the above actions

Monitoring and reviewing to be conducted by specific KCC directorates (owner of the action), as detailed in the Action Plan.


A review of the Vision for Kent strategy to be carried out periodically within it's 10 year lifespan.

Sign Off

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer

Signed:



Date: 2nd December 2011
Name: Graeme Brown
Job Title: Partnership Manager, Kent Forum

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Job Title: Performance Monitoring Manager

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Equality Impact Assessment Action Plan -

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Age	Ambitions may impact on differing age groups in differing ways, particularly through the planning and delivery process	Ensure differential age impacts are taken into account when designing specific project and work streams	Age trends are taken into account and responded to through delivery mechanism	ALL Ambition Boards	Ongoing	Nil – Included in existing operations
Gender	Various gender inequalities exist such as unemployment levels in East Kent for men	Ensure gender impacts for both men and women are taken into account through the use of statistical and other data in order to understand trends and issue	Gender trends are taken into account and responded to through delivery mechanism	ALL	Ongoing	Nil – Included in existing operations
Gender Identity	Recognition of failure of plans / projects and services to adequately plan / commission and delivery responses to the community	Engagement of groups / charities associated with the needs of the Transgender community	Transgender issues to be taken into account through delivery mechanisms – Further impact assessments	ALL	Ongoing	Nil – Included in existing operations
Gender Identity	Transgender people present differing health, sexual health and	Differing needs accommodated in health provision	Differing needs recognised and appropriate provision	Health and Well Being Board	Ongoing	Nil – Included in existing operations

	mental health needs		provided including preventative services			
Race	Lack of awareness in BME businesses could lead to missed economic opportunities.	BME businesses to be engaged including opportunities, support and use of networks	Full engagement of BME businesses leading to equal opportunities to fulfil potential	Ambition Board 1	Ongoing	Nil – Included in existing operations.
Race	Differing health issues in BME communities	Ensure differing health issues are taken into account when designing specific services / projects	Closing health inequalities gap	Ambition Board 2	Ongoing	Nil – Included in existing plans.
Race	Differing living arrangements for BME families e.g. larger family groups catering for extended family	To take into consideration differing living arrangements	Diversity needs recognised and accommodated	Kent Housing Group	Ongoing	Will need to be managed within existing housing budgets
Race	Migrant communities remain unaware of available services	Outreach and community engagement to raise awareness of public services and influence future service design	To reduced gap in awareness and ensure services are equally accessible.	Ambition Board 2 / Ambition Board 3	Ongoing	Nil – Included in existing plans.

Race	A risk lack of awareness in BME communities could lead to missed opportunities in relation to Locality Act.	For future funding and contract opportunities to be available to all organisations and people	BME groups are equally aware of opportunities and are able to engage fully in the opportunities of the Localism Act	Ambition Board 3	Ongoing	Nil – Included in existing plans.
Race	Language and cultural barriers in accessing information and being involved in decision making	Use of wide ranging communication methods to ensure involvement of BME communities	BME groups have equal access and opportunities to take part in decision making processes	Ambition Board 3	Ongoing	Nil – Included in existing plans.
Race	Lack of understanding regarding potential of BME VCS sector.	Targeted engagement of BME VCS sector	A vibrant BME VCS sector that is able to take advantage of opportunities and delivers support for BME communities	Ambition Board 3	Ongoing	Nil – Included in existing plans.
Disability	Risk current economic climate increases challenge for disabled people to find work	Ensure plans on employment of socially excluded adults address the specific needs of disabled people	Improving employment rate of disabled people	Ambition Board 2	Ongoing	Nil – Included in existing plans.

Disability	Disabled people may require greater support in finding employment	Public agencies and VCS fully aware of range of support available	Equal access to employment support	Ambition Board 2	Ongoing	Nil – Included in existing plans.
Disability	Reductions in public expenditure could lead to loss of independence rather than gaining it	Risk is understood and taken into consideration when taking service decisions	Disabled people are not disproportionately affected	Kent Forum	Ongoing	Nil – Included in existing plans.
Disability	Disabled and vulnerable people cannot depend on volunteers to provide support	Statutory services will be continued to be provided	Disabled and vulnerable people will continue to receive support from a range of providers	Ambition Board 2	Ongoing	Nil – Included in existing plans.
Disability	Failure to recognise the needs of younger people with disabilities	Ensure differing needs of young people with disabilities are taken into account when designing specific services / projects	Young people with disabilities are not disproportionately affected by any changes and are able to take advantage of opportunities	Ambition Board 2	Ongoing	Nil – Included in existing plans.
Religion & belief	Failure to recognise faith group's contribution could lead to missed opportunities to use their potential to deliver the	Full awareness of potential of sector understood by partners	Faith groups engaged and able to take advantage of opportunities and deliver support for communities	Ambition Board 3	Ongoing	Nil – Included in existing plans.

	three ambitions.					
Religion & belief	Failure to recognise the needs of faith communities such as the Jewish community in East Kent	Ensure differing needs of faith community are taken into account when designing specific services / projects	Faith communities are not disproportionately affected by any changes and are able to take advantage of opportunities	Ambition Board 3	Ongoing	Nil – Included in existing plans
Sexual Orientation/ Race/ Gender/ Disability	Hate crime perpetrated on those minority groups	Working together with partners to ensure that there are clear protocols and shared understanding and responses to Hate Crime across the County	People living in Kent are free from harassment crime and victimisation	Community Safety Partnership	Ongoing	Nil – Included in existing plans
Sexual Orientation	Homophobic bullying negatively impacts young people's confidence and achievement	Tackling homophobic bullying in schools and communities	Reduced incidents of homophobic bullying. Children and young people are able to attend school free from victimisation and harassment and bullying leading to improved achievement across all key stages.	Ambition Board 2	Ongoing	Nil – Included in existing plans.

			Reduce risk of suicide linked to bullying.			
Sexual Orientation / Age	Less secure housing arrangements leading to homelessness Obligations under the Southwark Judgement	Planning and housing delivery to reflect particular LGBT and young people issues	Appropriate provision provided	Kent Housing Group	Ongoing	Nil – Included in existing plans.
Sexual orientation	LGB people present differing health, sexual health and mental health needs	Differing needs accommodated in health provision	Differing needs recognised and appropriate provision provided including preventative services	Health and Well-being Board	Ongoing	Will need to be managed within existing health budgets
Sexual Orientation / Gender Identity	There are relatively few LGB and Transgender specific vol orgs / community groups within Kent.	Ensure limited number of LGB groups does not prevent engagement and reflection of LGB issues	Equal voice for LGB vol orgs / community groups	Ambition Board 3	Ongoing	Nil – Included in existing plans.