

**KENT COUNTY COUNCIL**  
**EQUALITY IMPACT ASSESSMENT**

Please read the EqIA GUIDANCE and the EqIA flow chart available on KNet.

**Directorate: Customer and Communities**

**Name of policy, procedure, project or service**

KCC Equality Objectives

**What is being assessed?**

*Strategic Objectives*

**Responsible Owner/ Senior Officer**

Matt Burrows

**Date of Initial Screening**

February 2012



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**Screening Grid**

Characteristic	Could this policy, procedure, project or service affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN		Provide details: a) Is internal action required? If yes what?  b) Is further assessment required? If yes, why?	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities
		Positive	Negative		
<b>Age</b>	No	High	Low	<p>Yes- Consultation- The consultation process will enable the organisation to ensure that it has identified the correct equality objectives. Further, legalisation requires public sector authorities to consult with those who will be impacted by the policies and services that are implemented by KCC. The equality objectives will impact on all in the County as all have protected characteristics.</p> <p>Yes – Assumptions concerning the impact and purpose of the objectives have been made in research and designed. Some of these assumptions will be tested to ensure that the impacts that are anticipated do not adversely impact on any groups in the county on the basis of their Protected Characteristics.</p>	<p>Yes- the Equality objectives are a specific duty created by the Equality Act 2012- Each objective has been developed with the three core obligations of the PSED in mind</p>
<b>Disability</b>	No	High	Low		
<b>Gender</b>	No	High	Low		
<b>Gender identity</b>	No	High	Low		
<b>Race</b>	No	High	Low		
<b>Religion or belief</b>	No	High	Low		
<b>Sexual orientation</b>	No	High	Low		
<b>Pregnancy and maternity</b>	No	High	Low		
<b>Marriage and Civil Partnerships</b>	No	High	Low		

## **Part 1: INITIAL SCREENING**

### **Context**

In April 2010 the Equality Act replaced previous anti-discrimination laws with a single act to make the law simpler. The act covers nine protected characteristics.

Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment.

The Public Sector Equality Duty (Section 149 of the Equality Act 2010) came into force in April 2011. It requires public bodies to have 'due regard' to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

### **Aims and Objectives**

In October 2011 the Government Equality Office (GEO) published guidance on what public bodies are expected to publish in order to show how they meet the Duty. The guidance states that public bodies:

- Must publish their first equality objectives by 6 April 2012, with subsequent objectives published at least every four years
- Must decide how many equality objectives it should set and what they should be
- Objectives should take into account evidence of equality issues across all its functions, consider issues affecting people sharing each protected characteristics and take into account about the three aims of the Duty.

The purpose therefore of setting objectives is to strengthen performance against the requirements of the Equality Duty. Through the analysis of our performance to date, a set of proposed equality objectives have been established to provide a framework for the

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council to underpin the priority action necessary to achieve its obligation to meet its public sector general duty. To gain assurance that the proposed Equality Objectives are meaningful and reflective of the priority action required of the Council, the following objectives have been proposed for consultation:

The council will promote equality in employment and service delivery by:

- Working with partners to address areas of inequality
- Promoting fair employment practices and creating an organisation that is aware of equality and diversity and able to deliver its Public Sector Equality Duty
- Improving the way KCC listens to and engages with its employees, communities and partners to develop policy and services
- Improving the collection monitoring and use of data to inform service design delivery and policy decisions.
- Providing inclusive and responsive customer services.
- Understanding and responding to the equality impacts when carrying out duties and taking decisions.

### **Beneficiaries**

**The following beneficiaries have been identified:**

- Kent County Council- Members and Officers
- Residents
- Service users
- Strategic Partners
- Voluntary and Community Sector

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- Visitors to the County

### **Consultation and data**

To find out more about the population profile of the County, please click here.

<https://shareweb.kent.gov.uk/Documents/facts-and-figures/Equalities%20and%20diversity/kcc-edprofile-apr2012.pdf>

The profile of the County in addition to its close proximity with London and international borders means that the equality objectives will cut across all protected characteristics. As such consultation will be focused at all 9 characteristics and key beneficiaries.

### **Potential Impact**

#### **Adverse Impact:**

No adverse impacts have been identified in relation to groups with protected characteristics in the proposed equality objectives. It is envisaged that the adoption of the equality objectives will result in services that have paid due regard to protected characteristics in relation to the design and delivery of services.

#### **Positive Impact:**

The objectives will enable the organisation to achieve the outcomes of its plans and at the same time will be able to deliver against its public Sector equality duties.

### **JUDGEMENT**

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### **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

### **Option 3 – Full Impact Assessment                      YES**

A full impact assessment will need to be undertaken as the objectives will impact on all aspects of the work of Kent County Council. The objectives will potentially affect a large number of residents of Kent and will impact on all of the listed groups/ individuals with particular characteristics.

#### **Equality and Diversity Team Comments**

#### **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**

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Signed: Name: Steve Charman

Job Title: Date:

### DMT Member

Signed: Name: Matt Burrows

Job Title: Date:



### Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
ALL	Assumptions made that the objectives identified will respond to the needs of the different PC Groups under the Equality Act	Consultation to test assumptions made in the development of the Equality Objectives	Better understanding of the impacts on groups with PC	Steve Charman	May- July 2012	On-cost- part of core delivery.

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