

## Appendix 2 Draft- Equality Policy Statement and Objectives

At Kent County Council (KCC) we recognise the diverse needs of our community. We value and celebrate diversity and believe it is essential to provide services which work well for all our customers and staff. The services commissioned and provided, either by KCC or jointly with our partners, should focus on helping individuals, families and communities to be resilient. We will ensure people who are less resilient can make informed choices so they are well supported, safe, socially included and treated with dignity and respect. We are committed to working with our all our statutory partners, businesses and the voluntary sector to ensure good outcomes for those who live in, work in and visit Kent.

### KCC's Approach

1. We will gather and analyse robust intelligence about the protected characteristics of service users', employees and the people of Kent as an integral part of our Commissioning activity in order to use the information to design, deliver and manage services helping us to focus on the things that really matter.
2. We will ensure that we put customers at the heart of what we do by ensuring KCC's Public Sector Equality Duty is embedded in all our systems, policies, projects and programmes and we can evidence equality outcomes.
3. KCC will be an inclusive employer. This will be demonstrated through its policies, practice, values and behaviours.
4. We will listen to and engage with employees, communities and partners to inform the commissioning of services, enabling communities to have their say through consultations and engagement activity.
5. All Members and Officers will be responsible for ensuring that the Public Sector Equality Duty is met in their day to day work and when making decisions. KCC will report progress against the equality objectives annually.
6. We will work with and through the voluntary and community services, partners and other forums to continue to build resilient and inclusive communities.

<p><b>Strategic Outcome 1</b></p> <p>Children and young people in Kent get the best start</p>	<p><b>Strategic Outcome 2</b></p> <p>Kent Communities feel the benefits of economic growth by being in work, healthy and enjoying a good quality of life</p>	<p><b>Strategic Outcome 3</b></p> <p>Older and vulnerable residents are safe and supported with choices to live independently</p>	
<p><b>Supporting Outcomes</b></p> <ul style="list-style-type: none"> <li>• Kent’s communities are resilient and provide strong and safe environments to successfully raise children and young people</li> <li>• We keep vulnerable families out of crisis and more children and young people out of KCC care</li> <li>• The attainment gap between disadvantaged young people and their peers continues to close</li> <li>• All children, irrespective of background, are ready for school at age 5</li> <li>• Children and young people have better physical and mental health</li> <li>• All children and young people are engaged, thrive and achieve their potential through academic and vocational education</li> <li>• Kent young people are confident and ambitious with choices and access to work, education and training opportunities</li> </ul>	<p><b>Supporting Outcome</b></p> <ul style="list-style-type: none"> <li>• Physical and mental health is improved by supporting people to take more responsibility for their own health and wellbeing</li> <li>• Kent business growth is supported by having access to a well skilled local workforce with improved transport, broadband and necessary infrastructure</li> <li>• All Kent’s communities benefit from economic growth and lower levels of deprivation</li> <li>• Kent residents enjoy a good quality of life, and more people benefit from greater social, cultural and sporting opportunities</li> <li>• We support well planned housing growth so Kent residents can live in the home of their choice</li> <li>• Kent’s physical and natural environment is protected, enhanced and enjoyed by residents and visitors</li> </ul>	<p><b>Supporting Outcome</b></p> <ul style="list-style-type: none"> <li>• Those with long term conditions are supported to manage their conditions through access to good quality care and support</li> <li>• People with mental health issues and dementia are assessed and treated earlier and are supported to live well</li> <li>• Families and carers of vulnerable and older people have access to the advice, information and support they need</li> <li>• Older and vulnerable residents feel socially included</li> <li>• More people receive quality care at home avoiding unnecessary admissions to hospital and care homes</li> <li>• The health and social care system works together to deliver high quality community services</li> <li>• Residents have greater choice and control over the health and social care services they receive</li> </ul>	<p><b>Where is the inequality in these outcomes relating to protected characteristics?</b></p> <p><b>Are these the supporting outcomes that will have the biggest impact on equality outcomes?</b></p>