

**KENT COUNTY COUNCIL
EQUALITY ANALYSIS / IMPACT ASSESSMENT (EqIA)**

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Directorate: Growth Environment and Transport

Name of policy, procedure, project or service

KCC Environment Policy

What is being assessed?

The revised KCC Environment Policy.

Responsible Owner/ Senior Officer

Carolyn McKenzie and Deborah Kapaj Sustainable Business and Communities

Date of Initial Screening

The initial screening was undertaken in December 2016. This identified no adverse impacts from the delivery of the policy. In line with KCC Equalities Policy, new projects, which are initiated in support of the policy will require an additional EqIA screening.

Date of Full EqIA:

The full EqIA assessment was started on the 13th December 2016

Version	Author	Date	Comment
1	Deborah Kapaj	13/12/2016	Initial draft to accompany CMT paper

Screening Grid

Project level EqIA will be carried out where relevant

Characteristic	Could this policy, procedure, project or service, or any proposed changes to it, 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	Internal action must be included in Action Plan	If yes you must provide detail
Age	No – the policy is expected to positively affect this group	MEDIUM	LOW	No	<p>Yes, there are several example of promoting equal opportunities and positive impacts through the delivery of the policy;</p> <ul style="list-style-type: none"> - By reducing the Council's use of energy and fuel, the resulting emissions will contribute to reduced air pollution which influences health, particularly for younger and older residents. - Building community resilience and planning effectively for severe weather (flooding for example) will positively benefit the older generations and the very young who are impacted more significantly than other groups. - Promoting the use of walking, cycling and public transport for business travel may enable young people who cannot afford a car to access or apply for a wider range of Council jobs.
Disability	No – the policy is expected to positively affect this group	MEDIUM	LOW	Yes – when publishing the policy on the KCC website the document needs to be accessible to all including people who	The following aspects of the policy will positively affect disabled residents, in particular addressing the employment gap between employed disabled (53.3%) and employed non-disabled (79.9%) in Kent. The majority of relevant benefit claimants are physically disabled (72.4%) and so are more likely to experience barriers in travelling to and from a place of work and

				use assistive access software (see action plan)	travelling for work; <ul style="list-style-type: none"> - Through the use of mobile and remote technologies; disabled people may have more opportunities to work for the Council at home or a workplace closer to home. - By promoting the use of walking, cycling and public transport for business travel may enable and encourage some disabled people who cannot drive a car (e.g. Visually impaired) to access or apply for a wider range of Council jobs. - By planning effectively and supporting communities to minimise the impacts of flooding will reduce the likelihood of longer term mental health arising from flood events.
Gender	No	NONE	NONE		No specific protected characteristic benefits
Gender identity	No	NONE	NONE		No specific protected characteristic benefits
Race	No	NONE	NONE		No specific protected characteristic benefits
Religion or belief	No	NONE	NONE		No specific protected characteristic benefits
Sexual orientation	No	NONE	NONE		No specific protected characteristic benefits
Pregnancy and maternity	No	MEDIUM	LOW	No	The following aspects of the policy will positively affect those that are pregnant or mothers returning to work: <ul style="list-style-type: none"> - Through the use of mobile and remote technologies; mothers may have more opportunities to work for the Council at home or a workplace closer to home and enable them to balance work and childcare. - By planning effectively and supporting communities to minimise the impacts of flooding will reduce the likelihood of health impacts on mothers and their children arising from flood events.
Marriage and Civil Partnerships	No	NONE	NONE		No specific protected characteristic benefits
Carer's responsibilities	No	MEDIUM	LOW	No	The following aspects of the policy will positively affect carers: <ul style="list-style-type: none"> - Through the use of mobile and remote technologies; carers may have more opportunities to work for the Council at home or a workplace closer to home and enable them to balance work and their caring responsibilities.

Part 1: INITIAL SCREENING

Proportionality - Based on the answers in the above screening grid the weighting is of high relevant for positive impacts on protected groups.

Low	Medium	High
Low relevance or Insufficient information/evidence to make a judgement.	Medium relevance or Insufficient information/evidence to make a Judgement.	High relevance to equality, /likely to have adverse impact on protected groups

Context and Aims and Objectives

The KCC Environment Policy is the Council's public commitment to reducing its environmental impact, ensuring services are more resilient to severe weather and a changing climate to deliver positive environmental benefits for Kent's communities.

The policy directly supports delivery of the Kent Environment Strategy (KES), a five-year strategy detailing the themes and priorities representing the major challenges and opportunities for Kent. The strategy ensures we have the evidence and data to make smart and informed decisions to live within our environmental limits and ensure our natural, historic and living environment is valued and protected.

Central to the revised Kent Environment Strategy is the realisation that our environment, society and economy are interdependent and it is by recognising and promoting those links that will serve to help Kent manage challenges and make the most of the opportunities available.

The vision of the strategy is to ensure that our environment, economy and society takes into account the challenges and opportunities and benefits Kent's residents. Practically this means communities, individuals, businesses, policy makers and public sector working together. To enable this, the strategy addresses how we;

- Effectively manage and use our resources now and in the future in a sustainable way
- Enhance and protect our natural and historic environment,
- Ensure sustainable growth
- Develop resilient and healthy communities.

The Strategy is supported by the Kent State of the Environment report which is one example of the evidence being gathered. The report gives an overview in terms of the quality of the natural environment, resources it provides, the economic value of the environment and its role in our health and wellbeing.

Beneficiaries

The end beneficiaries are the residents of Kent through the services provided and the efficiencies gained from consuming less such as energy, fuel and water and avoiding

waste will enable the Council to operate with lower back office costs. The policy promotes sustainable access for its employees providing Kent's residents access to work opportunities with the Council. It also requires effective planning for severe weather events ensuring essential services are maintained and assistance to communities is provided, particularly older, younger and disabled people who are more vulnerable and less likely to be able to cope.

Information and Data

The policy supports the implementation of the Kent Environment Strategy (KES), which also had an Equality Impact assessment completed. This EqlA is a revision of the one produced for KES, which was supported by;

1. Kent's State of the Environment report (SOTE), which gives an overview for Kent providing the data for example on Kent's demographics alongside environmental indicators measuring the quality of Kent's environment. The report demonstrates residents who may be particularly vulnerable to the impacts of severe weather for example the elderly and children. The policy implements certain priorities which are shown to directly benefit the disabled and elderly. Measures to tackle a changing climate for example more frequent severe weather impacts, will with a projected ageing population make the actions to implement the policy even more relevant.

Data on Kent demographics and protected characteristics

Age and Disability protected characteristics are specifically positively affected by the policy.

Disability

Using data published by KCC in Sept 2016:

- 257,038 residents in Kent (17.6%) have a health problem or disability which limits their day-to-day activities
- 7.9% are claiming a disability benefits – Disability Living Allowance, Personal Independence Payment (PIP) or Attendance Allowance (AA) – equivalent to 121,001 claimants with a higher proportion of women (7.4%) claim disability benefits in Kent than men (6.7%)
- A higher proportion of people aged 65 or over (19.1%) claim disability benefits than those aged 16-64 (5.5%) or those aged 15 and under (4.2%)
- A physical disability or health condition is the most common reason for acclaim for disability benefit. Accounting for 72.4% of all claims in Kent.
- The employment rate for people who are disabled in Kent is 53.3%. This is lower than the employment rate for people without a disability, which is 79.9% in Kent.

Age

- With an aging population the over 50s will grow by 30.7 per cent in the next 20 years (Source - *Unlocking Kent's potential – KCC's framework for*

regeneration). This is important when developing and delivering services to ensure older people have access to public transport services and are supported by services during severe weather events.

- By 2027 the UK population aged 50 to 69 is predicted to reach 15.8 million. In 2007 it was 13.3 million. (Source- *DWP Report 'People on the border between work and retirement', 2008*)
- The mean age of residents in Kent is 40.8 years. This is slightly higher than the national average of 39.7 years. The mean age of a Kent female is 41 years and the mean age of Kent males is 39.4 (Source - *Office for National Statistics published in KCC Business Intelligence bulletin July 2016*)
- There are slightly more female than male residents in Kent. 51% (777,300) residents are female and 49%(747,400) are male. (Source - *Office for National Statistics published in KCC Business Intelligence bulletin July 2016*)

Sexual Orientation, marriage and civil partnerships, race, religion and belief

In regards to the protected characteristics above, these will not be impacted by the commitments made in the policy specifically.

Flooding and Mental Health

[Information from the factsheet issued by Public Health England](#)

Flooding can have profound effects on people's mental health and well-being that may continue over extended periods of time. Distress is a common reaction for people following a flood.

Some examples of the stressors that occur during this time (with particular impacts for older people, those with health conditions and younger people.) are:

- health-related stressors, such as lack of access to healthcare, new or continuing health concerns or conditions, and lack of access to prescription medications
- family and social stressors, such as a breakdown in household activities and separation from friends
- stress relating to education and schooling, such as loss of education facilities and loss of socialisation associated with attending school

Involvement and Engagement

A full and thorough consultation process was completed for the Kent Environment Strategy. The Policy is an internal KCC document and consultation was limited to managers and staff with the feedback informing edits to the commitments and wording of the policy.

Consultation within KCC has been completed and consisted of:

- First draft circulated to staff directly involved in leading on or delivering on Kent Environment Strategy priorities in GET Directorate, for initial comments in September 2016
- Request for feedback on a second draft to the KCC Environment Board on 30th September
- Request for feedback on a third draft to sustainability leads and Green Guardians in October

Action Plan

The plan details the recommended actions to ensure equal opportunity through the consultation phase and promotion of and positive impacts for the protected groups highlighted through strategy delivery.

Monitoring and Review

There will be annual review and monitoring of the policy delivery.

The projects implemented as a result of this policy will be subject to regular monitoring and review, and where appropriate, equality monitoring information should be gathered and used to improve outcomes for protected groups.

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:

Name: Carolyn McKenzie

Job Title: Head of Sustainable Business and Communities

Date:

Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Disability - Sensory impairment (visual), Learning disability	The published policy could be inaccessible to people using assistive access software	The published document must be in line with the KCC Inclusive Communication Guidance available on kent.gov.uk The policy includes the standard statement on how to request alternative formats	The policy is accessible to all	Digital Services (Agilisys)	At time of publication	N/A
All	Ensure all relevant projects are subject to individual EqIA's and subsequent reviews as relevant.			Sustainable Estates Programme Manager	As detailed by specific project plan	Within project budget