

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

**This document is available in other formats, Please contact  
alternativeformats@Kent.gov.uk or telephone on 0300 421 553.  
Text Relay 18001 421553**

**Directorate**

Strategic and Corporate Services

**Name of policy**

Kent County Council Equality Policy & Objectives

**What is being assessed?**

Policy

**Responsible Owner/ Senior Officer**

David Whittle

**Date of Initial Screening**

October 2015

**Date of Full EqIA : See below**

<b>Version</b>	<b>Author</b>	<b>Date</b>	<b>Comment</b>
1	J Hill	September 2015	Directorate Review
2	C Lever	September 2016	Directorate Review
3	A Agyepong	September 2015	Directorate Review
4	A Agyepong	October	DMT Summary
5	A Agyepong	February 2016	
6	J Hill	February 2016	
7	A Agyepong	April 2016	
8	A Agyepong	October 2016	Post Consultation- Full EqIA



## Screening Grid

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
<b>Age</b>	No	High	None	<p>The equality objectives will impact on all in the County as all have protected characteristics.</p> <p>The implementation of the objectives will require further analysis in order to ensure that the assumptions made regarding impacts on this characteristic remain Positive. Any adverse/negative impacts that arise should be mitigated.</p>	<p>KCC's Equality Objectives:</p> <ul style="list-style-type: none"> <li>• Will influence effective service commissioning, business planning and the redesign of services that deliver better outcomes for the people of Kent</li> <li>• Ensure that managers are accountable for the equality outcomes in their business</li> <li>• Members and Officers are able to make decisions that do not adversely disadvantage people on the basis of protected characteristics</li> </ul>
<b>Disability</b>	No	High	None	As above	

<b>Gender/Sex</b>	No	High	None	<p>As above.</p> <p>The consultation highlighted the fact that the authority has up until this point used the term Gender and Sex interchangeably</p> <p>Over the last four years, there has been significant academic research and policy development in our understanding of Sex Gender and Gender identity. The Equality and Human Rights Policy will reflect the distinction and this should support better equality outcomes relating to Sex and Gender Identity.</p>	
<b>Gender identity</b>	No	High	None	<p>As above</p> <p>The consultation highlighted the fact that the authority has up until this point used the term Gender and Sex interchangeably</p> <p>Over the last four years, there has been significant academic research and policy development in our understanding of Sex Gender and Gender identity. The Equality and Human Rights Policy will reflect the distinction and this should support better equality outcomes relating to Sex and Gender Identity.</p> <p>A Key action is to review monitoring guidance for Transgender people/ Gender identity Protected Characteristic</p>	

<b>Race</b>	No	High	None	<p>The equality objectives will impact on all in the County as all have protected characteristics.</p> <p>The implementation of the objectives will require further analysis in order to ensure that the assumptions made regarding impacts on this characteristic remain Positive. Any adverse/negative impacts that arise should be mitigated.</p>	
<b>Religion or belief</b>	No	High	None	<p>The equality objectives will impact on all in the County as all have protected characteristics.</p> <p>The implementation of the objectives will require further analysis in order to ensure that the assumptions made regarding impacts on this characteristic remain Positive. Any adverse/negative impacts that arise should be mitigated.</p>	
<b>Sexual orientation</b>	No	High	None	<p>The equality objectives will impact on all in the County as all have protected characteristics.</p> <p>The implementation of the objectives will require further analysis in order to ensure that the assumptions made regarding impacts on this characteristic remain Positive. Any adverse/negative impacts that arise should be mitigated.</p>	

<b>Pregnancy and maternity</b>	No	High	None	<p>The equality objectives will impact on all in the County as all have protected characteristics.</p> <p>The implementation of the objectives will require further analysis in order to ensure that the assumptions made regarding impacts on this characteristic remain Positive. Any adverse/negative impacts that arise should be mitigated.</p>	
<b>Marriage and Civil Partnerships</b>	No	High	None	<p>The equality objectives will impact on all in the County as all have protected characteristics.</p> <p>The implementation of the objectives will require further analysis in order to ensure that the assumptions made regarding impacts on this characteristic remain Positive. Any adverse/negative impacts that arise should be mitigated.</p>	
<b>Carer's responsibilities</b>	No	High	None	<p>The equality objectives will impact on all in the County as all have protected characteristics.</p> <p>The implementation of the objectives will require further analysis in order to ensure that the assumptions made regarding impacts on this characteristic remain Positive. Any adverse/negative impacts that arise should be mitigated.</p>	

## Part 1: INITIAL SCREENING

**Proportionality** - Based on the answers in the above screening grid what RISK weighting would you ascribe to this function

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

### Risk Rating

HIGH:

- High relevance to equality outcomes across all KCC functions and activities
- Likely to have adverse impact on protected groups should equality objectives not be set
- Further risk to the KCC if it fails to fulfil its statutory duty

### Context – What we do now and what we are planning to do

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.

Public bodies are also required to set objectives every four years. KCC last published its objectives in September 2012 and having made progress now seeks to consider new objectives.

The Annual Equality Reports 2014/15 and 2013/15 agreed by Cabinet Committees and DMT's set out a future plan to incorporate Equality into KCCs Strategic Statement Objectives. This approach confirms the direction of the Corporate Equality Group and Corporate Management Team and highlights the fact that the core business of the authority is fundamental to equality outcomes and embeds the equality outcomes as part of day to day business.

The cross directorate review group identified that the KCC's Strategic Outcomes accurately reflected the equality objectives of the authority. It was proposed that

the existing Strategic Statement provide the basis for equality objectives.

Analysis of annual Equality and Diversity reports and Equality Impact Assessments provided evidence that helped directorate to identify equality priorities/ objectives which would make a difference to the outcomes of the people of Kent in the context of the strategic direction of KCC.

This has led to the following objectives being proposed:

1. Children and young people in Kent get the best start in life; Kent Communities feel the benefits of economic growth by being in work, healthy and enjoying a good quality of life Older and vulnerable residents are safe and supported with choices to live independently.

The equality objectives to support this are:

- Narrowing the educational achievement gaps for all protected groups,
- Increasing post 16 – 25 participation and employment opportunities for the protected groups.
- Increasing access to early years for protected groups for the two-year old offer of free provision
- Driving down exclusions from schools to zero.
- Where appropriate, and fewer young people from protected groups become young offenders
- The Health and wellbeing of Kent residents is improved
- Ensure more children from protected groups are able to access progression pathways post 16, including the offer of an apprenticeship
- Safeguarding children, young people and vulnerable adults from harm
- Life chances and outcomes of children young people and vulnerable adults are improved through the delivery of day to day services, the development of and transformation of services.
- People with protected characteristics can access the services that they need
- The quality and range of services are improved through increasing engagement with service users and carers
- Protected groups' needs will be considered within all transport schemes, as well as the schemes' potential to advance equality of opportunity
- All communities will benefit from investment in roads, buildings and utilities that will meet the needs of Kent's growth



- Irrespective of age, disability, race or belief, Kent residents will be able to access our county's high quality landscapes and environment
2. We will embed Equality and make it part of our business as usual practice by implementing the Equality Policy in all we do. Kent will:
- Recruit, retain and develop a workforce that reflects the communities we serve, and we will ensure our people feel valued and respected
  - Publish Equality Analysis with all decisions
  - Ensure that when we use Information Communication Technology it is fully accessible for learning, working and getting into services
  - Use Procurement and finance decisions to demonstrate compliance

### **Aims and Objectives**

The aims and objectives of the Equality Policy statement and Objectives are:

- To ensure the people of Kent do not experience direct indirect discrimination on the basis of their Protected Characteristic's
- To clearly set out KCC's Policy Position and expectations in relation to its Public Sector equality Duty
- To set Equality Objectives in accordance with KCC Public Sector equality

### **Beneficiaries**

- Kent County Council- Members and Officers
- Residents, Service users and visitors
- Strategic Partners
- Voluntary and Community Sector
- Visitors to the County

### **Information and Data used to carry out the assessment**

The total population of Kent (excluding Medway) is estimated to be 1,510,400.

There are slightly more female residents than male residents in Kent. 51% (770,300 people) residents are female and 49% (740,100) male. This pattern is seen in all of Kent's local authority districts.

Kent has a smaller proportion of middle aged people compared to England, particularly in the age group 20-39 years.

Kent has an older age profile than the national average with greater proportions of people aged 45+ years than England.

Using the broadest definition (2011 Census) 257,038 residents in Kent (17.6%) have a health problem or disability which limits their day-to-day activities

7.6% of the population in Kent are claiming a disability benefit - Disability Living Allowance (DLA), Personal Independence Payment (PIP) or Attendance Allowance (AA) - equivalent to 115,306 claimants

A higher proportion of women (8.1%) claim disability benefits in Kent than men (7.2%)

The largest ethnic group in Kent is White. 93.7% of residents belong to this ethnic group whilst the remaining 6.3% of residents are from a Black Minority Ethnic (BME) group

2.5% of households in Kent do not have anyone who speaks English as their main language living there.

Almost three quarters of Kent residents follow a religion.

- 915,200 people are Christian which equates to 62.5% of the total population.
- 6802 people are Buddhist.
- 10,943 people are Hindu
- 1777 people are Jewish
- 13,932 are Muslim
- 10545 are Sikh
- 6145 declared other Religion
- 391,591 declared No Religion

For more information on the profile of Kent please follow this link.

<http://www.kent.gov.uk/about-the-council/information-and-data/Facts-and-figures-about-Kent/equality-and-diversity-data>

### **Profile of Kent service Users**

One of KCC's Equality Objectives for 2012/16 was improving the quality, collection, monitoring and use of equality data as part of the evidence base to inform service design delivery and policy decisions. Although good progress has been made the collection of data by protected characteristics of services users is still not being collected by services across the authority and we are unable to profile by protected characteristic who uses our services County wide.

### **Workforce Profile**

As at 31st March 2015:

- 9,296 Full Time Equivalent (fte) (non-schools)
- 77.1% of staff were female (51%\*)
- 6.1% of staff were Black & Minority Ethnic (6.6%\*)
- 3.9% have declared a disability (7.4%\*)
- 2.4% of staff were lesbian, gay or bisexual
- 57.6% of KCC's leadership group were women
- Sickness levels were 7.18 days lost per fte
- The proportion of staff aged under 25 or below increased to 7.7%
- Average age of staff was 45.11 years
- 3,814 staff on grades KR6 or below (earning salaries up to £21,085)

- 39.9% of employees were aged over 50
- 2.3% of employees were aged over 65 (6.1%\*)

The percentage of the workforce from minority groups continued to increase in 2014/15 better representing the Kent population

The percentage of women within KCC's leadership roles has increased

\*Figures in brackets with an asterisk are the percentage of the Kent population from those groups

<http://www.kent.gov.uk/about-the-council/information-and-data/data-about-the-council/workforce-profile>

More detail on the equality profile of Kent can be found on:

<http://www.kent.gov.uk/about-the-council/information-and-data/Facts-and-figures-about-Kent/equality-and-diversity-data>

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.

In addition to this, analysis of annual Equality and Diversity reports and Equality Impact Assessments also evidenced why the strategic outcomes effectively addressed the equality outcomes of Kent. Further the supporting outcomes of the strategic outcomes have been thought-out in relation to equality considerations and measurement:

KCC Annual Equality & Diversity Report

[http://www.kent.gov.uk/\\_data/assets/pdf\\_file/0014/23342/Executive-summary-of-KCC-annual-Equality-Report-2013-2014.pdf](http://www.kent.gov.uk/_data/assets/pdf_file/0014/23342/Executive-summary-of-KCC-annual-Equality-Report-2013-2014.pdf)

Education and Young People's Service Cabinet Committee

<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=832&MId=5823&Ver=4>

Environment & Transport Cabinet Committee

<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=831&MId=5892&Ver=4>

Growth Economic Development and Communities Cabinet Committee

<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=833&MId=5829&Ver=4>

Adult Social Care and Health Cabinet Committee

<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=829&MId=5790&Ver=4>

Children's Social Care and Health Cabinet Committee,

<https://democracy.kent.gov.uk/ieListDocuments.aspx?CId=830&MId=580>

## **Who have you involved and engaged with?**

Early engagement sessions have taken place with internal services, Staff groups- representing the protected characteristic group and Third sector interest groups – focused on disability and race.

The key outcomes were:

### **There is a need to focus on areas of non- compliance**

- To do this we have made the policy clearer and focus on accountability

### **Objectives and statement need to be simpler and clearer**

- KCC has sought to make the language and purpose of the policy as clear and simple as possible.

### **Strategic and supporting outcomes in the outcomes framework may already define and contain the equality objectives**

- KCC has carefully considered with the strategic outcomes and worked closely with services in order to understand what KCC equality priorities are in order to draft objectives that reflect these.

### **KCC should have a more positive position on Equality**

- KCC has considered the language that it uses and worked to ensure that the objectives are positive serving to build on some of the excellent practice that is already in place.

### **Equality Objectives should make a real difference**

- KCC has looked at its existing equality work through its body of equality impact assessments and annual reports, data and what it knows about Kent. This has provided a strong evidence base for the proposed Policy Objectives and practice. KCC has also looked at feedback from other consultations.

## **Consultation July- September 2016.**

The aim of the consultation was to gain insight into the public's opinion on KCC's Draft Equality Policy and Objectives and provide feedback to influence the final objectives and KCC policy.

Consultation provided KCC with the opportunity to hear from the people who were most impacted by the equality objectives in order to ensure that they are able to influence KCC's equality Objectives

Mixed methods such as online surveys and existing user forums were to ensure that as many people as would like to participate are able to do so. Furthermore, the survey was published and printed in an Easy Read version.

## **Post Consultation**

The Equality & Human Rights Policy has been reviewed following consultation. Key recommendations include:

- The widely published version of the policy and objectives should be simple to read and accessible to all.
- Simplify the words used to describe the Objectives
- The objective should clearly set out who the intended beneficiaries of the objectives are. So for example is there a particular racial group or is this intended towards males or female
- There should be clearer and stronger leadership messages on Equality & Diversity across KCC
- Training should be compulsory for all Members, Employees and Volunteers as all will have Equality and Diversity obligations in their day to day work
- Services should engage beyond user groups to wider forums relating to different Protected Characteristics in order to share what they are doing with regard to equality and diversity.
- The consultation highlighted the fact that the authority has up until this point used the term Gender and Sex interchangeably. Changes will be made to existing tool kits and frameworks to reflect the distinction between the characteristics and learning and development modules will be developed.
- Review monitoring standards
- Review the Equality Impact Assessment template and training offer

A full consultation report is will be published on the consultation Directory.

### **Potential Impact**

It is anticipated that there will be no adverse equality impacts from the implementation of the policy.

### **Adverse Impact and how can these adverse impacts be mitigated, (capture this in the action plan)**

No adverse impacts have been identified.

### **Positive Impact.**

The new approach ensures that equality objectives are core business and happen at the point of delivery for every KCC service.

The new approach also ensures that Human Rights are considered as part of the implementation of the Equality Duty.

### **JUDGEMENT**

**Option 1 – Screening Sufficient**                      **NO**

**Option 2 – Internal Action Required**                      **YES**

**See Option 3**

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

The Equality Policy has had a full impact assessment which will have been updated following consultation. An action plan has been developed.

### **Monitoring and Review**

The Equality Impact Assessment will be reviewed annually as part of the annual reporting cycle for the Equality Objectives

### **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.

### **DMT Member**

Signed:

Name:

Job Title:

Date:

Please forward a final signed electronic copy to the Equality Team by emailing

[diversityinfo@kent.gov.uk](mailto:diversityinfo@kent.gov.uk)

The original signed hard copy and electronic copy should be kept with your team for audit purposes.

## Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Gender Identity/ Sex	Lack of distinction between Sex Gender and Gender identity	Review Monitoring standards	Clarity on KCC's policy on monitoring Gender Identity	David Whittle	April 2016- June 2016	Business as usual
Gender Identity/ Sex	Clarify distinction Sex/Gender/ Gender identity	Change policy and objectives to clarify distinctions	Clarity on difference between Gender identity/ Gender and Sex	David Whittle	October 2016	Business as usual
Gender Identity	Lack of distinction between Sex Gender and Gender identity	Learning and Development module to be developed	Improve organisational understanding of the Gender Identity Protected characteristic	Paul Royal	April 2017 onwards	Business as usual
ALL	Leadership	Implementation of policy	Clear messages and expectations	CMT	April 2017	Business as usual