

Appendix 3 – Equality Impact Assessment

Name of decision, policy, procedure, project or service: Kent Biodiversity Strategy (draft)

Brief description of policy, procedure, project or service: The (draft) Kent Biodiversity Strategy sets out the contribution the county of Kent can make to the Government's ambition to leave our environment in a better state than we found it and the aspirations set out in its 25 Year Environment Plan "A Green Future".

The (draft) Strategy has been prepared by Kent County Council and the Kent Wildlife Trust under the guidance of a Task and Finish Group, comprising members of the Kent Nature Partnership.

Aims and Objectives

The (draft) Kent Biodiversity Strategy aims to deliver, over a 25-year period, the restoration and creation of habitats that are thriving with wildlife and plants, ensuring the county's terrestrial, freshwater, intertidal and marine environments regain and retain good health.

The (draft) Strategy looks to protect and recover threatened species and enhance the wildlife habitats that Kent is particularly important for. It also aims to provide a natural environment that inspires citizen engagement and is well used and appreciated, so that the mental and physical health benefits of such a connection can be realised by the people of Kent.

JUDGEMENT

Adjust and continue (adjust to remove barriers or better promote equality): There is some potential for discrimination in terms of access to the consultation. These will be appropriately addressed as part of the consultation design. During development of the implementation plan, opportunities will be explored to deliver a favourable impact for all protected character groups in respect of the Strategy's objective *"By 2044 the widest possible range of ages and backgrounds will be benefiting from the mental and physical health benefits of the natural environment; and we will have inspired the next generation to take on guardianship of the county's biodiversity"*.

Summary RAG rating to inform sign off - complete this section LAST before submitting to Head of Service and Director;

I have found the Adverse Equality Impact Rating to be **Low**

Part 1 - Screening

Regarding the decision, policy, procedure, project or service under consideration,

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

Please note that there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements

Protected Group	You <i>MUST</i> provide a brief commentary as to your findings, or this EqIA will be returned to you unsigned			High/Medium/Low Favourable Impact
	High Negative Impact	Medium Negative Impact	Low Negative Impact	
Age	Neither Strategy nor consultation affects people within this protected group less favourably than others in Kent			The Strategy's objective of "By 2044 the widest possible range of ages and backgrounds will be benefiting from the mental and physical health benefits of the natural environment; and we will have inspired the next generation to take on guardianship of the county's biodiversity" has the opportunity to have a favourable impact for all protected character groups. The extent of this impact can
Disability			Accessibility to the consultation document.	
Sex	Neither Strategy nor consultation affects people within this protected group less favourably than others in Kent			
Gender identity/ Transgender	Neither Strategy nor consultation affects people within this protected group less favourably than others in Kent			
Race			Accessibility to the consultation document.	
Religion and Belief	Neither Strategy nor consultation affects people within this protected group less favourably than others in Kent			

Sexual Orientation	Neither Strategy nor consultation affects people within this protected group less favourably than others in Kent	only be further reviewed once the Strategy's implementation plan and actions are defined (late 2019).
Pregnancy and Maternity	Neither Strategy nor consultation affects people within this protected group less favourably than others in Kent	
Marriage and Civil Partnerships	Neither Strategy nor consultation affects people within this protected group less favourably than others in Kent	
Carer's Responsibilities	Neither Strategy nor consultation affects people within this protected group less favourably than others in Kent	