

KCC - Growth, Environment and Transport Directorate (GET).

Equality Analysis / Impact Assessment (EqIA) template

- This document is to be completed for any new or altered decisions, policies, procedures, projects or services. It must never be more than three years old, unless its subject has ended or stopped.
- **All text in red must be removed from this document before it is sent to GETcsp@kent.gov.uk and diversityinfo@kent.gov.uk**

Getting Started

1. Please complete this cover sheet and Part 1 – Screening initially
2. Part 1 will inform you whether you need to complete Part 2
3. Part 2 will inform you whether you need to complete Part 3

Further guidance is available at http://www.kent.gov.uk/_data/assets/pdf_file/0019/11809/Equality-impact-assessment-policy-guidance.pdf

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

GET Document Control

Revision History

Version	Date	Authors	Comment
V0.1	15.02.19	Elizabeth Milne	
V1 (this should be assigned to the version the Director signs off)			

Document Sign-Off (this must be both the relevant Head of Service and the relevant Director)

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment. I agree with the actions to mitigate any adverse impact(s) that has /have been identified.

Name	Signature	Title	Date of Issue
		Head of Service	

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Stephanie Holt-Castle		Director	
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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 EqlA 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
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.	

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Religion and Belief	Neither Strategy nor consultation affects people within this protected group less favourably than others in Kent	<i>county's biodiversity</i> " has the opportunity to have a favourable impact for all protected character groups. The extent of this impact can only be further reviewed once the Strategy's implementation plan and actions are defined (late 2019).
Sexual Orientation	Neither Strategy nor consultation affects people within this protected group less favourably than others in Kent	
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	

Next Steps

1. Having completed the screening, if you have identified High and / or Medium Negative Impacts on one or more of the Protected Groups, then move to Part 2
2. Having completed the screening, if you have identified a Low Negative Impact on all of the Protected Groups, then please complete the Judgement and the Summary RAG Rating above, and submit this form to your Head of Service and Director for sign off. Once they have both signed, please send to GETcsp@kent.gov.uk and diversityinfo@kent.gov.uk with the title of the project clearly stated along with 'Final EqIA'. It will then be logged and published on the KCC Intranet as well as available to external customers upon request.
3. If the activity will be subject to a Decision or Key Decision, the EqIA must be attached to the relevant report when submitting to Democratic Services democratic.services@kent.gov.uk. Only in exceptional circumstances will a Cabinet Committee paper be accepted without an attached EqIA/equality and diversity findings being reflected upon within the paper
4. The original signed hard copy and electronic copy should be kept with your team for audit purposes.

Part 2 - Full Equality Analysis /Impact Assessment

(Expand all sections as required)

From the screening grid, identify the Protected Groups impacted

(Who will be affected by the changes?)

Information and Data used to carry out your assessment

(Please list your data source and if you have it provide a link to source. Please highlight any gaps)

Who have you involved consulted and engaged with?

(Please list stakeholders)

Analysis

(What have you found out and what does it tell you about protected groups)

Adverse Impact,

(What is the effect on the protected group? Please state mitigation in the action plan provided in Part 3, if an action is intended)

Positive Impact:

(Please highlight any positive impacts in relation to protected groups)

JUDGEMENT

Set out below the implications you have found from your assessment for the relevant Protected groups. If any negative impacts can be justified please clearly explain why. Your judgement should explicitly articulate whether you intend

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken
- **Adjust and continue** - adjust to remove barriers or better promote equality
- **Continue the policy** - despite potential for adverse impact or missed opportunity. Set out the justifications: there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements.

- **Stop and remove the policy** – policy shows actual or potential unlawful discrimination it must be stopped and removed or changed

Next Steps

1. **Having completed Part 2, if you have identified potential for adverse impact on particular groups and have found scope to improve the proposal, then move to Part 3**
2. **Having completed Part 2, if you have identified potential for adverse impact on particular groups but no scope to improve the proposal (remembering that there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements) then please complete the Judgement and the Summary RAG Rating above, and submit this form to your Head of Service and Director for sign off. Once they have both signed, please send to GETcsp@kent.gov.uk and diversityinfo@kent.gov.uk with the title of the project clearly stated along with 'Final EqIA'. It will then be logged and published on the KCC Intranet as well as available to external customers upon request.**
3. **If the activity will be subject to a Cabinet decision, the EqIA must be submitted to Democratic Services democratic.services@kent.gov.uk along with the relevant Cabinet report.**
4. **The original signed hard copy and electronic copy should be kept with your team for audit purposes**

Part 3 - Action Plan

Document the range of options and identify the effects of each. Identify the option(s) chosen and document the reasons for this.

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications

Have the actions been included in your business/ service plan? (If no please state how the actions will be monitored)

Yes/No

Next Steps

1. Having completed Part 3, then then please complete the Judgement and the Summary RAG Rating above, and submit this form to your Head of Service and Director for sign off. Once they have both signed, please send to GETcsp@kent.gov.uk and diversityinfo@kent.gov.uk with the title of the project clearly stated along with 'Final EqIA'. It will then be logged and published on the KCC Intranet as well as available to external customers upon request.
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