

**Kent County Council  
Equality Analysis/ Impact Assessment (EqIA)**

**Directorate/ Service: Growth, Environment & Transport / Economic Development**

**Name of decision, policy, procedure, project or service:** Participation of KCC in the Straits Committee

**Responsible Owner/ Senior Officer:** Dafydd Pugh & Myriam Caron / David Smith, Director of Economic Development

**Version:** 1.0

**Author:** Dafydd Pugh

**Pathway of Equality Analysis:**

**Summary and recommendations of equality analysis/impact assessment.**

- **Context**

Kent County Council has signed a Memorandum of Understanding (MOU) to take part in the Straits Committee, a new, voluntary partnership between Kent County Council and neighbouring Belgian, Dutch and French local authorities to pursue lasting good neighbourly relations and create opportunities for mutual benefit for businesses, residents, local stakeholders and communities.

- **Aims and Objectives**

The MOU commits the partners to develop a shared, forward-looking vision for the Straits area where cooperation may achieve tangible results. This may be in any area but the partners will pay particular attention to joint work on economic development and fluidity of trade, addressing climate change and clean growth, and supporting young people.

Planned activities include support to joint initiatives on economic development, tackling climate change, supporting young people and any initiatives in other policy areas as agreed within the Straits Committee; the hosting of a Straits conference in Kent; and the setting up of a small project support scheme.

- **Summary of equality impact**

**Adverse Equality Impact Rating Low**

**Attestation**

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning **Confirmation of the Participation of Kent County Council in The Straits Committee**. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

**Head of Service**

Updated 17/09/2020

Signed:

Name:

Job Title:

Date:

**DMT Member**

Signed:

Name:

Job Title:

Date:

**Part 1 Screening**

**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?**

Protected Group	Please provide a <u>brief</u> commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqlA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
<b>Age</b>	None	None	Low:  <i>Small Project Initiative</i> Applicants to the small project initiative who may have difficulty with an online application may request a paper copy of documents	Low
<b>Disability</b>			Low:  <i>Small Project Initiative:</i> Applicants who may have difficulty with online forms will be offered the possibility to request a paper copy of documents or engage with the process by telephone.  <i>Events:</i> We will ensure that venues used for	Low

			public events in connection with the Straits Committee are fully accessible.	
<b>Sex</b>	None	None	None	None
<b>Gender identity/ Transgender</b>	None	None	Low - We will ensure that any gender identity issues are managed sensitively (For example when handling personal data as part of an event)	Low
<b>Race</b>			Straits Committee events may involve the use of different modern European languages. Support will be provided for translation where required	
<b>Religion and Belief</b>	None	None	None	None
<b>Sexual Orientation</b>	None	None	None	None
<b>Pregnancy and Maternity</b>	None	None	None	None
<b>Marriage and</b>	None	None	None	None

Updated 17/09/2020

<b>Civil Partnerships</b>				
<b>Carer's Responsibilities</b>	None	None	None	None

## Part 2

### Equality Analysis /Impact Assessment

#### Protected groups

#### Information and Data used to carry out your assessment

#### Who have you involved consulted and engaged?

#### Analysis

#### Adverse Impact,

#### Positive Impact:

### JUDGEMENT

- **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.

Updated 17/09/2020

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

**Internal Action Required YES/NO**

There is potential for adverse impact on particular groups and we have found scope to improve the proposal...

**Equality Impact Analysis/Assessment Action Plan**

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

**Have the actions been included in your business/ service plan?**

Yes/No



Appendix

Please include relevant data sets

Please forward a final signed electronic copy and Word version to the Equality Team by emailing [diversityinfo@kent.gov.uk](mailto:diversityinfo@kent.gov.uk)

If the activity will be subject to a Cabinet decision, the EqIA must be submitted to committee services along with the relevant Cabinet report. Your EqIA should also be published .

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

