

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

Equality Analysis / Impact Assessment (EqIA) template

Name of decision, policy, procedure, project or service: KCC Environment Policy

Brief description of policy, procedure, project or service

This policy is the organisation's commitment to environmental management and improvement aligned with environmental priorities for Kent as outlined in current strategies i.e. Kent Environment Strategy, Kent & Medway Energy & Low Emissions strategy, Kent Plan Bee etc.

Aims and Objectives

Revise the Policy in line with current environmental priorities and new strategies and plans issued since the Policy was last updated in March 2017.

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.

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

This Equality Impact Assessment draws upon the evidence used when assessing the Equality Impacts of the Kent & Medway Energy & Low Emissions Strategy. Although this Policy covers a broader range of environmental activities, no additional equality impacts have been identified.

Date Document Updated 09/10/2020

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Following initial screening no negative impacts have been identified. The positive impacts identified relate to environmental improvements, which in turn have beneficial health effects for certain protected characteristics such as age, disability, maternity and carers.

When implementing the policy, new projects or initiatives will also be equality impact assessed.

In conclusion the findings are: **No major change** - no potential for discrimination and all opportunities to promote equality have been taken

GET Document Control

Revision History

Version	Date	Authors	Comment
V0.1	14/08/2020	Deborah Kapaj	Initial screening for management review/comments
V1	01/09/2020	Deborah Kapaj	Director and Head of Service sign 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
Christine Wissink	<i>Christine Wissink</i>	Head of Service	01/09/2020
Stephanie Holt-Castle	<i>Stephanie Holt-Castle</i>	Director	01/09/2020

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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 MUST 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	N/A	N/A	N/A	Access to an improved natural environment, increased facilities to use active travel and reduced emissions from energy/fuel use all lead to reduced air pollution. This reduces the likelihood of a range of acute and chronic health conditions. This will benefit all ages, in

				<p>particular children and all people with existing medical conditions and obesity.</p> <p>Reducing fuel poverty will also benefit health and wellbeing of adults, including mental health from living in a warmer and drier home with reduced fuel bills. For children there is a positive link between educational attainment and home environment/living conditions.</p> <p>Promotion of remote/flexible working and active travel opportunities may provide more employment opportunities for young people who cannot drive or afford their own transport.</p>
Disability	N/A	N/A	N/A	As for age – disabled people benefit from reduced air pollution

				<p>minimising the likelihood of ill health or exacerbating existing conditions/disabilities. Reducing fuel poverty will also benefit health and wellbeing, including mental health from living in a warmer and drier home with reduced fuel bills. Promotion of remote technologies and more flexible working practices may provide more employment opportunities for disabled people who have impaired mobility or cannot drive/use public transport.</p>
Sex	N/A	N/A	N/A	N/A
Gender identity/ Transgender	N/A	N/A	N/A	N/A
Race	N/A	N/A	N/A	N/A

Religion and Belief	N/A	N/A	N/A	N/A
Sexual Orientation	N/A	N/A	N/A	N/A
Pregnancy and Maternity	N/A	N/A	N/A	As for age – children including the unborn foetus can be harmed by poor air quality. By reducing emissions with have a positive effect on improving poor air quality. Promotion of remote and flexible working practices may enable pregnant mothers to continue working at home to avoid ill health or travel risks..
Marriage and Civil Partnerships	N/A	N/A	N/A	N/A
Carer's Responsibilities	N/A	N/A	N/A	As for age and disability – reduction in emissions should have a positive impact on minimising instances of poor health and hence reduce the demand on carers due to a reduced likelihood

				that those being cared for will become unwell/ existing symptoms may be minimised. Promotion of remote and flexible working may enable carers to fulfil caring responsibilities more easily, avoiding stress and poor mental health
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