Reviewing our Equality and Human Rights Policy & Objectives

Tell us your views about our proposed policy and objectives for 2016 - 2019

Have your say

Tell us what you think before 9 September 2016

kent.gov.uk/diversity

If you require this document in any other format or language, please email alternativeformats@kent.gov.uk or call: 03000 421553 (text relay service number: 18001 03000 421553). This number is monitored during office hours, and there is an answering machine at other times. An 'easy read' version of this document is also available from our website or upon request.
Equality and Human Rights Policy and Objectives

Alternative formats

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Go to kent.gov.uk/diversity if you prefer to fill in this questionnaire online
Introduction

This document sets out the council’s draft Equality and Human Rights Policy and Objectives, which will help us to tackle discrimination and promote fairness and equality for our service users, staff and local residents.

Kent County Council (KCC) would like to hear your views on its proposed Equality and Human Rights Policy and Objectives. The council will publish its final version of our Equality and Human Rights Policy and our Equality Objectives after this consultation.

In developing the Equality and Human Rights Policy and Objectives, KCC has considered the following:

- Public and staff engagement
- Previous Equality Objectives and legal obligations
- KCC’s strategic statement- Increasing Opportunities, Improving Outcomes.

What could this mean for you?

It is important that we know the views of our customers when reviewing and making changes to our policies and services.

As a public authority we have a duty to stop or prevent unlawful discrimination, keep working to improve and promote equal opportunities and to create and maintain good relationships between people with different protected characteristics.

We have taken a whole organisation approach to addressing issues of equality both in relation to providing services and the way we manage and develop our workforce. These two areas are not only interlinked, but will also ultimately impact on our ability to deliver public sector equality duties.
Equality and Human Rights Policy and Objectives

Have your say

This policy affects all Kent residents, and we want to hear your view. This consultation will start on 12th July 2016 and finish at 5pm on 9th September 2016.

You can respond to the questions within this consultation online by visiting www.kent.gov.uk/diversity. Alternatively, you can complete the questions within this document and return it to us free of charge using the following address:

Equality Objectives Consultation
Freepost LRA Consultation

We have carried out an Equality Impact Assessment as part of this review, and have published this along with the entire consultation document at kent.gov.uk/diversity. There is a specific question about our impact assessment, and we will use the feedback we receive about our assumptions to update this following the completion of our public consultation.

If you have any questions about responding to this consultation you can also contact us by:
Telephone: 03000 41 31 31 Monday to Friday, 9am to 5pm
Email: diversityinfo@kent.gov.uk

What happens next?

This consultation will start on 12th July 2016 and finish at 5pm on 9th September 2016. Your responses will help us complete our review of the Equality and Human Rights Policy and Objectives.

We will then draft a consultation report including feedback we have received and present this to a number of KCC committees before the new objectives are formally adopted by the Council.
Background and context

Under Section 149 of the Equality Act 2010 (The Act) KCC has a general duty to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and foster good relations between different groups. KCC also has specific duties which are to prepare and publish one or more objectives making sure that the objectives are specific and measurable.

This is known as the Public Sector Equality Duty (PSED). The PSED relates to a number of characteristics which are protected under the Act. They are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or Belief
- Sex and
- Sexual Orientation

So The Equality Act 2010 affects everybody in Kent.

Progress has been made in embedding equality into the work that is done in KCC. Successive annual reports show that KCC has and continues to make good progress against them. Examples of good practice include:

- Registration and Archives, the ‘Touch a New World’ scheme has loaned iPads to homebound customers, enabling these customers to have the same digital opportunities as residents who can’t physically access our libraries
- Environment, Planning and Enforcement’s Sport and Physical Activity Service has co-developed and co-led Project 500; a campaign to address the imbalance of male to female sports coaches, creating a more diverse workforce to drive the growth of female participation in sport. This project won the County Sports Network’s National Impact Award for 2014
- Significant work has been undertaken in partnership with Kent and Medway Commissioning Support, the Clinical Commissioning Groups, Public Health England and NHS England to improve the uptake of health screenings and health promotion by people with learning disabilities
- The Business Intelligence division continues to provide publicly accessible updates on equality and diversity information on the people of Kent. This information is used for a range of analytical activity in service planning, performance management, commissioning and Equality Impact Assessments (EqIA’s)

You can find out more information on progress against our existing objectives by visiting http://www.kent.gov.uk/diversity

Go to kent.gov.uk/diversity if you prefer to fill in this questionnaire online
Equality and Human Rights Policy and Objectives

KCC is aware that it still has work to do for example:

- There are still a higher number of boys permanently excluded from school than there are girls.
- Youth Justice data indicates that children and young people from the Black and Minority Ethnic communities (BAME) are disproportionately represented in the youth justice system in the county, despite their numbers being relatively low.
- In Early Years 76.4% of girls achieved a good level of development compared with 61% of boys.
- More men than women are likely to end their lives.
- There is still a gap in the achievement between girls and boys and for, learners with additional needs, and Children in Care.
- We need ensure that all young people are able to participate in employment opportunities.

All the above exists in the context of a rapidly changing County. At present:

- Kent has an ageing population with the number of 65+ year olds forecast to increase by 91,200 (31.8%) by 2026.
- Just under 1.4 million of Kent’s residents are from the White ethnic group which accounts for 93.7% of the total population. This is a higher proportion than the national figure of 85.4% and the South East figure of 90.7%.
- The remaining 92,638 Kent residents belong to the other four broad ethnic groups which we have identified as the BAME. This equates to 6.3% of the total population. This is a lower proportion than the national figure of 14.6% and the regional figure of 9.3%. Gravesham has the highest number and proportion of residents from a BME group (17.2%).
- Of the twelve local authority districts within Kent, Dover has the lowest number (3,708) and proportion (3.32%) of residents from a BME group.
- In 2011, 915,200 Kent residents said that they were Christians. This is equivalent to 62.5% of the total population which is a higher proportion than the national figure of 59.4% and the regional figure of 59.7%.
- The 2nd most observed religion in Kent is Islam with 13,932 people which equates to 0.95% of the total population.
- However, 26.75% or 391,591 Kent residents stated that they have no religion or belief.
- In Kent 257,038 people declared that they have a health problem or disability which limits their day-to-day activities.
- In Kent 82,570 people claim disability benefits due to a physical disability, 15,510 due to mental health problems and 12,640 because of a learning difficulty.

By ensuring the equality duty is met, Kent can be confident that it is meeting the needs of the changing population, ensuring that nobody is left behind.

Go to kent.gov.uk/diversity if you prefer to fill in this questionnaire online.
Section One

This first section of our proposed policy sets out Kent County Council’s (KCC) commitment to Equality and Human Rights as well as explaining the key principles, drivers and duties that inform this responsibility. It also explains what KCC will do to make sure that we fulfil our responsibilities.

Kent County Council (KCC) recognises the diverse needs of our community and is committed to promoting equality of opportunity and diversity in employment commissioning and service delivery.

KCC values diversity and believes it is essential to provide services that work well for all residents and staff. The services KCC designs and delivers both on its own and with partners, should focus on allowing people, families and communities to be independent. KCC will treat people with dignity and respect and help people to be safe and socially included. KCC will support and enable people to make informed choices, so that they will have control over their lives. KCC is committed to working with all statutory partners, businesses and the voluntary sector to ensure the best possible outcomes for those who live in, work in and visit Kent.

KCC will challenge discrimination and encourage respect, understanding and dignity for everyone in Kent. This will be achieved through our influence in the community, strategic planning, and commissioning and policy development in employment and in service delivery.

As a public sector organisation KCC follows the Public Sector Equality Duty (PSED) under the Equality Act 2010, to protect individuals from discrimination against people on the basis of their protected characteristics. The characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnerships
- Pregnancy and Maternity
- Race
- Religion or Belief
- Gender
- Sexual Orientation

Everybody has protected characteristics and Human Rights are fundamental to the choices we make and how we expect to be treated. To find out more about Human Rights, click on this link: http://www.equalityhumanrights.com/en/human-rights/human-rights-act. From time to time people may have poorer experiences because of their protected characteristics. Having due regard is a legal term that means KCC must consider and take note of, the need to:

- Eliminate (stop or prevent) unlawful discrimination
- Advance (keep working to improve and promote) equal opportunities
- Foster (create and maintain) good relationships between people with and without protected characteristics.

KCC will promote a positive approach to equality so that we have good outcomes that make a difference for all service users, regardless of their protected characteristics.
Questions for Section One:

Is the statement in section One clear?

☐ Yes  ☐ No  ☐ I don’t know

Does the statement in section One adequately inform of what KCC’s legal duties are?

☐ Yes  ☐ No  ☐ I don’t know

Do you have any other comments on the statement in section One?

Go to kent.gov.uk/diversity if you prefer to fill in this questionnaire online
Equality and Human Rights Policy and Objectives

Section Two

The next section of our proposed policy informs you how KCC will make sure that its public sector equality duty is met in its day to day work. It tells you how KCC will ask its partners employees and anybody delivering services on its behalf to make sure that even if they are not working towards a particular equality objective, they are not adversely impacting people by their actions because of their protected characteristic.

How will KCC implement the policy?

All KCC Members and Officers will be responsible for ensuring that the Public Sector Equality Duty (PSED) is met in their day to day work and when making decisions.

As representatives of the people of Kent – Members of the Council have an active role in promoting Equality and Human Rights. We will ensure there is always a Cabinet Member with the responsibility for Equality and Human Rights issues. All Cabinet Members have responsibility for ensuring that services are delivered effectively to everyone in the community and that Equality and Human Rights considerations are taken into account when decisions are made. Officers are accountable for equality analysis and the equality outcomes of their work. As a significant service provider in the County we aim to deliver those services effectively to all members of the community on the basis of equal access in recognition of the diverse needs of different members of the community. Officers will assess the equality impact of new and existing processes, strategies and policies on our residents, communities and visitors to Kent. One of the ways in which KCC will do this is through conducting Equality Impact Assessments (EqIAs) to ensure that its PSED is central to its work and that any adverse impacts on a particular group or groups are identified and addressed.

Procurement and contracts

KCC procurement and commissioning staff will use equality analysis to ensure that services meet the needs of those who use the services. KCC will make sure that organisations delivering services on our behalf, or from whom we buy goods and services, do so in accordance with all our policies. KCC expects all organisations that we commission or have a contract to deliver services with to have policies that are compatible with the PSED.

KCC will gather and analyse knowledge and information to get a clear understanding of the protected characteristics of our service users.

It is the responsibility of Heads of Service and Directors to undertake equality analysis in relation to employment and the provision of services. Our staff will be trained to ask relevant questions on protected characteristics and this information will be used to inform equality analysis to plan and commission the right services. We will use the information to assess the effectiveness of equality and diversity policies, commissioning activities and to improve services.

Go to kent.gov.uk/diversity if you prefer to fill in this questionnaire online
Equality and Human Rights Policy and Objectives

**KCC will continue to be an inclusive employer.**

As a major employer in Kent, we are committed to creating a dynamic workforce that is diverse and responsive to its customers and communities. The ambition, to keep KCC as a great place to work, expresses an understanding that diversity enhances organisational performance. Through progressive employment practices KCC will strive to meet the needs of all our staff, to listen to their views and to respond to what they say.

Our Dignity & Respect Policy & Guidance explains how KCC expects its staff to be treated by everyone that they come into contact with. KCC will embed the principles of dignity and respect into all aspects of working life through raising awareness, training and through the way we respond to feedback and complaints.

Through reviews and analysis, Equality and Diversity will be integral to the way we develop, deliver and monitor our Organisational Development and Human Resources priorities which will help KCC to address the employment gaps that exist in relation to protected characteristics in Kent.

**KCC will listen to and engage with employees, communities and partners**

We will listen to and engage with others to inform the way we plan, design, commission and deliver services. Communities can have their say through our public consultations and engagement activity.

Through consultation and engagement, we will seek to better understand how effective our services are at meeting the needs of the community. We will use equality analysis to make sure that we are engaging with and listening to the right people, and those most impacted by proposed changes to the services we provide.

**KCC will put residents and service users at the heart of all its work by embedding the PSED into everything it does to build strong and inclusive communities.**

We will work towards building a strong and inclusive community where people have access to services, feel safe and are able to achieve their full potential. In so doing we will continue to build strong and inclusive communities that take the needs of residents and service users into account.

*Go to kent.gov.uk/diversity if you prefer to fill in this questionnaire online*
Questions for Section Two:

Is the statement in section Two clear?
☐ Yes    ☐ No    ☐ I don’t know

Does section Two explain how KCC will implement this policy?
☐ Yes    ☐ No    ☐ I don’t know

Do you have any other comments on the statement in section Two?

Go to kent.gov.uk/diversity if you prefer to fill in this questionnaire online
Section Three

In this section, we aim to show which groups, Members and Officers will be accountable for implementing our policy, and what they are accountable for.

Accountabilities

Every Member and Officer of the council has a role to play in delivering equality. The roles are set out below.

<table>
<thead>
<tr>
<th>ROLE</th>
<th>ACCOUNTABILITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cabinet Member with responsibility for Equality</td>
<td>• To put in place and champion a framework for the council to meet its equality ambitions and duty.</td>
</tr>
<tr>
<td>Council Cabinet</td>
<td>• To consider equality considerations in its decision making and to advance equality outcomes in Cabinet Members portfolio areas.</td>
</tr>
<tr>
<td>Cabinet Committees</td>
<td>• To ensure appropriate checks and balances within the context of delivering the KCC equality approach.</td>
</tr>
<tr>
<td>All Elected Members</td>
<td>• To consider equality considerations in KCCs decision making. To play a community leadership role in promoting equality and challenging discrimination.</td>
</tr>
<tr>
<td>Corporate Management Team (CMT)</td>
<td>• To provide strategic leadership for the organisation in delivering on equality across the council and delivery within specific areas of responsibility.</td>
</tr>
<tr>
<td>Corporate Equality Group (CEG)</td>
<td>• Ensure equality and diversity is integrated into mainstream KCC activity. • Receive representations from KCC diversity staff groups and other interested parties.</td>
</tr>
<tr>
<td>Directors and Heads of Service and Departmental Management Teams</td>
<td>• Ensuring that the PSED is met in day to day service delivery. • To promote awareness of equality, and support learning and development opportunities. • Through Business Planning all Managers are responsible for developing and delivering on relevant equality objectives and priorities. • By undertaking equality analysis as part of Business Planning and considering this when developing new policies, strategies and plans, commissioning service or making decisions about changes in services.</td>
</tr>
<tr>
<td>Line/ people managers</td>
<td>• To ensure that discriminatory practices are addressed. • Fair recruitment and evaluation of posts. • To ensure that reasonable adjustments are made. • To ensure that staff are treated fairly. • Create an inclusive culture. • Encourage and support wider participation in KCC diversity networks. • To hold staff to account for delivering equality outcomes.</td>
</tr>
</tbody>
</table>

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### Equality and Human Rights Policy and Objectives

| Internal Governance | • Consultation and Engagement.  
|                     | • Democratic and Legal Services.  
|                     | • Information Communication and Technology.  
|                     | • Finance.  
|                     | • Human Resources (HR).  
|                     | • Procurement and Commissioning.  

| Corporate Lead – Equality & Diversity | • To provide advice and guidance on the Equality Act 2010.  

| Individual Staff | • To comply with the KCC approach and apply the good practice learned through training and development opportunities.  
|                  | • Responsible for ensuring that they attend training sessions and keep up to date with the equality agenda.  
|                  | • Have an obligation to raise equality issues in both employment and service delivery.  
|                  | • Act as equality champions in their day to day work  
|                  | • Collect relevant equality data.  

| Contractors | • To comply with the General Duty as set out in the Equality Act 2010 and specific terms that may be included in commissioning frameworks and contracts.  

Go to kent.gov.uk/diversity if you prefer to fill in this questionnaire online
Questions for Section Three:

Are the roles and what is expected of people in those roles at KCC clear?

☐ Yes  ☐ No  ☐ I don’t know

Is there anybody else who you think has a role to play in delivering equality in Kent?

☐ Yes  ☐ No  ☐ I don’t know

If yes, who?

Do you have any other comments on the statement in section Three?

Go to kent.gov.uk/diversity if you prefer to fill in this questionnaire online
Section Four

The following Equality Objectives identified are based on evidence from previous Annual Equality & Diversity Reports and service equality analysis.

Equality Objectives

Alongside each of our proposed objectives are two questions, and an opportunity to add any further comments. Please provide answers and feedback to as many of these objectives as you feel able to.

<table>
<thead>
<tr>
<th>Equality Objective</th>
<th>Protected Characteristic</th>
<th>Do you understand this objective?</th>
<th>Do you think this objective is relevant?</th>
<th>Do you have any other comments?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Narrowing the achievement gaps for all protected groups</td>
<td>Disability, Race, Gender</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Increase post 16 – 25 participation and employment opportunities for the protected groups</td>
<td>Disability, Race, Gender</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Ensure more young people from protected groups are able to access progression pathways post 16, including the offer of an apprenticeship</td>
<td>Disability, Race, Gender</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Increase access to early years for protected groups for the two-year old offer of free provision</td>
<td>Disability, Race, Gender</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Drive down exclusions from schools to zero</td>
<td>Disability, Race, Gender</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Where appropriate, fewer young people from protected groups become young offenders</td>
<td>Age, Disability, Race, Gender</td>
<td></td>
<td></td>
<td></td>
</tr>
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</tr>
<tr>
<td>7 The Health and Wellbeing of Kent residents is improved</td>
<td>Age Disability Race Religion or Belief Gender Sexual Orientation Marriage and Civil Partnerships Pregnancy and Maternity Transgender</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8 Kent will recruit, retain and develop a workforce that reflects the communities we serve, and we will ensure the people who work for Kent feel valued and respected</td>
<td>Age Disability Race Religion or Belief Gender Sexual Orientation Marriage and Civil Partnerships Pregnancy and Maternity Transgender</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9 Safeguarding children, young people and vulnerable adults from harm</td>
<td>Age Disability Race Religion or Belief Gender Sexual Orientation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10 Life chances and outcomes of children young people and vulnerable adults are improved - through the delivery, development and transformation of services</td>
<td>Age Disability Gender reassignment Marriage and Civil Partnerships Race Religion or Belief Gender Sexual Orientation</td>
<td></td>
<td></td>
<td></td>
</tr>
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### Equality and Human Rights Policy and Objectives

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</thead>
<tbody>
<tr>
<td>11</td>
<td>People can access the services that they need</td>
<td>Age, Disability, Race, Religion or Belief, Gender, Sexual Orientation, Marriage and Civil Partnerships, Transgender</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>The quality and range of Service are improved through increasing engagement with service users and carers</td>
<td>Age, Disability, Gender reassignment, Marriage and Civil Partnerships, Race, Religion or Belief, Gender, Sexual Orientation, Transgender</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Protected groups’ needs will be considered within all highways and transport schemes, as well as the schemes’ potential to advance equality of opportunity</td>
<td>Age, Disability, Gender, Race</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>The needs of all members of a community will be considered when investing in roads, facilities and utilities that are delivered to meet the needs of Kent’s population changes</td>
<td>Age, Disability, Religion or Belief, Gender, Sexual Orientation, Marriage and Civil Partnerships, Pregnancy and Maternity, Race</td>
<td></td>
<td></td>
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</thead>
</table>
| 15 Irrespective of age, disability, race or belief, Kent residents should be able to access our county’s high quality landscapes and environment | Age  
Disability  
Race  
Religion or Belief | | | |
| 16 The Libraries, Registration and Archives Service in Kent will continue to understand its local communities’ needs, and tailor its services accordingly | Age  
Disability  
Religion or Belief  
Gender  
Sexual Orientation  
Marriage and Civil Partnerships  
Pregnancy and Maternity  
Race  
Transgender | | | |
| 17 The Equality Duty will inform GET services’ efforts to maximise all residents, communities and businesses’ potential | Age  
Disability  
Religion or Belief  
Gender  
Sexual Orientation  
Pregnancy and Maternity  
Race  
Transgender | | | |
| 18 Publish Equality Analysis with all decisions | Age  
Disability  
Religion or Belief  
Gender  
Sexual Orientation  
Marriage and Civil Partnerships  
Pregnancy and Maternity  
Race  
Transgender | | | |
| 19 Ensure that when we use Information Communication Technology it is fully accessible for learning, working and getting into services | Age  
Disability | | | |

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</tr>
</thead>
<tbody>
<tr>
<td>20 Use Procurement and finance decisions to demonstrate compliance</td>
<td>Age, Disability, Religion or Belief, Gender, Sexual Orientation, Marriage and Civil Partnerships, Pregnancy and Maternity, Race</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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Section Five

This section tells you about how KCC will monitor and develop the Equality and Human Rights Policy and also track progress against the equality objectives. It also tells you about key strategies and plans in KCC that will affect or be affected by the Equality and Human Rights Policy and Objectives.

Our Performance

We will monitor our performance against the policy and objectives through:

- Corporate Annual Report against Equality action plans to Cabinet Committees
- Monthly Directorate reports to DMT
- The Corporate Equality Group

Future development of the Policy

Our Equality and Diversity policy is not static. It will be updated and modified as new legislation and codes of practice are introduced and our understanding develops in relation to the needs of everyone living in, working in and visiting Kent. We recognise the need to ensure that we work hard to deliver our services fairly to all, and that we always make the most of all staff. We are committed to tackling inequality and to making steady, measureable, improvements.

Related Information

KCC has the following strategies, policies and guidance documents in place to support our proposed Equality and Human Rights policy and objectives:

- KCC Strategic Statement: Increasing Opportunities, Improving Outcomes
- KCC Commissioning Framework
- Voluntary and Community Sector Policy
- Child Poverty
- EqIA Guidance
- Customer Service Policy
- Dignity and Respect at Work Policy
- Accessible Communications Guide
- Guidance for Making Events Accessible
- Kent & Medway Civilian Military Covenant Conference
- Vulnerable Learners Strategy

In addition, we use the following documents to support our proposed Equality and Human Rights policy and objectives:

- The Human Rights Act 1998
- The Equality Act 2010
- Government Equalities Office
- Equality and Human Rights Commission

Go to kent.gov.uk/diversity if you prefer to fill in this questionnaire online
Questions for Section Five

Is it clear how KCC will monitor and track progress on the policy and objectives?

☐ Yes  ☐ No  ☐ I don’t know

Do you have any other comments monitoring and tracking progress?
Additional Questions

Data Protection
Kent County Council collects and processes personal information in order to provide a range of public services. Kent County Council respects the privacy of individuals and endeavours to ensure personal information is collected fairly, lawfully, and in compliance with the Data Protection Act 1998.

Q1: To help us understand who is responding to our consultation, please tell us your postcode:

Q2. Are you completing this questionnaire on behalf of:

Please select one option

☐ Yourself (as an individual)
☐ Yourself as a member of Kent County Council staff
☐ A District/Town/Parish Council
☐ A Business
☐ A Voluntary or Community Sector Organisation (VCS)

Other, please specify:

Q2a. If you are responding on behalf of a Council / Business / VCS, please tell us the name of the organisation:


Q3: We have completed an Equality Impact Assessment (EqIA) on the proposed Policy and Objectives, and we welcome your feedback on the assumptions we have made.
(To view the document, go to kent.gov.uk/diversity or contact us using the details at the front of this document for a printed copy).

Please write your comments on our EqIA here:
About You...

If you are responding as an individual, please answer the following questions:

We want to make sure that everyone is treated fairly and equally, and that no one gets left out. That’s why we’re asking you these questions.

We won’t share the information you give us with anyone else. We’ll use it only to help us make decisions, and improve our services.

If you would rather not answer any of these questions, you don’t have to.

Q4. Are you....? Please select one box.

☐ Male  ☐ Female  ☐ I prefer not to say

Q5. Which of these age groups applies to you? Please select one box.

☐ 0 - 15  ☐ 25 - 34  ☐ 50 - 59  ☐ 65 - 74  ☐ 85 + over

☐ 16 - 24  ☐ 35 - 49  ☐ 60 - 64  ☐ 75 - 84  ☐ I prefer not to say

Q6. To which of these ethnic groups do you feel you belong? (Source: 2011 census) Please select one box.

<table>
<thead>
<tr>
<th>White</th>
<th>Mixed</th>
<th>Asian or Asian British</th>
<th>Black or Black British</th>
</tr>
</thead>
<tbody>
<tr>
<td>English</td>
<td>White &amp; Black Caribbean</td>
<td>Indian</td>
<td>Caribbean</td>
</tr>
<tr>
<td>Scottish</td>
<td>White &amp; Black African</td>
<td>Pakistani</td>
<td>African</td>
</tr>
<tr>
<td>Welsh</td>
<td>White &amp; Asian</td>
<td>Bangladeshi</td>
<td>Other*</td>
</tr>
<tr>
<td>Northern Irish</td>
<td>Other*</td>
<td>Other*</td>
<td>I prefer not to say</td>
</tr>
<tr>
<td>Irish</td>
<td>Arab</td>
<td>Chinese</td>
<td></td>
</tr>
<tr>
<td>Gypsy/Roma</td>
<td>*If your ethnic group is not specified in the list, please describe it here:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Irish Traveller</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other*</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The Equality Act 2010 describes a person as disabled if they have a longstanding physical or mental condition that has lasted, or is likely to last, at least 12 months; and this condition has a substantial adverse effect on their ability to carry out normal day-to-day activities. People with some conditions (cancer, multiple sclerosis and HIV/AIDS, for example) are considered to be disabled from the point that they are diagnosed.

Q7. Do you consider yourself to be disabled as set out in the Equality Act 2010?  
*Please select one box.*

- [ ] Yes
- [ ] No
- [ ] I prefer not to say

Q7a. If you answered Yes to Q7, please tell us the type of impairment that applies to you. You may have more than one type of impairment, so please select all that apply.  
*If none of these applies to you, please select Other, and give brief details of the impairment you have.*

- [ ] Physical impairment
- [ ] Mental health condition
- [ ] Sensory impairment (hearing, sight or both)
- [ ] Learning disability
- [ ] Longstanding illness or health condition, such as cancer, HIV/AIDS, heart disease, diabetes or epilepsy.
- [ ] Other*
- [ ] I prefer not to say

*If Other, please specify:

Q8. Do you regard yourself as belonging to any particular religion or belief?  
*Please select one box.*

- [ ] Yes
- [ ] No
- [ ] I prefer not to say

Q8a. If you answered Yes to Q8, which of the following applies to you?  
*Please select one box.*

- [ ] Christian  
- [ ] Hindu  
- [ ] Muslim
- [ ] Buddhist  
- [ ] Jewish  
- [ ] Sikh

Any other religion, please specify:
Q9. Are you? Please select one box.

☐ Heterosexual/Straight  ☐ Gay woman/Lesbian  ☐ Other
☐ Bi/Bisexual  ☐ Gay man  ☐ I prefer not to say

Q10. If you would like to receive updates about the development of our proposal and future engagement activities, please provide your contact details below.

Our preferred method of communication is by email, however if you do not have an email address then please provide your postal address.

Full Name

Email Address

Postal Address

Thank you for taking the time to complete the questions within this document. You can return it us free of charge using the following address:

Equality Objectives Consultation
Freepost LRA Consultation
Tell us what you think before 9 September 2016

Tell us your views about our proposed policy and objectives for 2016 - 2019

Have your say

Reviewing our
Equality and Human
Rights Policy & Objectives

Alternative formats
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