



AECOM

Kent Local Transport Plan 5

Equality Impact Assessment

Kent County Council

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Kent County Council

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1. Introduction

1.1 Purpose

AECOM has been commissioned by Kent County Council (the Council) to undertake an Equality Impact Assessment (EqIA) of its Local Transport Plan's (LTP) ambition, policy outcomes, and policy objectives. An EqIA is a systematic assessment of the potential or actual effects of plans, policies, or proposals on groups with protected characteristics¹ as defined by the Equality Act 2010.

This EqIA supports the Council to fulfil its equality duties in relation to the Public Sector Equality Duty (PSED) which forms section 149 of the Equality Act 2010. It identifies any actual or potential negative and positive impacts associated with the Local Transport Plan on protected characteristic groups. The EqIA draws upon secondary data and research as well as use of the Council's EqIA Risk Matrix.

The purpose of the EqIA is to:

- Demonstrate how the Council has paid due regard to the PSED in the delivery of the Local Transport Plan and associated consultation activities;
- Appraise the draft ambition, policy outcomes and policy objectives that currently comprise the Local Transport Plan, in terms of their likely impact on protected characteristic groups;
- Conclude and provide recommendations on how the ambition, policy outcomes, and policy objectives can further benefit protected characteristic groups and where equality of opportunity may be advanced; and
- Ensure the Council's fulfilment of the Public Sector Equality Duty (PSED) and review/identify means of mitigating any identified impacts and continue to update and review such assessment as appropriate.

1.2 Report structure

Following on from this introduction section the remainder of the report is structured as follows:

- Section 2: Methodology – setting out our approach to collecting evidence and assessment of impacts;
- Section 3: Policy and legislation review – providing context through relevant national, regional, and local policy and legislation associated with equalities, transport, and local plans.
- Section 4: Equalities baseline – using secondary data sources such as Census 2021 data to form an understanding of Kent's community.
- Section 5: Assessment of impacts – an appraisal of predicted equality impacts, structured around the LTP's ambition, policy outcomes and policy objectives, and informed by our evidence gathering and the Council's EqIA Risk Matrix.
- Section 6: Conclusions and recommendations – high level conclusions drawn from the assessment, and recommendations for enhancing positive equality impacts and minimising potential negative impacts.

¹ Protected characteristics are; age, sex, belief or religion, race, disability, sexual orientation, transgender, marriage/civil partnership and pregnancy and maternity.

2. Methodology

2.1 Introduction

This section sets out the approach to assessment of equality impacts of the Council's Local Transport Plan's ambition, policy outcomes, and policy objectives. The assessment considers how the outcomes and objectives, may directly impact (both positively and negatively) Kent's residents.

2.2 Overview

The approach for undertaking this EqIA and compiling this report follows a three-stage process:

1. Desk-based review – including relevant national, regional, and local policies and legislation and secondary datasets relating to groups with protected characteristics;
2. Assessment of impacts – informed by a consideration of the policy context, equalities baseline data, and using the Council's Risk Matrix approach to produce a quantitative score supported by qualitative rationale.
3. Development of conclusions and recommendations.

2.3 Desk-based review

In addition to relevant national, regional, and local policies and legislation, the desk-based review includes the following:

- An overview of national and local statistics to develop an equalities baseline profile of people with protected characteristics in Kent, as well as levels of deprivation across the County.
- Comparison with previous iterations of Kent's Local Transport Plan.

2.4 Assessment of impacts

An assessment of equality impacts, structured around the Local Transport Plan's ambition, policy outcomes and policy objectives, has been undertaken and considers the information gathered through the desk-based review. In line with the Council's approach to EqIA, the EqIA Risk Matrix has also been used. This approach provides a quantitative judgment of impacts, along with the qualitative assessment, by combining severity and likelihood of impact, along with the number of people impacted.

The matrix produces a score between 1-29 using the following formula, a higher score indicates a more significant equality impact, both positive and negative:

$$\text{(Likelihood x Impact) + Number of people affected = Overall score}$$

Likelihood and impact are both scored between 1-5. The likelihood scores are; very unlikely (1), unlikely (2), possible (3), likely (4), very likely (5). The impact scores are; minor (1), moderate (2), significant (3), serious (4), major (5). Number of people affected is scored between 1-4, more than 501 people being affected equates to a score of 4.

In this assessment, the formula has been applied using informed subjective judgement to determine each score. Overall score impact descriptors are provided that have been used to guide the subjective judgements, these are as follows (please note these are all negative descriptors, whereas the assessment section contains 'severe impacts' that are positive in nature):

- Overall score 5 or less = low impact. Example: No or low level of impact on isolation, quality of life, achievement, access to services. Unlikely to result in harm or injury. Mitigating actions are sufficient.
- Overall score 6 to 10 = medium impact. Example: Significant quality of life issues, i.e., achievement, access to services. Minor to significant levels of harm, injury, mistreatment, or abuse. OR, low level of impact that is possible or likely to occur, with over 500 people potentially affected.
- Overall score 11 to 15 = high impact. Example: Serious quality of life issues, i.e., where isolation increases, or vulnerability is greatly affected as a result. Injury and/or serious mistreatment or abuse of an individual for whom the Council has a responsibility OR, a medium level impact that is likely to occur, with over 500 people potentially affected.
- Overall score 15 or above = very high/severe impact. Example: Death of an individual for whom the Council has a responsibility or serious mistreatment or abuse resulting in criminal charges OR high level of impact that is likely to occur, with over 500 people potentially affected.

The full EqlA Risk Matrix is provided for reference in Appendix A.

In summation the assessment is of affected people with protected characteristics, as defined in the Equality Act 2010 as:

- Age: this refers to persons defined by either a particular age or a range of ages;
- Disability: a disabled person is defined as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities;
- Gender reassignment: this refers to people who are proposing to undergo, are undergoing, or have undergone a process for the purpose of reassigning their gender identity;
- Marriage and civil partnership: marriage can be between a man and a woman or between two people of the same sex. Same-sex couples can also have a civil partnership. Civil partners must not be treated less favourably than married couples;
- Pregnancy and maternity: pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth;
- Race: the Equality Act 2010 defines race as encompassing colour, nationality (including citizenship) and ethnic or national origins;
- Religion or belief: religion means any religion a person follows. Belief means any religious or philosophical belief, and includes those people who have no formal religion or belief;
- Sex: this refers to a man or to a woman or a group of people of the same sex, while gender refers to the wider social roles and relationships that structure men's and women's, boys', and girls' lives;
- Sexual orientation: a person's sexual orientation relates to their emotional, physical, and/or sexual attraction and the expression of that attraction.

The assessment considers both disproportionate and differential impact. A disproportionate equality effect arises when an impact has a proportionately greater effect on protected characteristic groups than on other members of the general population at a particular location. For the purposes of this EqlA, disproportionality can arise in two main ways, either:

- where an impact is predicted for the area, where protected characteristic groups are known to make up a greater proportion of the affected resident population than their representation in the wider local authority district and/or county/region; or
- where an impact is predicted on a community resource predominantly or heavily used by protected characteristic groups (e.g., primary schools attended by children; care homes catering for very elderly people).

A differential equality effect is one which affects members of a protected characteristic group differently from the rest of the general population because of specific needs, or a recognised sensitivity or vulnerability associated with their protected characteristic, irrespective of the number of people affected.

In some cases, protected characteristic groups could be subject to both disproportionate and differential equality effects. The EqIA will consider impacts on groups of people rather than on individuals.

2.5 Conclusions and recommendations

The final section of this report sets out conclusions on the equality effects of Kent County Council's Local Transport Plan, as well as setting out recommendations for mitigating against adverse impacts and enhancing equality of opportunity.

3. Relevant policy and legislation

3.1 Legislation

Equality Act 2010 and the Public Sector Equality Duty (PSED)

The Equality Act 2010 is a major piece of UK legislation which provides the framework to protect the rights of individuals against unlawful discrimination and to advance equal opportunities for all. Section 149 of the Equality Act sets out the PSED to which Kent County Council, as a public body, is subject to in carrying out all its functions.

Those subject to the PSED must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims or arms of the PSED. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics;
- Taking steps to meet the needs of people from protected characteristic groups where these are different from the needs of other people; and
- Encouraging people from protected characteristics groups to participate in public life or in other activities where their participation is disproportionately low.

The Act states that meeting diverse needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from diverse groups. It states that compliance with the duty may involve treating some people more favourably than others.

The duty covers the following eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation as described Section 2.3 of this report.

Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first arm of the duty applies to this characteristic, but that the other arms (advancing equality and fostering good relations) do not apply.

3.2 National policy

National Planning Policy Framework (July 2021)

The National Planning Policy Framework (NPPF)² was originally published in March 2012, with amendments in July 2018, February 2019, July 2021 and September 2023. The NPPF reconsolidates the economic, social, and environmental objectives of the Government's planning system. While the NPPF does not contain specific guidance on equalities, it does

² Ministry of Housing, Communities & Local Government (2021). National Planning Policy Framework. Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1005759/NPPF_July_2021.pdf

emphasise the importance of sustainable development and the need to support a healthy and just society.

3.3 Regional Policy

South East Local Enterprise Partnership Economic Recovery and Renewal Strategy (March 2021)

The South East Local Enterprise Partnership (SELEP) Economic Recovery and Renewal Strategy from March 2021 aims to help the region recover from the economic impacts of the COVID-19 pandemic and achieve long-term economic growth.

The strategy is built around four key themes:

1. **Digital and Green Infrastructure:** This theme focuses on investing in digital and green infrastructure to support the region's economic growth and recovery. It includes measures such as improving broadband connectivity and investing in renewable energy.
2. **Business Support and Innovation:** This theme focuses on supporting businesses to innovate and grow, with a particular focus on small and medium-sized enterprises (SMEs).
3. **Skills and Employment:** This theme focuses on developing the skills and talents of the region's workforce, ensuring that people have the skills they need to succeed in the changing economy.
4. **Inward Investment and Internationalisation:** This theme focuses on attracting new businesses and investment to the region, as well as supporting existing businesses to expand internationally.

The strategy highlights the importance of improving transport infrastructure to support economic growth and recovery. The strategy calls for investment in transport infrastructure projects such as the Lower Thames Crossing, the A27 Arundel Bypass, and the East-West Rail link. It also calls for investment in public transport, cycling, and walking infrastructure to encourage sustainable travel and reduce carbon emissions.

The strategy also calls for the development of a regional transport strategy to ensure that transport infrastructure investment is aligned with the region's economic priorities. This strategy would involve working closely with local authorities, transport providers, and other stakeholders to develop a shared vision for the future of transport in the region.

3.4 Local Policy

Vision Zero – The Road Safety Strategy for Kent (2021)

Kent County Council's Vision Zero road safety strategy aims to eliminate fatalities and serious injuries on Kent's roads by 2030. The strategy has been developed in response to the high number of casualties on Kent's roads. In 2019, there were 4,194 road casualties, with 61 fatalities and 731 serious injuries. The strategy recognizes that these figures are not acceptable, and therefore, Kent County Council has taken a proactive approach to reducing road casualties.

The Vision Zero strategy focuses on three key areas: Safe Roads, Safe Speeds, and Safe People. Safe Roads are achieved through infrastructure improvements, such as safer crossings and roundabouts, and reducing the speed limit in certain areas. Safe Speeds are achieved through speed reduction campaigns, using technology such as average speed cameras, and enforcing speed limits more rigorously. Safe People are achieved through education and training, such as Bikeability and road safety courses, and working with vulnerable road users, such as pedestrians and cyclists.

The strategy sets out specific actions and initiatives to achieve its goal of zero fatalities and serious injuries. These include:

- Implementing a programme of targeted road safety improvements, including measures such as traffic calming, improved signage, and new pedestrian crossings.
- Reducing the speed limit in residential areas to 20 mph and working with the police to enforce this limit more rigorously.
- Introducing more 20 mph speed limits outside schools and encouraging active travel to school through initiatives such as walking buses and cycle trains.
- Developing a comprehensive programme of education and training, including cycle training, driver training, and road safety education in schools.
- Working with vulnerable road users to improve their safety, including providing training and education to older drivers and working with the disability community to improve accessibility and safety.

In addition to these specific actions, the strategy also includes a commitment to working with partners and stakeholders to share best practice and develop new initiatives to improve road safety.

Overall, the Vision Zero road safety strategy is a comprehensive approach to improving road safety in Kent. By focusing on infrastructure improvements, speed reduction, education, and training, and working with vulnerable road users, Kent County Council aims to create a safer and more sustainable transport system for everyone.

Kent County Council's Bus Service Improvement Plan (March 2021)

Kent County Council's bus service improvement plan aims to improve bus services in Kent through various measures including improving existing bus routes, introducing new routes, and enhancing the reliability and accessibility of services.

To achieve this objective, the plan proposes several initiatives, including investing in new infrastructure, such as bus lanes and priority signals, to improve journey times and reduce congestion. The plan also aims to increase ridership by improving the quality of services, such as introducing more comfortable and environmentally friendly buses, enhancing passenger information systems, and making ticketing and payment processes more efficient. Improving access to rural communities is also a significant aspect of the plan, as these areas often suffer from poor public transport connectivity. The plan proposes demand-responsive transport services, such as flexible routes and on-demand transport, which cater to specific needs and locations.

The plan prioritizes the needs of vulnerable and disadvantaged groups, such as elderly individuals and persons with disabilities, by introducing accessible buses and making services more user-friendly.

4. Evidence base

4.1 Introduction

This section outlines the evidence base relevant to the proposed Plan. This includes analysis of Census 2021 data and other data sets at the county and national scale. Socio-economic deprivation data available from the Indices of Deprivation (IoD) 2019 has also been reviewed; this data is available at Lower Super Output Area (LSOA) level and therefore specific hotspots of deprivation within Kent have been identified and reviewed.

4.2 Profile of protected characteristic groups

4.2.1 Age

Table 4-1 outlines the age breakdown across Kent and England. Broadly speaking the age profile of Kent and England are similar, the most significant discrepancy is in the proportion of older people, with Kent having 20.3% of residents aged over 65, compared to 18.3% in England. Correspondingly Kent has 51.0% of residents aged 25-64 compared to 52.4% in England.

Table 4-1: Age breakdown by different geographical areas

Age (years)	Kent	England
	%	%
0-15 (children)	18.9	18.5
16-24 (young people)	9.7	10.6
25-64 (adults)	51.0	52.4
65+ (older people)	20.3	18.3
85+ (the elderly)	2.7	2.4

Source: Census 2021³

Table 4-2 highlights projected population change for the different age groups between 2018-2030. The pattern of change is broadly similar in Kent to the national projections. Growth in proportion of adults is projected to be greater in Kent (5.1%) compared to England (1%), and there will be significant growth in the share of older and elderly residents in both geographies; a 34.5% increase in the proportion of elderly people in Kent being the greatest predicted area of growth, followed by 32.6% across England for the same age category. Kent is expected to see a slight fall in the proportion of children, a 0.4% decrease, compared to a 4.1% decrease nationally.

Table 4-2: Projected population change by age and different geographical areas

Age (years)	Kent	England
	%	%
0-14 (children)	-0.4	-4.1
15-24 (young people)	11.6	12.3
25-64 (adults)	5.1	1
65+ (older people)	24.9	24.7
85+ (the elderly)	34.5	32.6

Source: ONS population projections for local authorities⁴

³ ONS (2023) Census 2021. TS007. Available online at: <https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?theme=93&subgrp=Topic+Summaries>

⁴ ONS (2020) Population projections for local authorities: Table 2. Available online at: <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/datasets/localauthorities:nenglandtable2>

4.2.2 Sex

According to the 2021 Census, Kent and England have similar proportions of males and females. Kent with a slightly higher proportion of females at 51.2% compared to the national level of 51.0%, correspondingly Kent had 48.8% males and England 49.0%.

4.2.3 Disability

Table 4-3 highlights proportions of disability in Kent and England. Kent has a slightly higher proportion of residents classified as disabled under the Equality Act, at 17.9% compared to 17.3%. 7.4% of Kent's disabled population have their day-to-day activities limited a lot (7.3% nationally), and 10.5% limited a little (10.0% nationally).

Table 4-3: Disability by geographical area

Disability	Kent	England
	%	%
Disabled under the Equality Act	17.9	17.3
Day-to-day activities limited a lot	7.4	7.3
Day-to-day activities limited a little	10.5	10.0
Not disabled under the Equality Act	82.1	82.7
Has long term physical or mental health condition but day-to-day activities are not limited	7.4	6.8
No long term physical or mental health conditions	74.8	75.9

Source: Census 2021⁵

4.2.4 Race

Table 4-4 shows the breakdown of different ethnic groups in Kent and England. Kent has a significantly higher proportion of White English, Welsh Scottish, Northern Irish or British residents, at 83.2% of the population compared to 73.5% in England. Correspondingly, Kent has lower proportions of residents from all other ethnic groups. Notable minority ethnic groups in Kent, in comparison to national levels, include Other Asian at 1.6% compared to 1.7%, Black African at 1.9% compared to 2.6%, and Other White at 5.0% compared to 6.3%.

Table 4-4: Race by geographical area

Ethnic group		Kent	England
		%	%
Asian	Bangladeshi	0.3	1.1
	Chinese	0.5	0.8
	Indian	1.7	3.3
	Pakistani	0.3	2.8
	Other Asian	1.6	1.7
Black	African	1.9	2.6
	Caribbean	0.4	1.1
	Other Black	0.3	0.5
Mixed	White and Asian	0.8	0.8
	White and Black African	0.4	0.4
	White and Black Caribbean	0.6	0.9

⁵ ONS (2023) Census 2021. TS038. Available online at: <https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?theme=93&subgrp=Topic+Summaries>

Ethnic group		Kent	England
		%	%
	Other Mixed or Multiple ethnic groups	0.6	0.8
White	English, Welsh, Scottish, Northern Irish, or British	83.2	73.5
	Irish	0.7	0.9
	Gypsy or Irish Traveller	0.3	0.1
	Roma	0.1	0.2
	Other White	5.0	6.3
Other ethnic group	Arab	0.2	0.6
	Any other ethnic group	1.0	1.6

Source: Census 2021⁶

4.2.5 Religion

Table 4-6 shows the breakdown of different religious groups in Kent and England. Kent has a higher proportion of residents who responded as having No religion (40.9% compared to 36.7% nationally), and Christian residents (48.5% compared to 46.3% nationally). Correspondingly, Kent has lower proportions of residents from all other religious groups, including those who did not answer. Notable minority religious groups in Kent include, Hindus, 1.2% compared to 1.8% nationally, and Sikhs, 0.8% compared to 0.9% nationally.

Table 4-5: Religion by geographical area

Religion	Kent	England
	%	%
No religion	40.9	36.7
Christian	48.5	46.3
Buddhist	0.6	0.5
Hindu	1.2	1.8
Jewish	0.1	0.5
Muslim	1.6	6.7
Sikh	0.8	0.9
Other religion	0.6	0.6
Not answered	5.8	6.0

Source: Census 2021⁷

4.2.6 Gender reassignment

Table 4-7 highlights gender reassignment figures across the different geographies. Kent has a higher proportion of residents who have the same sex as registered at birth, 94.4%, compared to England, 93.5%. Both geographies have equal proportions of residents belonging to all other gender identity groups.

⁶ ONS (2023) Census 2021. TS021. Available online at: <https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?theme=93&subgrp=Topic+Summaries>

⁷ ONS (2023) Census 2021. TS030. Available online at: <https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?theme=93&subgrp=Topic+Summaries>

Table 4-6: Gender reassignment by geographical area

Gender identity	Kent	England
	%	%
Gender identity the same as sex registered at birth	94.4	93.5
Gender identity different from sex registered at birth but no specific identity given	0.2	0.2
Trans woman	0.1	0.1
Trans man	0.1	0.1
Non-binary	0.1	0.1
All other gender identities	0.0	0.0
Not answered	5.1	6.0

Source: Census 2021⁸

4.2.7 Pregnancy and maternity

Census 2021 data on pregnancy and maternity has not yet been released. Census 2011 data on lone parent households has instead been provided in Table 4-7. Females are overrepresented in lone parent statistics for both geographies, comprising 89.6% of lone parents in Kent and 90.3% in England. Kent has a higher proportion of lone parents in part-time employment, 35.1%, compared to England, 33.4%.

Table 4-7: Lone parent households by geographical area

Family Type	Kent	England
	%	%
Lone parent in part-time employment: Total	35.1	33.4
Lone parent in full-time employment: Total	25.7	26.1
Lone parent not in employment: Total	39.2	40.5
Male lone parent: Total	10.4	9.7
Male lone parent: In part-time employment	1.5	1.4
Male lone parent: In full-time employment	5.7	5.1
Male lone parent: Not in employment	3.2	3.2
Female lone parent: Total	89.6	90.3
Female lone parent: In part-time employment	33.6	32.0
Female lone parent: In full-time employment	20.0	20.9
Female lone parent: Not in employment	36.0	37.4

Source: Census 2011⁹

4.2.8 Sexual orientation

Table 4-8 presents sexual orientation figures in Kent and England, according to the 2021 Census. Kent has a higher proportion of residents identifying as straight or heterosexual, 90.6%, compared to England, 89.4%. Correspondingly Kent has lower proportions of residents identifying with the remaining sexual orientation groups, with gay or lesbian being the second highest share at 1.3% compared to 1.5% nationally.

⁸ ONS (2023) Census 2021. TS078. Available online at: <https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?theme=93&subgrp=Topic+Summaries>

⁹ ONS (2011) Census 2011. KS107EW. Available online at: <https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?theme=75&subgrp=Key+Statistics>

Table 4-8: Sexual orientation by geographical area

Sexual orientation	Kent	England
	%	%
Straight or Heterosexual	90.6	89.4
Gay or Lesbian	1.3	1.5
Bisexual	1.1	1.3
Pansexual	0.2	0.2
Asexual	0.1	0.1
Queer	0.0	0.0
All other sexual orientations	0.0	0.0
Not answered	6.7	7.5

Source: Census 2021¹⁰

4.2.9 Marriage and civil partnership

Table 4-9 highlights the legal partnership status of residents in Kent and England, according to Census 2021. Kent has higher proportions of residents who are divorced, 9.7%, compared to the national level of 9.1%, and widowed residents at 6.5%, compared to 6.1% in England.

Table 4-9: Marriage and civil partnership by geographical area

Legal partnership status	Kent	England
	%	%
Never married and never registered a civil partnership	34.6	37.9
Married or in a registered civil partnership	46.9	44.7
Separated, but still legally married or still legally in a civil partnership	2.3	2.2
Divorced or civil partnership dissolved	9.7	9.1
Widowed or surviving civil partnership partner	6.5	6.1

Source: Census 2021¹¹

4.3 Deprivation

Deprivation is measured by the 2019 English Indices of Deprivation.¹² This provides an overall deprivation score and rank for Lower Super Output Areas (LSOAs) across England by building upon seven distinct 'domains' of deprivation. These domains are seen as the key indicators which influence a person's level of deprivation, they are as follows:

- Income - measures the proportion of the population experiencing deprivation relating to low income. The definition of low income used includes both those people that are out of-work, and those that are in work but who have low earnings.
- Employment - measures the proportion of the working age population in an area involuntarily excluded from the labour market. This includes people who would like to work but are unable to do so due to unemployment, sickness or disability, or caring responsibilities.

¹⁰ ONS (2023) Census 2021. TS079. Available online at:

<https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?theme=93&subgrp=Topic+Summaries>

¹¹ ONS (2023) Census 2021. TS002. Available online at:

<https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp?theme=93&subgrp=Topic+Summaries>

¹² Ministry for Housing, Communities and Local Government (2019) English indices of deprivation 2019

<https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019>

- Education, skills, and training – measures the lack of attainment and skills in the local population. The indicator falls into two sub-domains intended to reflect the ‘flow’ and ‘stock’ of educational disadvantage:
 - Children and young people sub-domain: measures the attainment of qualifications and associated measures (flow).
 - Adult skills sub-domain: measures the lack of qualifications in the resident working population (stock).
- Health deprivation and disability – measures the risk of premature death and the impairment of quality of life through poor physical and mental health.
- Crime – measures the risk of personal and material victimisation at local level.
- Barriers to housing and services – measures the physical and financial accessibility of housing and local services. The indicator falls into two sub-domains:
 - Geographical barriers: which relates to the physical proximity of local services.
 - Wider barriers: which includes issues relating to access to housing such as affordability and homelessness.
- Living environment – measures the quality of the local environment. The indicator falls into two sub-domains:
 - ‘Indoors’: measures the quality of housing.
 - ‘Outdoors’: measures the local air quality and road traffic accidents.

The overall relative score generated by the combination of these ranks is the Index of Multiple Deprivation (IMD). The Income Deprivation Affecting Children Index (IDACI) measures the proportion of children aged 0 to 15 living in income deprived families. The Income Deprivation Affecting Older People Index (IDAOPI) measures the proportion of all those aged 60 or over who experience income deprivation.

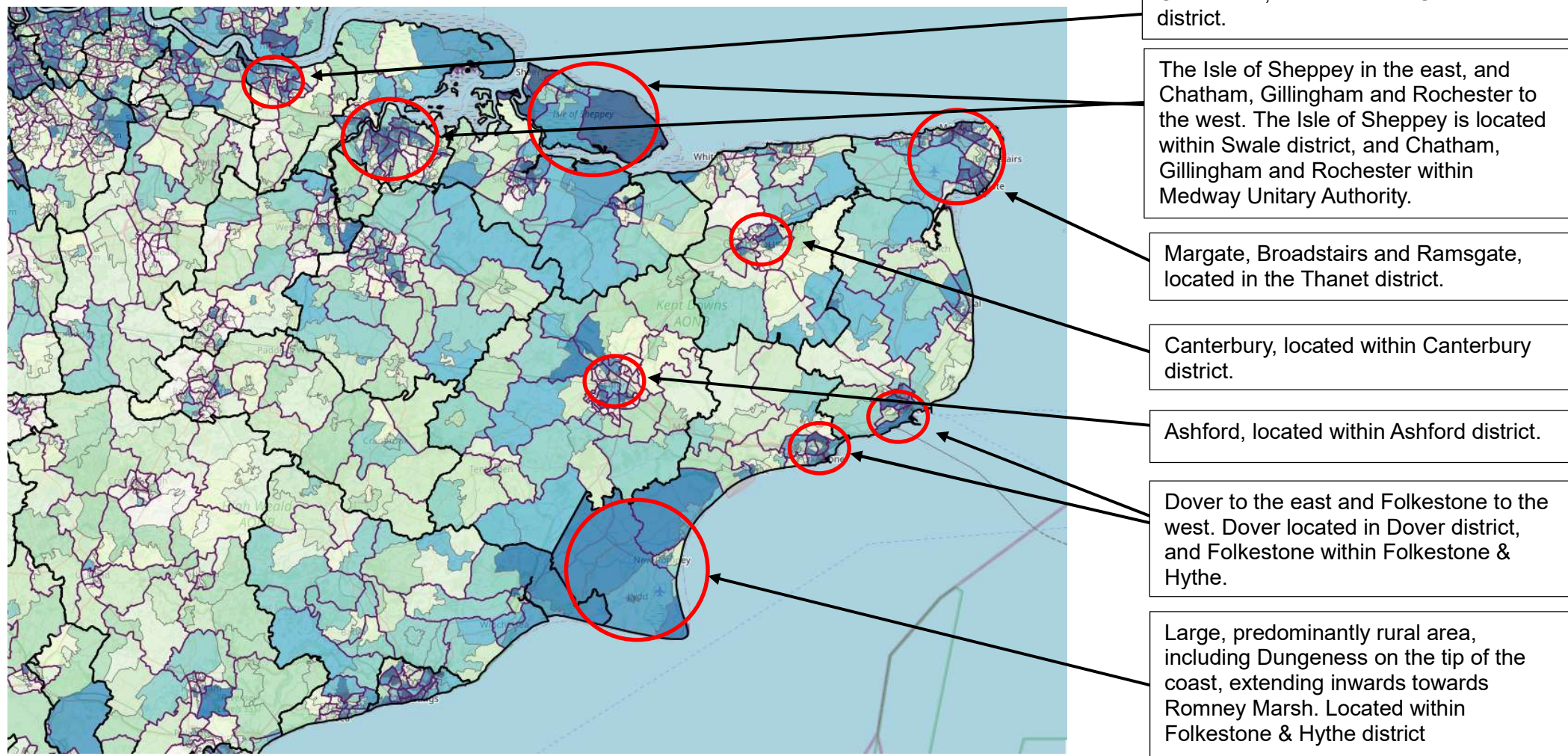
The scores provided against each domain are a measure of relative deprivation rather than affluence. As such, it is important to recognise that not every person in a deprived area will themselves be deprived and likewise, that there will be some deprived people living in the least deprived areas.

People belonging to protected characteristic groups are more likely to experience deprivation, as they may experience poor health, have lower levels of income, or experience barriers to accessible housing, car ownership and access to services. This can lead to poor health and wellbeing outcomes, and detrimentally affect the equality of opportunity.

At this stage of assessment, review of deprivation at the scale of Kent as a county has been provided. Given deprivation data is only available at LSOA scale, an annotated visual figure of Kent has been provided which allows for areas with high deprivation to be pinpointed such that they may be analysed in more detail, if necessary, as the LTP progresses.

Figure 4-1 below highlights the IMD, the overall measure of deprivation, across Kent; darker blue shaded areas indicate higher levels of deprivation. There is an evident pattern of deprivation across Kent, with urban coastal areas in the north and east of the county being particularly prevalent with elevated levels of deprivation. Figure 4-2 and Figure 4-3 highlight the education, skills and training, and crime domains, respectively. Visual review of the IoD mapping identified these two domains as accounting for the greatest amount of deprivation across the county.

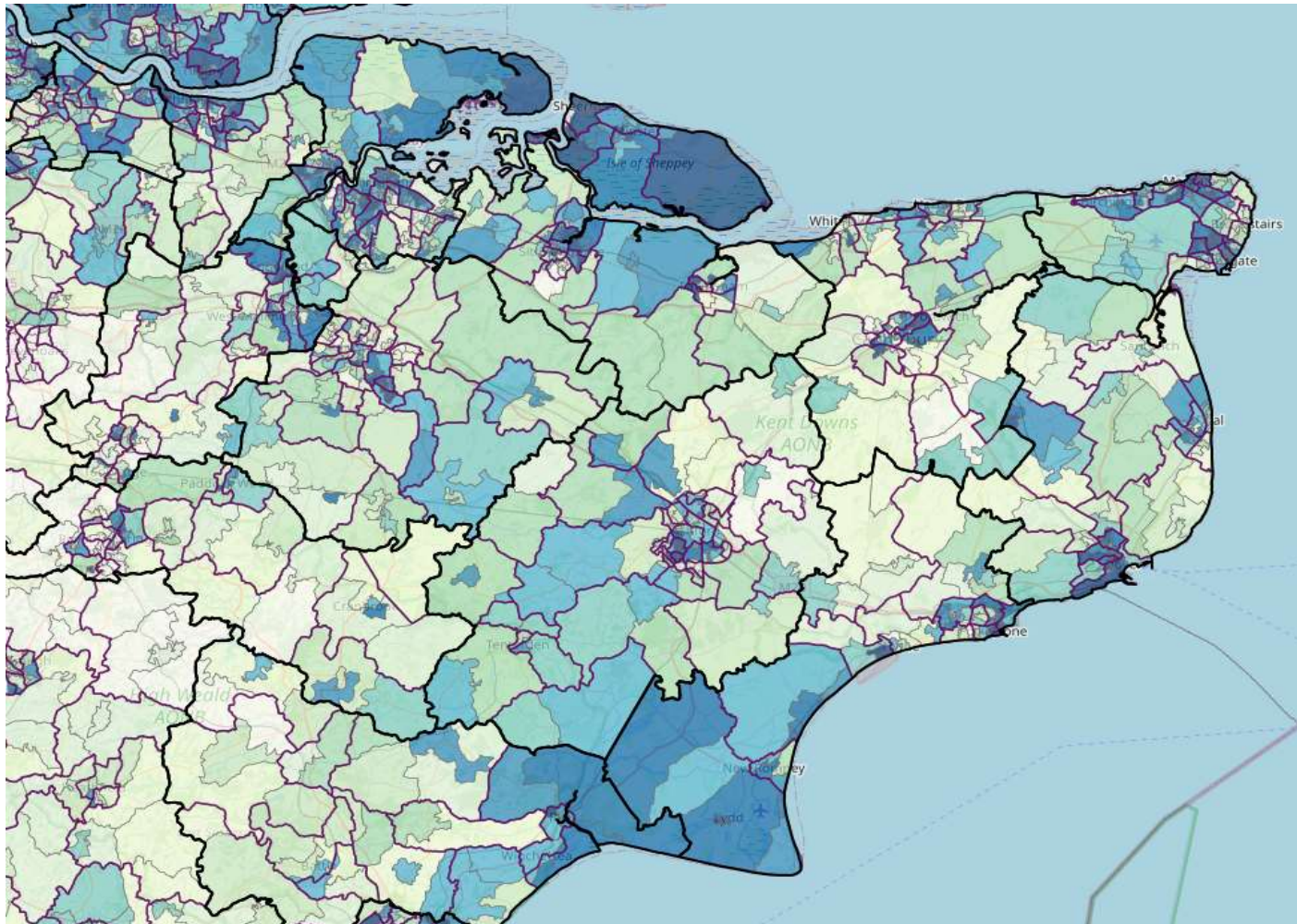
Figure 4-1: Index of Multiple Deprivation (IMD) across Kent



Source: Indices of Deprivation: 2019 and 2015¹³

¹³ Communities.gov.uk (2019) Indices of deprivation 2019 and 2015. 2019 Map Index of Multiple Deprivation filter. Available online at: https://dclgapps.communities.gov.uk/imd/iod_index.html

Figure 4-2: Education, skills, and training deprivation in Kent

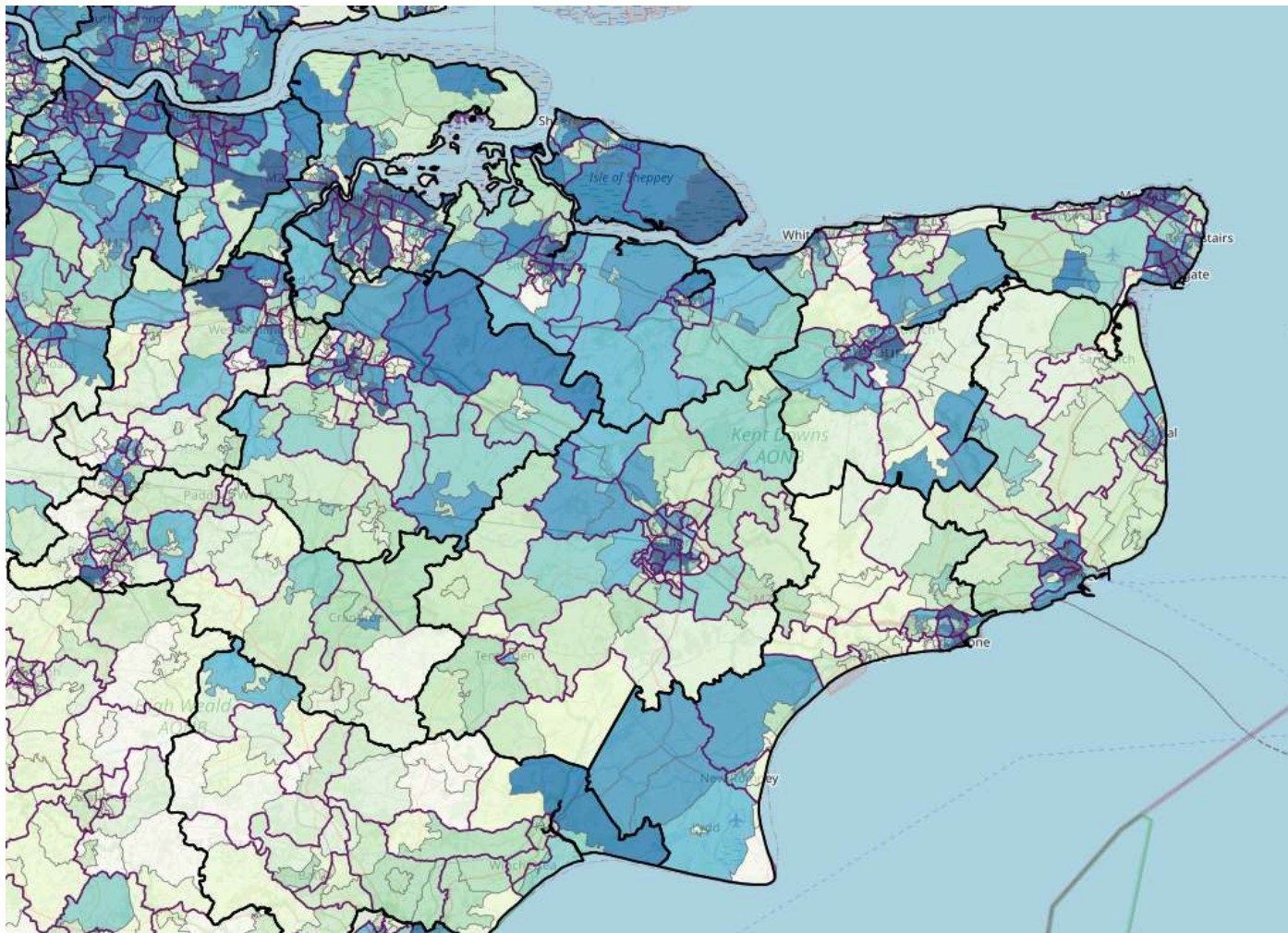


The same areas identified as being deprived under the IMD are evidently also deprived in the education, skills and training domain. The Isle of Sheppey, and nearby Sittingbourne located directly to the south, appear to be experiencing greater deprivation in this domain compared to the IMD. Similarly, the urban areas in neighbouring Medway unitary authority appear to be more deprived in comparison to the IMD.

Source: Indices of Deprivation: 2019 and 2015¹⁴

¹⁴ Communities.gov.uk (2019) Indices of deprivation 2019 and 2015. 2019 Map Index of Multiple Deprivation filter. Available online at: https://dclgapps.communities.gov.uk/imd/iod_index.html

Figure 4-3: Crime deprivation in Kent



A greater range of areas appear to be more deprived in terms of crime, in comparison to the IMD and education, skills and training domain. Of note, the northern central areas of the county, between south-east London, Gravesend, Maidstone and across towards Canterbury and Thanet district, appear to be experiencing greater deprivation in terms of crime. In and around the towns of Canterbury and Ashford there also appears to be more areas experiencing more significant crime deprivation.

Source: Indices of Deprivation: 2019 and 2015¹⁵

¹⁵ Communities.gov.uk (2019) Indices of deprivation 2019 and 2015. 2019 Map Index of Multiple Deprivation filter. Available online at: https://dclgapps.communities.gov.uk/imd/iod_index.html

5. Assessment of impacts

5.1 Appraise the ambition, outcomes, and objectives in terms of their likely impact on protected groups

This section includes the assessment of KCC's Local Transport Plan's ambition, outcomes, and objectives. Utilising the Council's EqIA Risk Matrix Tool, a quantitative score has been assigned to the respective components of the LTP, supported by a qualitative rationale. The Risk Matrix scoring applies for both positive and negative impacts, therefore this has also been specified. Please see Appendix A for an overview of the Risk Matrix Tool, including the formula for generating a score.

5.2 Ambition

The Ambition for the LTP is:

'We want to improve the health, wellbeing, and economic prosperity of lives in Kent by delivering a safe, reliable, efficient, and affordable transport network across the county and as an international gateway. We will plan for growth in Kent in a way that enables us to combat climate change and preserve Kent's environment. We will do this by delivering emission-free travel by getting effective dedicated infrastructure to electrify vehicles, increase public transport use and make walking and cycling attractive. This will be enabled by maintaining our highways network and delivering our Vision Zero road safety strategy. These priorities will ensure our networks are future-proof, resilient and meet user needs.'

Risk Matrix Score: 16, very high impact

(Possible x Serious) + More than 501 people;

$$(3 \times 4) + 4 = 16$$

Rationale:

Possible – It is possible this ambition can be achieved, however, the extent to which it is fulfilled cannot be confirmed at this stage and is highly dependent on what transport interventions are agreed on.

Serious – The implications of this ambition, if successfully achieved, may have serious positive impacts on Kent's residents – improving their health, quality of life, travel experiences, and inducing cost savings when using the transport network.

More than 501 people – The ambition is Kent-wide.

Assessment:

Delivering a safe, reliable, efficient, and affordable transport network will have positive impacts on factors such as road safety figures, journey times, congestion, and accessibility of the transport network. These factors can have disproportionate negative impacts on particular protected characteristic groups; for example young people, in particular males, are overrepresented in road traffic collision figures,¹⁶ journey time delays and congestion can disproportionately cause anxiety and psychological stress for disabled and pregnant transport users,¹⁷ and public transport affordability is an issue that can have significant

¹⁶ www.parliament.uk (2021) Factors that increase young and novice driver crash risk. Available online at: <https://publications.parliament.uk/pa/cm5801/cmselect/cmtrans/169/16905.htm>

¹⁷ Transport Focus (2018) An accessible road network? Available online at: <https://d3cez36w5wymxj.cloudfront.net/wp-content/uploads/2018/11/27122324/An-accessible-road-network-Disabled-user-experience-on-Englands-motorways-and-major-A-roads-FINAL.pdf>

negative impacts on people from deprived backgrounds.¹⁸ Delivering a transport network that mitigates these issues will therefore have a highly positive impacts.

Improvements to health, wellbeing, and economic prosperity resulting from delivery of a safe, reliable, efficient, and affordable transport network may also have a positive impact on protected characteristic groups. Reductions to transport related pollution and emissions may disproportionately benefit the health and wellbeing of older and elderly residents, children, and those with disabilities, who can be more susceptible to transport associated pollution.^{19,20} Boosting economic prosperity will also benefit those suffering from deprivation, in particular income and employment deprivation.

Emission free travel will enable the desired benefits of the ambition to be achieved, by reducing the scale of harmful emission-producing transport systems and reducing car use by promoting public transport and active travel. Increasing public transport use, and the cost and quality of the public transport system, will benefit people from ethnic minority backgrounds, older and elderly people, and women, who are all more likely to be regular public transport users.^{21,22,23}

This ambition is likely to further the aims of the Public Sector Equality Duty in eliminating discrimination, promoting equal opportunities, and fostering good relations by delivering an environmentally friendly, safe, cost-effective transport system to Kent's residents, as well as for those using the transport network to travel through the county.

5.3 Policy outcomes and objectives

Policy Outcome 1: The condition of our managed transport network is brought up to satisfactory levels, helping to maintain safe and accessible travel.

Risk Matrix Score: 12, high impact

(Likely x Moderate) + More than 501 people;

$(4 \times 2) + 4 = 12$

Rationale:

Likely – It is likely that implementation of the LTP will at least maintain safety and accessibility, if not improve it beyond a satisfactory level.

Moderate – Keeping the condition of the transport network at a satisfactory level is unlikely to have a drastic positive impact on any protected characteristic groups.

More than 501 people – The outcome is Kent-wide

Assessment:

Maintaining safe and accessible travel will benefit elderly, disabled, and pregnant users of the transport network who may experience barriers, anxiety, and/or be more susceptible to

¹⁸ NatCen (2019) Transport and inequality: An evidence review for the Department for Transport. Available online at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/953951/Transport_and_inequality_report_document.pdf

¹⁹ Simoni, M. et al., (2015) Adverse effects of outdoor pollution in the elderly. Available online at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4311079/>

²⁰ Makri, A., and Stilianakis, N. I. (2008) Vulnerability to air pollution health effects. Available online at: <https://www.sciencedirect.com/science/article/abs/pii/S1438463907000971>

²¹ Barrett, S et al., (2019) Fair access: Towards a transport system for everyone. Available online at: <https://centreforlondon.org/reader/fair-access/chapter-3/#health-and-wellbeing>

²² Holley-Moore, G and Creighton, H. (2015) The Future of Transport in an Ageing Society. Available online at: https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/reports-and-briefings/active-communities/rb_june15_the_future_of_transport_in_an_ageing_society.pdf

²³ WBG (2020) 2020 WBG Briefing: Public transport and gender. Available online at: <https://wbg.org.uk/analysis/uk-policy-briefings/2019-wbg-briefing-public-transport-and-gender/>

negative sensory and physiological impacts caused by the transport network (i.e., pollution, congestion) compared to other groups.

The scale of impact may be limited due to the statement being to keep the condition of the transport network at 'satisfactory levels.' Evidence has suggested that the quality of Kent's Road network is poor, for example there was an estimated 13,500 potholes present in 2020.²⁴ Young and elderly drivers can face disproportionate negative impacts, such as a lack of confidence when driving, due to poorly managed roads.²⁵

As such, ensuring the condition of KCC's managed transport networks are kept at a satisfactory level is likely to further the aims of the Public Sector Equality Duty in eliminating discrimination, promoting equal opportunities, and fostering good relations between groups.

Policy objective 1A: Achieve the funding necessary to deliver a sustained fall in the value of the backlog of maintenance work over the life of our Local Transport Plan.

Risk Matrix Score: 13, high impact

(Possible x Significant) + More than 501 people;

$$(3 \times 3) + 4 = 13$$

Rationale:

Possible – There will be funding to deliver the LTP, the scale of which will determine whether a sustained fall in the value of the backlog of highways maintenance can be achieved. Kent has also secured additional funding in the past through the Department for Transport Incentive Fund.

Significant – The knock-on effects of delivering highways maintenance works will likely reduce congestion, improve road quality, and boost user confidence.

More than 501 people – The objective is Kent-wide.

Assessment:

The backlog of highways maintenance work in Kent (£464 million in 2021)²⁶, could potentially cause disproportionate negative impacts for some protected characteristic groups. Lack of work to maintain the standard of the road network may lead to it being in a state of disrepair, this can heighten difficulty for private vehicle users such as young, elderly, disabled and pregnant people who are more likely to have low road-confidence. Securing funding to deliver an ongoing fall to the cost of the maintenance backlog, should correspondingly result in improvements to the road network and benefit these groups.

Policy Outcome 2: Support delivery of our Vision Zero road safety strategy through all the work we do.

Risk Matrix Score: 24, very high impact

(Likely x Major) + More than 501 people;

$$(4 \times 5) + 4 = 24$$

²⁴ Britcher, C (2021) Potholes on Kent's roads: Just why are our highways in such a state? Available online at: <https://www.kentonline.co.uk/kent/news/can-we-ever-dig-our-way-out-of-potholes-crisis-245424/>

²⁵ Bizley, D (2010) Elderly motorists need more support. Available online at: https://www.theguardian.com/commentisfree/2010/jul/04/elderly-motorists-driving-safety-roads?CMP=gu_com

²⁶ KCC (2021) Highways Asset Management Plan 2021/22 to 2025/26. Available online at: https://www.kent.gov.uk/_data/assets/pdf_file/0003/124266/Highways-Asset-Management-Plan.pdf

Rationale:

Likely – Consideration of transport safety improvements within the LTP will consequently support the Vision Zero strategy goals of eliminating fatalities and serious injuries on Kent’s roads.

Major – Achieving this outcome and achieving zero fatalities or serious injuries on Kent’s roads, will be a major positive impact.

More than 501 people – The outcome is Kent-wide.

Assessment:

In 2019, there were 4,194 road casualties in Kent, with 61 fatalities and 731 serious injuries, 57% of fatal collisions being in Kent’s rural areas.²⁷ Young male drivers are disproportionately likely to be involved in car crashes²⁸, and there is also a higher representation of over 65s in rural areas²⁹ – these two groups may therefore benefit from this outcome. This action is likely to further the aims of the Public Sector Equality Duty in eliminating discrimination, promoting equal opportunities, and fostering good relations as it aims to help deliver a road network that is safe to use for all.

Policy Objective 2 A): Achieve a fall over time in the volume of people killed or very seriously injured on KCC’s managed road network, working towards the trajectory set by Vision Zero for 2050:

Risk Matrix Score: 19, very high impact

(Possible x Major) + More than 501 people;

$$(3 \times 5) + 4 = 19$$

Rationale:

Possible – Reducing the number of car users by bolstering the public transport and active travel offering in Kent will improve safety on the road network, and a better managed and maintained road network will also increase safety for users. Population growth and local developments may however keep private vehicle usage rates at a level whereby the outlined fatality and serious injury reductions are unattainable.

Major – Reducing fatalities and serious injuries on the road network is a major positive impact.

More than 501 people – The objective is Kent-wide

Assessment:

Some protected characteristic groups including young males and given the rural nature of Kent’s roads elderly people, are more likely to be involved in traffic collisions in the county. Setting quantitative targets for fatality and serious injury reductions is a decisive measure that will help to reduce the high representation of these groups in road traffic collision statistics.

²⁷ KCC (2021) Vision Zero – The Road Safety Strategy for Kent. Available online at: https://www.kent.gov.uk/_data/assets/pdf_file/0015/124521/Vision-Zero-Strategy.pdf

²⁸ Bates, L. J. et al., (2014) Factors contributing to crashes among young drivers. Available online at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4117653/>

²⁹ Gov.uk (2023) Key findings, statistical digest of rural England. Available online at: <https://www.gov.uk/government/statistics/key-findings-statistical-digest-of-rural-england/key-findings-statistical-digest-of-rural-england>

Policy Outcome 3: International travel becomes a positive part of Kent's economy, facilitated by the county's transport network, with the negative effects of international haulage traffic decreased.

Risk Matrix Score: 10, medium impact

(Unlikely x Significant) + More than 501 people;

$$(2 \times 3) + 4 = 10$$

Rationale:

Unlikely – International travel has a significant impact on the transport infrastructure in Kent, on the road and rail networks connecting to northern France and beyond. International travel, particularly by road, has been impacted by congestion issues in recent years, these have often been exacerbated by extremely high traffic flows, post-Brexit complications and lack of border personnel. The issue poses a significant challenge to the LTP, and given the causal factors, it is uncertain to what extent LTP interventions can make international travel a positive part of Kent's economy.

Significant – If achieved, reducing haulage congestion and pollution will benefit Kent's residents who live in areas around the international travel hubs (Dover, Folkestone).

More than 501 people – The outcome is Kent-wide

Assessment:

Promoting international travel to be a positive part of Kent's economy, and decreasing the negative effects of international haulage, will have positive effects for Kent's residents. International travel through Kent comes in two modes, rail (Eurostar), and car (utilising the Channel Tunnel). In recent years, international travel utilising the road network which centres around Dover and Folkestone has seen national attention and media coverage due to congestion, with international freight movements being particularly hampered.³⁰ The large volumes of road traffic associated with international travel around Dover and Folkestone also causes negative impacts associated with pollutant emissions. Two AQMAs (Air Quality Management Areas) are currently declared within Dover, with elevated concentrations of nitrogen dioxide being associated with road traffic, implications of which can have disproportionate negative impacts on young, elderly, disabled and pregnant people. This outcome is likely to further the aims of the Public Sector Equality Duty by eliminating discrimination and promoting equal opportunities for international travel movements using Kent's transport network. The outcome encourages economic prosperity, driven by a reduction in issues associated with international travel in the county, namely HGV (Heavy Goods Vehicles) traffic and associated pollution.

Policy Objective 3 A): Increase resilience of the road network serving the Port of Dover and Eurotunnel by adding holding capacity for HGVs across the southeast region to support establishment of a long term alternative to Operation Brock.

Risk Matrix Score: 16, very high impact

(Possible x Serious) + More than 501;

$$(3 \times 4) + 4 = 16$$

³⁰ Millett, C. (2022) International hauliers vent their frustration as queues return to Dover. Available online at: <https://motortransport.co.uk/blog/2022/05/30/international-hauliers-vent-their-frustration-as-queues-return-to-dover/>

Rationale:

Possible – Adding to HGV holding capacity across the southeast region may increase resilience in the road network serving the Port of Dover and Eurotunnel crossing, however, proximity of these holding locations will be crucial to the impact of this objective. If they are not within a close enough distance to the international entry / exit points, the positive impact may be negligible.

Serious – If successfully implemented, HGV holding spaces have the potential to significantly mitigate congestion issues and traffic delays, consequently reducing stationary traffic emissions and reducing air and noise pollution impacts on local residents.

More than 501 people – The objective may impact road users in Dover, Folkestone, and the wider Kent area.

Assessment:

Provision of increased holding capacity for HGVs across the south east has the potential to reduce existing congestion and pollution caused by slow-moving and stationary HGV traffic. Freight transport in Kent is disproportionately greater than the rest of the UK, with 2.6 million HGV movements through the Port of Dover and 1.6 through the Eurotunnel in 2016.³¹ Reduced congestion and consequent decreased pollution will benefit children, older and elderly people, disabled people, and others with weaker immune systems or other respiratory issues.

Policy Objective 3 B): Increase resilience of the road network servicing the Port of Dover through delivery of the bifurcation strategy including improvements to the M2 / A2 road corridor and its links to the M20 and a new Lower Thames Crossing for traffic towards the north, and utilising further non-road freight opportunities.

Risk Matrix Score: 16, very high impact

(Possible x Serious) + More than 501 people;

$$(3 \times 4) + 4 = 16$$

Rationale:

Possible – Delivery of the KCC bifurcation strategy, providing a secondary primary route via the M2/A2 for traffic travelling towards the Thames and the north, would require significant funding and would also likely involve an extended timescale for delivery. The changing nature of planning policy, influenced by national and global influences regarding climate change, raises questions on the viability of a new primary road route through the county. The viability of such an intervention would be dependent on the benefits of reducing congestion around the Port of Dover against the cost of constructing a new major road.

Serious – Successfully achieving this objective may have highly significant benefits for residents around the Port of Dover, who currently endure the most of negative impacts associated with congestion and pollution from the road network.

More than 501 people – The objective is targeting road users in Kent and further north of the county.

Assessment:

This policy objective has the potential to positively impact individuals and businesses by improving reliability of access to goods and services both within Kent and further afield. This

³¹ KCC (2018) Written evidence submitted by Kent County Council (FAB0018). Available online at: <https://democracy.kent.gov.uk/documents/s85284/KCCHouseofCommonsTransportCommitteeFreightandBrexitInquiryResponseJune2018.pdf>

may help to promote economic growth and create job opportunities for residents, particularly in areas experiencing employment deprivation. Improving traffic flows and road resilience around the heavily congested Port of Dover will also help to reduce emissions, thus improving air quality for local residents, particularly children, elderly, disabled and pregnant people who may be more susceptible to negative air quality impacts.

However, the construction and implementation of the KCC bifurcation strategy may lead to significant disruption and displacement for communities in the affected areas. This could lead to a negative impact on their well-being and quality of life, for elderly and disabled residents who may face more barriers to moving residence if required to. Additionally, the increased traffic from the second primary route may also have adverse effects on air quality and the environment in newly impacted areas; this may disproportionately affect the health of certain groups, such as children, the elderly, and individuals with respiratory conditions.

Policy Outcome 4: International rail travel returns to Kent and there are improved public transport connections to international hubs.

Risk Matrix Score: 13, high impact

(Possible x Significant) + More than 501 people;

$$(3 \times 3) + 4 = 13$$

Rationale:

Possible – The reintroduction of direct Eurostar (or new introduction of Thameslink services) trains from Ashford or Ebbsfleet to Europe is dependent on national policy decisions.

Significant – If reintroduction is achieved, there will likely be significant positive impacts on local residents in terms of increased economic opportunities and tourism. However, this may be in tandem with negative cost impacts, increased local traffic, and connectivity issues with the surrounding road network.

More than 501 people – The outcome will affect people around Ashford and/or Ebbsfleet, as well as existing users of these stations.

Assessment:

Improved public transport connections to international hubs could encourage the use of more sustainable transport options and reduce carbon emissions, leading to benefits for protected characteristic groups who are more vulnerable to the negative impacts of pollution, such as children, the elderly, pregnant women, and disabled people. This policy outcome may also increase opportunities for cultural exchanges and tourism, leading to beneficial social and economic impacts.

However, the cost of implementing this policy outcome could lead to increased fares, which may be a burden for those experiencing deprivation such as low-income households. The increased number of tourists and commuters could lead to overcrowding on public transport, making access more difficult for individuals with mobility impairments, disabilities, or those with pushchairs. There may also be negative environmental impacts, such as increased congestion and air pollution, which could have a disproportionate impact on certain groups, such as children, the elderly, disabled people, and individuals with respiratory conditions.

Policy Objective 4 A): International rail travel returns to Ashford International and Ebbsfleet International stations, supported by the infrastructure investment needed at Kent's stations to ensure they provide secure and straightforward journeys across the UK-EU border within the entry exit system.

Risk Matrix Score: 13, high impact

(Possible x Significant) + More than 501 people;

$$(3 \times 3) + 4 = 13$$

Rationale:

Possible – The reintroduction of direct Eurostar (or new introduction of Thameslink services) trains from Ashford or Ebbsfleet to Europe is likely dependent on national policy decisions.

Significant – If reintroduction is achieved, there will likely be significant positive impacts on local residents in terms of increased economic opportunities, accessibility, and tourism. However, this may be in tandem with negative cost impacts, increased local traffic, and connectivity issues with the surrounding road network.

More than 501 people – The outcome will affect people around Ashford and/or Ebbsfleet, as well as existing users of these stations.

Assessment:

This policy objective could bring about positive impacts such as improved accessibility and connectivity for local residents and economic growth in two deprived areas around Ashford and Ebbsfleet. However, there are also potential negative impacts that need to be considered, including potential cost increases on low-income individuals and families and the potential for overcrowding on the rail network caused by increased demand.

Policy Objective 4 B): A fall in the time it takes by public transport to reach international rail stations compared to conditions in 2023.

Risk Matrix Score: 13, high impact

(Possible x Significant) + More than 501 people;

$$(3 \times 3) + 4 = 13$$

Rationale:

Possible – This objective depends on the nature of the LTP interventions and if they look to target public transport connectivity around Ashford and Ebbsfleet.

Significant – If successfully implemented, increased public transport use to the international travel hubs may reduce traffic congestion, provide cost savings for people, and reduce traffic emissions by lowering car usage rates.

More than 501 people – This objective targets local residents who have the potential to travel to Ashford or Ebbsfleet by public transport.

Assessment:

By improving public transport links and reducing travel times, this policy objective could lead to increased accessibility and economic growth, as well as reduce carbon emissions associated with car-usage. The positive impact of which may have a positive impact on those experiencing deprivation, as well as a positive impact on young, elderly, disabled and pregnant people who can be more susceptible to the negative impacts of air pollution.

However, the cost and implementation of the facilitating public transport infrastructure may lead to increase in travel fares, overcrowding, and re-routing of traffic congestion to different areas of the county. The impacts of which may negatively impact some protected characteristic groups, for example, overcrowding can cause negative impacts on elderly and disabled public transport users who may face accessibility issues, anxiety, and lack of confidence.

Policy Outcome 5: Deliver a transport network that is quick to recover from disruptions and future-proofed for growth and innovation, aiming for an infrastructure-first approach to reduce the risk of highways and public transport congestion due to development.

Risk Matrix Score: 13, high impact

(Possible x Significant) + More than 501 people;

$$(3 \times 3) + 4 = 13$$

Rationale:

Possible – Planning the future of the transport network to avoid congestion and accommodate future development is a common aspiration of local authorities. A well communicated and coherent approach to transport and development activities will be required to achieve this outcome.

Significant – This outcome has the potential to significantly impact protected characteristic groups who are more at risk of the negative impacts of congestion. Furthermore, it may benefit children and young families moving into newly developed areas, who will benefit from utilising a transport network that does not experience high levels of congestion.

More than 501 people – This outcome is Kent-wide.

Assessment:

The positive impacts of this outcome centre around reducing congestion on Kent’s transport network; congestion from cars can cause increased emissions, air, and noise pollution, as well as stress for road users. These impacts can have disproportionate negative impacts on young, elderly, disabled and pregnant people who may have unique physiological or mental vulnerabilities in comparison to the rest of the population. In terms of public transport, congestion often manifests in the form of overcrowding, which can cause excess distress for young, elderly, and disabled passengers – avoiding this will therefore have a positive impact.

Provision of a transport network aiming to cater for future development will also accommodate future population growth, in particular in the older and elderly portions of society.

However, the approach of this outcome taking an infrastructure-first approach to reduce the risk of highways and public transport congestion prioritises emission-producing modes of transport. Active travel arrangements may provide an alternative transport network option to reduce congestion, simultaneously being emission free and promoting healthy lifestyles.

Policy Objective 5 A): Strengthen delivery of our Network Management Duty to deliver the expeditious movement of traffic by using our new moving traffic enforcement powers and modernising the provision of on-street parking enforcement.

Risk Matrix Score: 13, high impact

(Possible x Significant) + More than 501 people;

$$(3 \times 3) + 4 = 13$$

Rationale:

Possible – Network Management Duty is statutory requirement on all local transport authorities, and parking a sometimes delegated, sometimes retained responsibility. Implementing the Network Management Duty is a certain prospect, alongside implementing moving traffic enforcement Powers given KCC has implemented these at some sites already.

Changing responsibility for and the provision of on-street parking to KCC is a possibility however.

Significant – This outcome has the potential to significantly benefit protected characteristic groups who are at risk of poor network performance and its misuse, by improving its management and enforcement of the regulations and rules designed to ensure the network operates effectively and safely. Moving traffic enforcement is being used by KCC to enforce correct use and provide bus priority routes to the benefit of those protected characteristic groups that rely on bus use, potentially due to car use being difficult or not possible due to their characteristic such as a disability. Parking provision directly impacts protected groups including the national provisions for blue badge parking for disabled people. Further detail regarding any specific changes to the moving traffic enforcement on a case-by-case basis, and similarly in respect of modernising on-street parking provision would need to be developed to enable more detailed assessment of equalities impact both to identify positive impacts and risks of negative impacts that could be mitigated.

More than 501 people – This outcome is Kent-wide.

Policy Objective 5 B): Reduce the amount of forecast future congestion and crowding on highways and public transport that is associated with demand from development by securing funding and delivery of our Local Transport Plan.

Risk Matrix Score: 13, high impact

(Possible x Significant) + More than 501 people;

$$(3 \times 3) + 4 = 13$$

Rationale:

Possible – Planning the future of the transport network to avoid congestion and accommodate future development is a common aspiration of local authorities. Securing funding and delivering the Local Transport Plan is dependent on a range of factors.

Significant – This outcome has the potential to significantly benefit protected characteristic groups who are more at risk of the negative impacts of congestion, such as the elderly, disabled and pregnant people.

More than 501 people – This outcome is Kent-wide.

Assessment:

Securing funding and delivering the Local Transport Plan will have the positive impact of reducing highways and public transport congestion if the necessary facilitating interventions are in place. Interventions such as road capacity schemes, junction improvements, and increased service offerings will facilitate less congestion. The benefits of less congestion, on highways and public transport, can benefit young, elderly, disabled and pregnant people who may be more vulnerable to congestion related air and noise pollution.

However, this objective prioritises highways and public transport congestion improvements without appreciation of the benefits of improving the active travel network. Improving the active travel offering will directly lead to less congestion, as well as improve health outcomes for Kent's residents, in particular young people who are more likely to cycle to school or work.

Policy Objective 5 C): The prospects for the future of transport increase across the whole county, with new innovations in transport services having a clear pathway to trial or delivery in Kent.

Risk Matrix Score: 10, medium impact

(Possible x Moderate) + More than 501 people;

$$(3 \times 2) + 4 = 10$$

Rationale:

Possible – The aim of the LTP is to improve the transport environment across Kent, and therefore inherently aims to improve the county’s transport prospects. The degree to which innovative solutions can influence this objective is dependent on the specific interventions of the Plan.

Moderate – The direct link between innovation and outcomes for protected characteristic groups is unconfirmed, however, is certainly dependent on the context of the interventions to which innovation plays a role.

More than 501 people – This objective is Kent-wide

Assessment:

Increasing the prospects for the future of transport across Kent may have positive impacts on protected characteristic groups, however, more detail is required as to the interventions to which new innovations are applied, in order to produce an accurate judgement.

Policy Outcome 6: Journeys to access and experience Kent’s historic and natural environments are improved.

Risk Matrix Score: 12, high impact

(Likely x Moderate) + More than 501 people;

$$(4 \times 2) + 4 = 12$$

Rationale:

Likely – Kent is a predominantly rural county with a plethora of historic sites, any improvements to the transport network should therefore enhance access opportunities to the historic and natural environment in some domain; for example, by provision of quicker access times, more potential modes of access, or new access routes.

Moderate – The impact of having enhanced access to Kent’s historic and natural environment will likely only have a differential impact on some equality groups, for example older and elderly people who may be more frequent users.

More than 501 people – This outcome is Kent-wide.

Assessment:

Provision of quicker methods of access, more options of access, or new access routes will benefit users of historic and natural sites, in particular those protected characteristic groups who are overrepresented in visitor figures, for example older and elderly people.³²

Policy Objective 6 A): Proposals are clearly evidenced in terms of their contribution to providing new, quicker, or more inclusive access to historic and natural environment destinations in the county, with proposals targeting access to such locations where appropriate.

³² Statista Research Department (2021) Frequency of adults visiting heritage sites in England in 2019/20, by age. Available online at: <https://www.statista.com/statistics/648818/heritage-site-visit-frequency-uk-england-age/>

Risk Matrix Score: 13, high impact

(Possible x Significant) + More than 501 people;

$$(3 \times 3) + 4 = 13$$

Rationale:

Possible – Given Kent’s predominantly rural landscape, coupled with a variety of historic sites, it is likely that proposals in the LTP will in some way provide new, faster access. However, the transport mode associated with each intervention, and whether it is determined to be inclusive, is the key factor in the likelihood of it having a benefit.

Significant – If achieved, for example through provision of new, accessible public transport routes to historic or natural destinations, then the impact should be significant, in particular for protected characteristic groups who may not favour private vehicle use.

More than 501 people – This objective is Kent-wide

Assessment:

Provision of new, faster, or more inclusive access to historic and natural environment has the possibility to have a significant positive impact on protected characteristic groups. For example, elderly people may differentially benefit from designated public transport routes to historic sites, as they are overrepresented in public transport usage figures as well as figures for visiting heritage sites in the UK.

However, the conditional phrasing of the objective ‘new, faster, or more inclusive’ may lead to new access routes being provided that are simply road access designed for car users – such interventions will most likely not benefit for protected characteristic groups and may create barriers to access.

Policy Outcome 7: Road-side air quality improves as decarbonisation of travel accelerates, contributing towards the pursuit of carbon budget targets and net zero in 2050.

Risk Matrix Score: 16, very high impact

(Possible x Serious) + More than 501 people;

$$(3 \times 4) + 4 = 16$$

Rationale:

Possible – Achieving this outcome is dependent on the nature of the LTP interventions; if they, for example, target private car use reduction, promote electrification of vehicles and the public transport network, and provide opportunities for more active travel, the outcome will likely be achieved. However, population growth and development in the county is likely to be coupled with increased private vehicle use which will hamper progress towards improving road-side air quality and improving decarbonisation efforts.

Serious – The benefit of improving road-side air quality is significant for a number of protected characteristic groups who are more susceptible to the negative impacts of emissions, particulate matter, and pollution.

More than 501 people – This outcome is Kent-wide.

Assessment:

Several protected characteristic groups, namely older and elderly people, children, disabled people, and pregnant people, are more vulnerable to the negative impacts of road-side emissions and pollution, improving the levels of pollution in pursuit of carbon budget targets and Net Zero, will therefore have widespread impacts.

Policy Objective 7 A): Reduce the volume of carbon dioxide equivalent emissions entering the atmosphere associated with surface transport activity on the KCC managed highway network by an amount greater than our forecast “business as usual” scenario. This means achieving a greater fall than those currently forecast of 9% by 2027, 19% by 2032 and 29% by 2037.

Risk Matrix Score: 16, high impact

(Possible x Serious) + More than 501 people;

$$(3 \times 4) + 4 = 16$$

Rationale:

Possible – Achieving greater than ‘business as usual’ carbon dioxide reductions depends on several factors, including the nature of the LTP interventions, scale of population growth, and future development in the county.

Serious – The benefit of this objective, if achieved, will be significant for several protected characteristic groups who are more vulnerable to the negative impacts of carbon dioxide emissions. Conversely, if not achieved, the ongoing negative impacts will be sustained if not heightened.

More than 501 people – This objective is Kent-wide.

Assessment:

The negative impacts of carbon dioxide emissions can have differential and disproportionate negative impacts on old and elderly people, children, disabled people, and pregnant women – reducing these emissions will therefore have widespread benefits for these groups. Conversely, if not achieved, then although any reduction in carbon dioxide emissions will be beneficial, the scale of the positive impact will be reduced.

Policy Objective 7 B): No area in Kent is left behind by the revolution in electric motoring, with charging infrastructure deployed close to residential areas to reduce barriers to adoption.

Risk Matrix Score: 8, medium impact

(Unlikely x Moderate) + More than 501 people;

$$(2 \times 2) + 4 = 8$$

Rationale:

Unlikely – Kent is a predominantly rural county, with a high number of very small hamlets that are far from a nearby significant population centre. It is unlikely that these locations will be targeted by electric vehicle infrastructure, due to lack of need and there being no cost-benefit to its provision.

Moderate – Provision of electric vehicle infrastructure will not have a direct impact on protected characteristic groups, however, if the provision of facilitating infrastructure is accompanied with increased electric vehicle use, the resultant decrease in harmful emissions will have a benefit, as outlined under objective 7A.

More than 501 people – This objective is Kent-wide.

Assessment:

The direct impact of this objective on protected characteristic groups is negligible, increased electric motoring does not have a direct impact on any protected characteristic group. However, secondary impacts of an increase in electric motoring, for example, reducing harmful emissions associated with fuel-powered cars, will have a disproportionate benefit for some groups.

Policy Objective 7 C): Proposals are clearly evidenced in terms of their contribution to providing lower emissions from transport in Air Quality Management Areas in the county.

Risk Matrix Score: 12, high impact

(Likely x Moderate) + More than 501 people;

$$(4 \times 2) + 4 = 12$$

Rationale:

Likely – Environmental issues, air quality and emission reduction are central to any transport development in the current climate, therefore evidencing how the proposals will contribute to reducing emissions in AQMA's is likely to occur. However, this may not be applicable to all proposals.

Moderate – Evidencing how proposals will target emissions in AQMA's highlights the council's appreciation of the negative impacts emissions can have, and earmarks that real-world change will take place. However, until the proposals are put in place, the scale of benefit cannot be confirmed.

More than 501 people – There are several AQMA's in Kent covering a number of urban areas.

Assessment:

The impact this objective may have on protected characteristic groups is dependent on the delivery of the proposals, and the scale to which previously evidence reductions to emissions in AQMA's is achieved. If successfully attained, such reductions may have differential and disproportionate benefits on old and elderly people, children disabled people, and pregnant women.

Policy Outcome 8: A growing public transport system supported by dedicated infrastructure to attract increased ridership, helping operators to invest in and provide better services.

Risk Matrix Score: 13, high impact

(Possible x Significant) + More than 501 people;

$$(3 \times 3) + 4 = 13$$

Rationale:

Possible – It is possible this outcome will be achieved; however, it cannot be confirmed until the nature of the proposals, and the transport modes they aim to target, are released.

Significant – Increasing public transport options and usage can benefit protected characteristic groups who are more likely to be public transport users, for example old and elderly people, furthermore those experiencing income deprivation may also disproportionately benefit.

Assessment:

Improved public transport services may enhance the accessibility and mobility of individuals, particularly those with limited access to private vehicles, such as low-income households, persons with disabilities, and old and elderly individuals. Furthermore, the increased ridership may generate revenue for operators, which can be reinvested in better services and infrastructure, providing more employment opportunities, and improving service quality. However, the cost of infrastructure development may lead to increased fares, which could disproportionately impact low-income groups.

Policy Objective 8 A): We will aim to obtain further funding to deliver the outcomes of our Bus Service Improvement Plan (or its successor) beyond its current horizon of 2024/25. We will ensure that our Local Transport Plan proposals are clearly evidenced in terms of their contribution towards achieving our Bus Service Improvement Plan.

Risk Matrix Score: 13, high impact

(Possible x Significant) + More than 501 people;

$$(3 \times 3) + 4 = 13$$

Rationale:

Possible – The likelihood of this objective is dependent on the mode of transport each proposal targets, active travel proposals are unlikely to support achievement of the Bus Service Improvement Plan.

Significant – Proposals which do target the achievement of the Bus Service Improvement Plan will likely have significant benefits for some protected characteristic groups as well as low-income individuals and families.

Assessment:

The Bus Service Improvement Plan aims to improve bus transport services in the county, which could enhance the accessibility and mobility of individuals, particularly old and elderly people who are more frequent bus service users. Furthermore, as the improvement plan looks to target increased inclusivity and comfort of bus services, these factors may also benefit disabled passengers who may feel more confident when using services.

Policy Objective 8 B): We will identify and support industry delivery of priority railway stations for accessibility improvements and route improvements to reduce journey times and improve reliability.

Risk Matrix Score: 13, high impact

(Possible x Significant) + More than 501 people;

$$(3 \times 3) + 4 = 13$$

Rationale:

Possible – It is likely that this objective is achieved given that there has and is expected to be a continuation of the government funded programme via Network Rail to invest in and improve accessibility at stations (commonly known as the Access for All programme).

Significant – If achieved improved stations, which are often used by hundreds of thousands of people a year based on average patronage levels for Kent rail stations, should have positive impacts for some protected groups which may be particularly susceptible to challenges of travel created by inaccessible station infrastructure.

More than 501 – This objective is Kent-wide.

Assessment:

This objective may have positive impacts on equality by improving accessibility and public transport services, which can benefit people with disabilities, older people, or those very young who are less physically mobile or capable. The more stations are improved the greater these positive impacts will scale as more journey opportunities become available across the rail network.

Policy Outcome 9: Health, air quality, public transport use, congestion and the prosperity of Kent's high streets and communities will be improved by supporting increasing numbers of people to use a growing network of dedicated walking and cycling routes.

Risk Matrix Score: 16, very high impact

(Likely x Significant) + More than 501 people;

$$(4 \times 3) + 4 = 16$$

Rationale:

Likely – Proposals that target Kent's active travel offering will have a positive impact on public health as more people are likely to start walking and cycling, which will reduce congestion and mitigate the negative impacts of pollution.

Significant – Active travel, and associated infrastructure, has the potential to significantly benefit certain protected characteristic groups, as well as individuals and families experiencing health deprivation.

More than 501 people – This outcome is Kent-wide.

Assessment:

Improving Kent's active travel offering through dedicated walking and cycling routes should promote greater uptake of these modes of travel. Increased opportunity for active travel may be particularly beneficial for young people who can use these methods to access education or employment centres, as well as older and elderly people who can improve their health and quality of life through regular exercise. This outcome may also benefit people experiencing health deprivation by reducing vehicular emissions and the negative health implications associated with them.

Policy Objective 9 A): We will aim to deliver walking and cycling improvements at prioritised locations in Kent to increase activity levels and support Kent's diverse economy, presented in a Kent Cycling and Walking Infrastructure Plan.

Risk Matrix Score: 16, very high impact

(Possible x Serious) + More than 501 people;

$$(3 \times 4) + 4 = 16$$

Rationale:

Possible – The likelihood of this objective being achieved is dependent on the prioritisation of active travel as an important mode of transport in the county.

Serious – If achieved, there may be serious benefits for certain protected characteristic groups; children as well as old and elderly residents may experience health improvements

as an active lifestyle is facilitated, furthermore disabled people and pregnant women may benefit from the secondary effect of reduced vehicular transport emissions.

More than 501 people – This objective is Kent-wide.

Assessment:

Increasing levels of activity for Kent's residents by delivering walking and cycling improvements at designated locations has the potential to benefit protected characteristic groups. Children, as well as old and elderly residents, are likely to benefit by the increased opportunity for physical activity associated with walking or cycling. These groups, as well as disabled people and pregnant women, are also likely to experience secondary benefits in relation to a reduction in harmful vehicle emissions and consequent improvement in health outcomes.

Policy Outcome 10: The quality of life in Kent is protected from the risk of worsening noise disturbance from aviation.

Risk Matrix Score: 16, very high impact

(Possible x Serious) + More than 501 people;

$$(3 \times 4) + 4 = 16$$

Rationale:

Possible – The risk of worsening noise disturbance from aviation in Kent is primarily dependent on whether the proposed Gatwick Airport runway expansion goes ahead. Therefore, the Council's ability to protect residents' quality of life from the risk of worsening noise disturbance is dependent on their ability to prevent the airport expansion.

Serious – Protecting residents from aviation-borne noise disturbance would seriously benefit certain protected characteristic groups. Children, elderly people, and disabled people can have heightened sensitivity to noise disturbances and pollution, which can trigger negative physical and mental reactions.

More than 501 people – This objective is Kent-wide, with particular focus on areas under flight paths and near Gatwick Airport.

Assessment:

Protecting residents' quality of life from the risk of worsening aviation-borne noise disturbance will benefit certain protected characteristic groups who are more susceptible to the impacts of increased noise. Children, older and elderly people, and some disabled people are more likely to have heightened sensitivity to noise, which can lead to health implications if unchecked.

Policy Objective 10 A): Where there is evidence of impacts on our communities, we will make representations on airport expansion proposals and argue for measures to mitigate their effects.

Risk Matrix Score: 16, very high impact

(Possible x Serious) + More than 501 people;

$$(3 \times 4) + 4 = 16$$

Rationale:

Possible – There are several contributing factors that influence the decision as to whether airport expansions are approved, in particular at Gatwick given its scale and international significance. KCC's influence on such decisions, and therefore the extent to which they can

protect Kent's residents from the potential negative impacts of airport expansion, will be in contest with other stakeholders and therefore a 'possible' likelihood has been assigned.

Serious – If achieved, reduction in noise pollution has the potential to seriously benefit certain protected characteristic groups. Children, elderly people, and disabled people can have heightened sensitivity to noise disturbances and pollution, which can trigger negative physical and mental reactions.

More than 501 people – This objective is Kent-wide, with particular focus on areas under flight paths and near Gatwick Airport.

Assessment:

Noise pollution can have disproportionate negative impacts on children, older and elderly people, and disabled people, who may have heightened sensitivity or medical conditions that make loud noise a health issue, with both physical and mental effects being possible. In relation to the proposed airport expansion at Gatwick, preventing increased air traffic would be particularly effective to mitigate the associated negative impacts.

6. Conclusions and recommendations

6.1 Conclusions

This report sets out the approach undertaken to the assessment of equality impacts and demonstrates Kent County Council's due regard to the Equality Act 2010 and Public Sector Equality Duty throughout the development of their Local Transport Plan. It identifies the potential equality impacts associated with the Local Transport Plan policy outcomes and objectives.

If successfully implemented, the LTP should have a variety of positive equality impacts on Kent's residents. Delivery of an efficient, reliable transport system will help accommodate development proposals in the county as well as the forecasted growth in population, particularly the ageing portion of society.

Reducing congestion, at strategic points of the road network where busy interchanges are currently burdened by high traffic volumes, will simultaneously improve resilience, as well as eliminate the disproportionate negative impacts of traffic pollution currently felt by some of Kent's residents. Furthermore, these busy interchanges often serve as the gateway to Europe, and conversely to England for inward travellers; enhancing their performance may facilitate international travel becoming a central part of Kent's economy, and the associated economic benefits as a result.

Achieving emission-free travel may improve equality of opportunity for pollution hotspots across the county. Areas of deprivation that frequently endure the most negative impacts of a congested road network. Provision of improved public transport and active travel options will also aid in achieving emission free travel, whilst improving health and wellbeing outcomes at the same time. Associated reductions in road traffic collisions because of increased public transport and active travel use also serves to foster good relations between the council and residents.

6.2 Recommendations

Detailed EqlAs should be undertaken at detailed design stages of individual recommendations where appropriate. This should incorporate baseline information on the demographics of local residents, existing and potential users of any recommendation and other relevant groups where appropriate.

The EqlA process should start at initial stages of development to ensure proposed interventions maximise positive equality outcomes and, where possible, include appropriate engagement with protected characteristic groups to understand specific requirements.

Evidence shows that affordability is a key barrier for many groups to access transport. Interventions should be developed with affordability considerations for those from protected characteristic groups. This includes payment methods and associated costs of travel.

Many of the recommendations have been based around an evidence base, this work should be expanded to ensure that the needs of those users who will most benefit are understood. Where possible this should include primary research, site assessments, and consultation with protected characteristic groups to understand how to best implement specific interventions.

Appendix A – Kent County Council’s EqIA Risk Matrix Tool

This risk matrix approach can assist in determining the level of risk and impact when undertaking your Equality Impact Assessment (EqIA) – using this tool is not mandatory when inputting your analysis into the EqIA App but may be helpful. It can be used to assess the inherent risk (i.e., the risk which exists as a result of the proposals) and then to assess the residual risk (i.e., the risk that remains once any mitigating actions have been taken into account). You can calculate your overall risk score with the following formula:

$$(\text{Likelihood} \times \text{Impact}) + \text{Number of people affected} = \text{Overall score}$$

←IMPACT →

LIKELIHOOD	Minor (1)	Moderate (2)	Significant (3)	Serious (4)	Major (5)
Very Unlikely (1)	1	2	3	4	5
Unlikely (2)	2	4	6	8	10
Possible (3)	3	6	9	12	15
Likely (4)	4	8	12	16	20
Very Likely (5)	5	10	15	20	25

+ Number of People Affected

No. of people	Score
Fewer than 50	1
51 – 100	2
101 – 500	3
More than 501	4

=

OVERALL SCORE	OVERALL RATING
5 or less	Low impact
6 to 10	Medium impact
11 to 15	High impact
Over 15	Very high/severe impact

