

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

**Directorate / Service: Growth, Environment & Transport / Strategic Planning & Policy**

**Name of decision, policy, procedure, project or service: Kent Rail Strategy 2021**

**Responsible Owner / Senior Officer: Stephen Gasche, Rail Project Manager**

**Version: 2**

**Author: Stephen Gasche**

**Pathway of Equality Analysis (planned):  
CMM 07/09/20, E&TCC 15/09/20, Cabinet 25/01/21**

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

- **Context**

KCC influences rail policy for the Kent rail network through responses to the Department for Transport's (DfT) public consultations on the next concession / contract for the following South Eastern agreement, by setting out proposed enhancements to rail services, rolling-stock and rail network infrastructure. The principal purpose of this new Kent Rail Strategy 2021 is two-fold: to set out KCC's strategic delivery priorities for rail until 2031 so as to advance equality of opportunity for travellers with disabilities, and to influence the train service and rolling-stock fleet specifications which will inform the next South Eastern agreement for the operation of Kent's rail passenger network for at least the next decade.

The Kent Rail Strategy is aligned with national and local transport policies which recognise rail as a key element of Kent County Council's (KCC) transport priorities for the next decade, as well as the need to deliver modal shift of passengers and freight from road to rail, supporting the climate change agenda by reducing carbon emissions and thus contributing to a healthier environment.

- **Aims and Objectives**

To contribute to the determination of the Train Service Requirement (TSR) in the next South Eastern concession / contract in such a way that the rail service in Kent is improved in frequency, capacity and reliability for all who live in or visit the county for business and leisure purposes. The new 'Kent Rail Strategy 2021' sets out these proposed outputs, with the objective of delivering the outcome of a more frequent, more reliable and safer rail service for all. This EqIA therefore aims to ensure that all protected groups benefit from enhancements to the rail service in Kent, and that those most disadvantaged are positively impacted wherever possible.

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- **Summary of equality impact**

The expectation is that the delivery of the proposed outputs and outcomes in the Kent Rail Strategy 2021 would provide a medium level of positive impact for passengers whose mobility is impaired and/or who are elderly, those who may be pregnant or have babies or very young children, and those who are carers.

**Adverse Equality Impact Rating: None**

**Positive Equality Impact Rating: Medium**

**Attestation**

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the Kent Rail Strategy 2021. I agree with risk rating and the actions to mitigate any adverse impact(s) that has / have been identified.

**Head of Service**

Signed:

Name: Tom Marchant

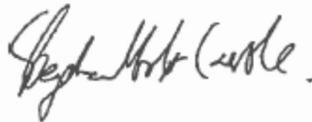


Job Title: Head of Strategic Planning & Policy Date: 23/06/2020

**DMT Member**

Signed:

Name: Stephanie Holt-Castle



Job Title: Interim Director of Environment, Planning & Enforcement Date: 22/06/2020

## **Part 1 Screening**

**Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?**

**Could this policy, procedure, project or service promote equal opportunities for this group?**

Protected Group	Please provide a <u>brief</u> commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqIA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
<b>Age</b>	None	None	None	<p>Medium Positive Impact:</p> <p>The Kent Rail Strategy 2021 will set out proposals to enhance rail services in the county for all, but the delivery of these outcomes would positively impact on the elderly population.</p> <p>KCC's involvement with the DfT, Network Rail and the existing operator Southeastern would seek to ensure that the new concession / contract delivered safer, more frequent and higher capacity rail services, which while benefitting all passengers would especially benefit this protected group.</p>

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				<p>Such rail service improvements would especially benefit their ability to travel for leisure purposes in off-peak periods when trains are less crowded and widen their opportunities to visit family or friends or to attend leisure activities in the county.</p> <p>Off-peak rail fares should also be kept at a reasonable level for internal Kent journeys in off-peak periods, and wider publicity by the rail operator to support the purchase of the annual Senior Railcard would be encouraged, offering 1/3 of all off-peak fares to this protected group.</p>
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<b>Disability</b>	None	None	None	<p>Medium Positive Impact:</p> <p>All trains in Britain have been mandated to be accessible for all since 1 January 2020, and so all existing and new rolling-stock operating in Kent will continue to be accessible to all.</p> <p>Good progress has been made by the existing franchise operator in delivering 'Access for All' stations, with new footbridges with lifts, ramps and other accessible facilities which enable travel by persons with restricted mobility to access trains with ease from any platform.</p> <p>The Kent Rail Strategy 2021 will propose that this programme is increased as and when Government funding is available, with</p>
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				<p>more stations in the county becoming accessible for all in this way. Any such enhancements would also require approval by Network Rail's 'Built Environment Accessibility Panel' (BEAP), which comprises members from a wide range of mobility and disability groups.</p> <p>As a part of this programme, ticket vending machines (TVMs) and signage should be placed at a suitable height to enable passengers with impaired mobility to access station facilities and purchase tickets with ease.</p>
<b>Sex</b>	None	None	None	None

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<b>Gender identity/ Transgender</b>	None	None	None	<p>Medium Positive Impact:</p> <p>There is data from the British Transport Police for rail passengers in Kent (covering all operators and Network Rail) which identifies homophobic crimes targeted at this protected group. The Kent Rail Strategy will identify the importance of safety for all passengers when travelling on trains or using stations in Kent, and this requirement for passenger safety will emphasise the particular need for safety among this and other similar protected groups of passengers. The relevant data is listed in the table in part 2 of the EqIA.</p>
<b>Race</b>	None	None	None	None

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<b>Religion and Belief</b>	None	None	None	None
<b>Sexual Orientation</b>	None	None	None	<p>Medium Positive Impact:</p> <p>There is data from the British Transport Police for rail passengers in Kent (covering all operators and Network Rail) which identifies homophobic crimes targeted at this protected group. The Kent Rail Strategy will identify the importance of safety for all passengers when travelling on trains or using stations in Kent, and this requirement for passenger safety will emphasise the particular need for safety among this and other similar protected groups of passengers. The relevant data is listed in the table in part 2 of the EqIA.</p>

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<b>Pregnancy and Maternity</b>	None	None	None	<p>Medium Positive Impact:</p> <p>The Kent Rail Strategy 2021 will set out proposals for safer, more reliable, higher capacity rail services. Among the groups to positively benefit from these proposals will be those who may be pregnant or have babies or very young children, as travel on less crowded rail services for these groups would be clearly beneficial.</p> <p>The strategy will also advocate greater accessibility for parents and carers with young children and babies using prams and buggies, such as ramps and lifts wherever funding permits, with such improvements requiring approval by Network Rail's BEAP panel representing</p>
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				<p>protected groups with particular travel needs.</p> <p>The new operator would also be encouraged to promote the various railcards, such as the Family Railcard and the Two Together Railcard, either of which would be beneficial to these protected groups by reducing the cost of off-peak rail fares.</p>
<b>Marriage and Civil Partnerships</b>	None	None	None	None
<b>Carer's Responsibilities</b>	None	None	None	<p>Medium Positive Impact:</p> <p>This protected group could benefit positively from the improvements proposed in the 'Kent Rail Strategy 2021' outlined above in the sections relating to the 'Age' and</p>

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				<p>'Disability' protected groups, especially when carers accompany persons in either of these groups on rail journeys. In certain circumstances carers may also benefit from discounted travel when they are travelling in this capacity.</p> <p>The same improvements listed above for those whose mobility is impaired, and for those who are aged, would also benefit carers with caring responsibilities for these protected groups. Any such enhancements to stations would need to be approved by Network Rail's BEAP panel representing protected groups with particular travel needs.</p>
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## **Part 2**

### **Equality Analysis / Impact Assessment**

#### **Protected groups**

None will be negatively impacted

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

The British Transport Police have provided the following data relating to homophobic hate crimes in Kent for the last two policing years:

Policing Year	N. of BTP Notifiable Homophobic Hate Crimes Assigned to Kent	N. of BTP Notifiable Transphobic Hate Crimes Assigned to Kent	N. of BTP Notifiable Hate Crimes (All Strands) Assigned to Kent
2018-19	20	1	123
2019-20	26	0	135

There is no specific data relating to crime on the railway network against any other of the protected groups identified above.

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

The preparation of the 'Kent Rail Strategy 2021' will include an extensive consultation involving all the following public authorities, rail industry stakeholders, rail user and protected groups:

- Rail User Groups - represent many of Kent's rail passengers
- Rail Travellers' Associations
- Southeastern
- Network Rail
- High Speed 1
- Kent MPs
- County Members
- District Councils
- Parish/Town Councils
- Kent Association of Local Councils
- Transport for London
- Community Rail Partnerships
- Rail Future
- KCC Annual Rail attendees
- KCC Disability Staff Group
- KCC LGBTQ+ Staff Group
- KCC Black and Minority Ethnic Forum Staff Group

## **Analysis**

Analysis of the impact of the recommendations in the Kent Rail Strategy 2021 indicates that there will be medium positive impacts for the protected groups indicated.

## **Adverse Impact:**

There will be no adverse impacts at this stage on any protected group.

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**Positive Impact:**

Detailed in table above

**JUDGEMENT****No major change** - no potential for discrimination and all opportunities to promote equality have been taken**Internal Action Required: YES**

There is no potential for adverse impact on particular groups from the outcomes advocated, but to mitigate further any latent risk the preparation of the 'Kent Rail Strategy 2021' will seek input from local user groups, as well as from the KCC Disability, LGBTQ+ and Black & Minority Ethnic Forum Staff Groups.

**Equality Impact Analysis/Assessment Action Plan**

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
<b>Age</b>	As per table above	Engage user groups	Inclusive Strategy	Stephen Gasche	Respond to consultation by Nov 17	None
<b>Disability</b>	As per table above	Engage KCC Disability Staff Group. Lobby DfT for inclusion of 'Access for All' requirement in specification for new SE agreement	Inclusive Strategy	Stephen Gasche	Respond to consultation by Nov 17	None

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<b>Gender identity/ Transgender</b>	As per table above	Engage KCC LGBTQ+ staff group	Inclusive Strategy	Stephen Gasche	Respond to consultation by Nov 17	None
<b>Race</b>	As per table above	Engage KCC Black and Minority Ethnic Forum Staff Group	Inclusive Strategy	Stephen Gasche	Respond to consultation by Nov 17	None
<b>Sexual Orientation</b>	As per table above	Engage KCC LGBTQ+ staff group	Inclusive Strategy	Stephen Gasche	Respond to consultation by Nov 17	None
<b>Pregnancy and Maternity</b>	As per table above	Engage user groups	Inclusive Strategy	Stephen Gasche	Respond to consultation by Nov 17	None
<b>Carer's responsibilities</b>	As per table above	Engage user groups	Inclusive Strategy	Stephen Gasche	Respond to consultation by Nov 17	None

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

Individually no, but the Kent Rail Strategy 2021 itself is, yes, and will therefore be monitored

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

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

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

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