

A view from a local authority

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Today...

- The organisational journey
- What can we learn?

Kent...

- Resident population of just over 1.54 million
- 93.7% of all Kent residents are of White ethnic origin
- 6.3% Black Asian and Minority Ethnic people
- 74% live in urban areas
- 51% female
- Ageing population
- 17.6% people live with disability
- 3% LGB people (2019 South East England)

A picture of Kent



A picture of Kent

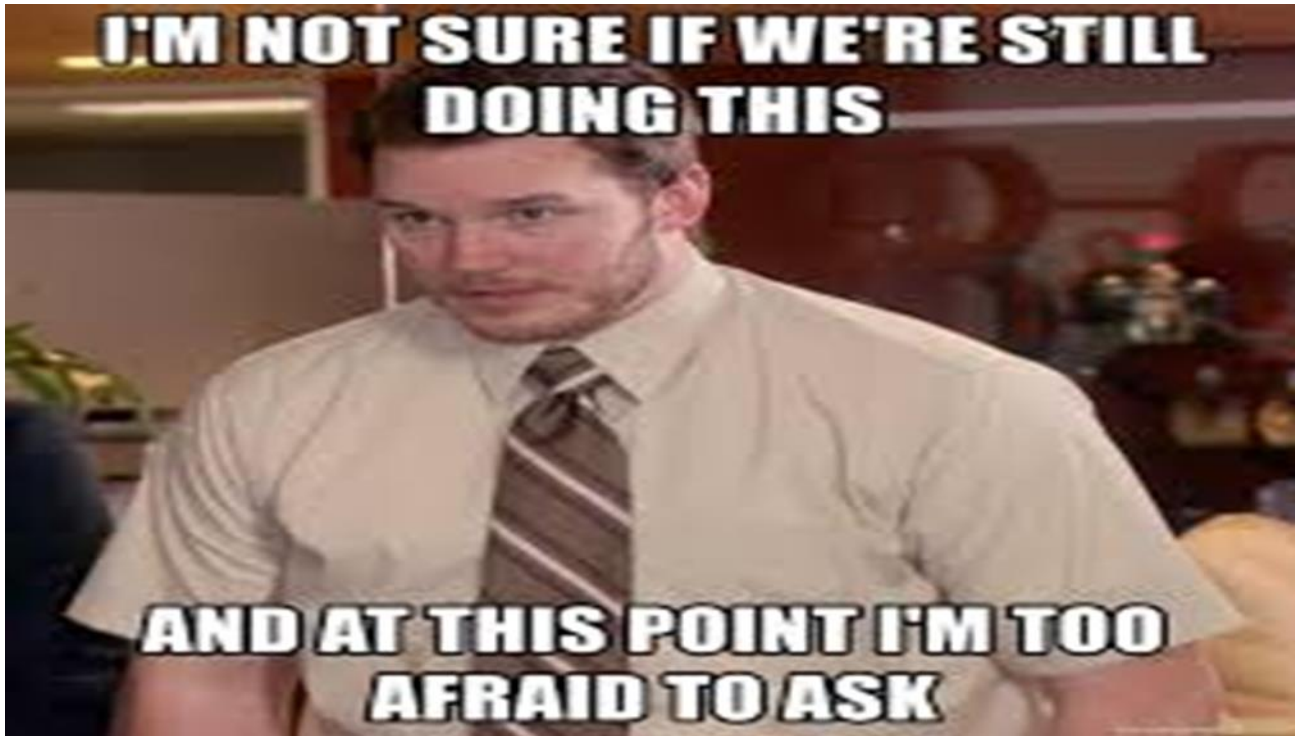


Kent

The Garden of England...

- SEND attainment gap
- Attainment gap between boys and girls
- Rise in Hate Crime
- Approximately 70% of people who die by suicide are male
- Nationally decline in cervical screenings is reflected in some Black Asian and Minority Ethnic communities

Conversations on equality be like...



Legal framework



The Human Rights
Act 1998



The Equality Act
2010



The General duty



The Specific duty

The Equality Act 2010

Public Sector Equality Duty:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between different people when carrying out our activities
- Equality Objectives

Case study: KCC's Equality Journey

- Getting the basics right
- Policy framework and objectives
- Fully embedded?

Our shared ambitions...



Serve our residents



Work together for our communities



Deliver services to be proud of



Empower our staff and leadership



Make the most of our assets and commercial opportunities




Think Digital first and maximise our data

Where will this take you?

**I don't know where I'm going
from here, but I promise it
won't be boring.**

David Bowie

 BrainyQuote

Whose job is it anyway?



Key principles to think about in your journey...

Leadership

Systems

Culture