

Diversity impact assessment

TITLE Name / description of the issue being assessed	Joint Health and Wellbeing Strategy, 2018-2023
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DATE Date the DIA is completed	18/10/2018
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LEAD OFFICER Name, title and dept of person responsible for carrying out the DIA.	David Whiting, Consultant in Public Health
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1 Summary description of the proposed change

- What is the change to policy / service / new project that is being proposed?
- How does it compare with the current situation?

This is an update of the joint health and wellbeing strategy (JHWS). The JHWS is based around the same five themes in the previous strategy and provides an update on key areas that need to be addressed by Medway Council and partners in health and care.

One theme is to reduce health inequalities and there are priorities on reducing the variation in quality of care across Medway.

2 Summary of evidence used to support this assessment

- Eg: Feedback from consultation, performance information, service user records etc.
- Eg: Comparison of service user profile with Medway Community Profile

The strategy is based on evidence from the Joint Strategic Needs Assessment and feedback from consulting with members of the public and professionals in engagement events.

3 What is the likely impact of the proposed change?
Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age		✓	
Disability		✓	
Gender reassignment		✓	

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Marriage/civil partnership			
Pregnancy/maternity		✓	
Race		✓	
Religion/belief		✓	
Sex		✓	
Sexual orientation		✓	
Other (eg low income groups)		✓	

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

The aim of the strategy is to improve health and wellbeing and to reduce health inequalities. This is across a range of groups, where information is recorded and reported (e.g. it is not possible to report on vaccination rates by religion because this information is not recorded). The JHWS should lead to a reduction in inequality between groups.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- What alternative ways can the Council provide the service?
- Are there alternative providers?
- Can demand for services be managed differently?

N/A

6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
N/A		

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7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

Proceed

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director

Date

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC:	phone 2443	email: annamarie.lawrence@medway.gov.uk
C&A (Children's Social Care):	contact your usual P&I contact	
C&A (all other areas):	phone 4013	email: jackie.brown@medway.gov.uk
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