

# Diversity impact assessment

<b>TITLE</b> <i>Name/description of the issue being assessed</i>	<b>Proposals to restructure Alternative Provision in Medway</b>
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<b>DATE</b> <i>Date the DIA is completed</i>	<b>10 June 2019</b>
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<b>LEAD OFFICER</b> <i>Name of person responsible for carrying out the DIA.</i>	<b>David Watkins – Head of Education</b>
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**1 Summary description of the proposed change**

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

As part of the Alternative Provision (AP) Review it recommends that the Local Authority should look at a restructure of all non-independent Alternative Provision in Medway, establishing an all-through integrated AP service on a single site.

To achieve this, the proposal results in a merger between the two state funded AP's in Medway, Will Adams (Local Authority Maintained) and The Rowans an Academy under the Inspiring Change Trust.

The merger will result on the technical closure of Will Adams and the expansion of The Rowans.

Initially the merger may not be possible to locate on a single site and so the two current sites will continue, i.e. the new single provision will operate over split sites until such time as it is possible to co-locate.

**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*

None of the responses received indicated any concerns regarding equality and diversity.

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### 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	Adverse impact	Advance equality	Foster good relations
Age		YES	
Disability	NA	NA	NA
Gender reassignment	NA	NA	NA
Marriage/civil partnership	NA	NA	NA
Pregnancy/maternity	NA	NA	NA
Race	NA	NA	NA
Religion/belief	NA	NA	NA
Sex	NA	NA	NA
Sexual orientation	NA	NA	NA
Other (eg low income groups)		YES	

### 4 Summary of the likely impacts

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

It is expected that any impacts will be positive e.g. the proposals will result in a more streamlined cohesive and coordinated approach to alternative provision. Pupils will benefit from a focussed education dependent upon their circumstances.

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

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

No impacts are expected to be negative, but all responses to the subsequent consultation period will be considered within the criteria set out above to assess any potential negative impacts.

## 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
Monitor responses to statutory representation period	PC	October 2019

## 7 Recommendation

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

- to proceed with the change implementing 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 with the consultation.

## 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 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](mailto:annamarie.lawrence@medway.gov.uk)

C&A: phone 1031 email [paul.clarke@medway.gov.uk](mailto:paul.clarke@medway.gov.uk)

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Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication