

Appendix 2

Diversity impact assessment

TITLE Name / description of the issue being assessed	Castle Concerts analysis and future options
DATE Date the DIA is completed	28 October 2019
LEAD OFFICER Name, title and dept of person responsible for carrying out the DIA.	Paul Cowell, Head of Culture, RCET

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?

That the council withdraw from the direct delivery of the Castle Concerts and work with a third-party to deliver a commercial music concert series in Medway removing the council from future financial risk.

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

Business intelligence has proven that the Castle Concerts has always required public subsidy and that margin are likely to remain. Soft market testing has proven that there are promoters that can and will deliver a new commercial music concert series that could directly replace the Castle Concerts offering a similar programme at no cost to the council.

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			
Disabilty			
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			

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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 proposed approach is not likely to impact on or advance opportunities of any people with protected characteristics more than any other member of the public that have previously attended the Castle Concerts.

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?

The proposal seeks an alternative provider who will create similar experiences that will be open to all residents regardless of their protected characteristic status.

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
Develop contract to ensure diversity and equality and conditions	Paul Cowell	January 2020
Ensure regular contract monitoring includes review of diversity and equality	Paul Cowell	Monthly monitoring
End of contract report to include review of diversity and equality	Paul Cowell	Post event

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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.

To proceed with the change, implementing the Action Plan

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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