

Diversity impact assessment – Appendix 2

TITLE <i>Name/description of the issue being assessed</i>	PROPOSAL TO INCLUDE THE SEVEN PRINCIPLES OF PUBLIC LIFE IN THE EMPLOYEE CODE OF CONDUCT
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DATE <i>Date the DIA is completed</i>	10 January 2020
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LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Samantha Beck-Farley Head of HR
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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?*

Following an Internal audit report on ethics we propose to include The Seven Principles of Public Life into the current Employee Code of Conduct policy. This will align the Employee Code of Conduct to the Member Code of Conduct.

This report covers a proposal to expand, and include fuller descriptions on the Seven Principles of Public Life within Medway Councils Employee Code of Conduct.

- 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 application of this code will be applied to all employees regardless of any individual protected characteristic.

Diversity impact assessment – Appendix 2

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			X
Disability			X
Gender reassignment			X
Marriage/civil partnership			X
Pregnancy/maternity			X
Race			X
Religion/belief			X
Sex			X
Sexual orientation			X
Other (e.g. low income groups)			X

4 Summary of the likely impacts

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

There is no impact on any of the protected characteristic groups.

Diversity impact assessment – Appendix 2

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?*

Not applicable

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
Not applicable		

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.

Not applicable

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 -

Transformation

Carrie McKenzie

Date

10 January 2020

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

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