

## Diversity impact assessment

<b>TITLE</b> <i>Name/description of the issue being assessed</i>	<b>Council Plan 2016/21 2020/21 refresh</b>
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<b>DATE</b> <i>Date the DIA is completed</i>	<b>13 January 2020</b>
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<b>LEAD OFFICER</b> <i>Name of person responsible for carrying out the DIA.</i>	<b>Katey Durkin Head of Finance Strategy</b>
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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?*

The Council Plan is the organisation's overarching business plan, setting out the Council's commitments to achieving certain outcomes during the life of the Plan.

The current Council Plan was agreed in February 2016 and covers the Council's strategic objectives up until 2021. To ensure the Plan remains relevant and focused, the outcomes, programmes, key measures of success and targets are subject to an annual review process. This is the refresh of the Plan for 2020/21.

All Directorates have been consulted as part of this review.

The proposed changes put forward by departments continue to focus service delivery to support the council's key priorities. They do not imply any reduction or cessation in service delivery.

Consequently, it is unlikely that there will be any adverse impact on any protected characteristic groups as a result of these proposals.

**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*

All directorates have been consulted.

CMT have discussed the feedback on at its meetings on 30 October 2019 and virtually in December 2019.

All directorate responses have been incorporated into the summary report which will be considered at Business Support Overview and Scrutiny Committee on 30 January 2020, Cabinet on 4 February 2020 and Full Council on 20 February 2020.

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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		✓	✓
Disability		✓	✓
Gender reassignment		✓	✓
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?*

There is not likely to be any adverse impact on any protected characteristic groups as a result of the proposals.

Each Directorate is expected to ensure that Diversity Impact Assessments are carried out as part of the development of their Divisional and Service planning processes where this results in the changing of policies and processes to reflect the Council plan. This is linked to the annual budget setting process.

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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?

Medway will continue to use the DIA process to assess its decision-making processes to ensure fair and transparent access to services by residents with different equalities requirements.

The accessibility of services provided by Medway will continue to be monitored by the Equalities Access Group and reported as part of the Medway's annual report on 'Delivering Fair & Responsive Services'.

Directorates will continue to monitor indicators not carried forward into the Council Plan 2020/21 and conduct DIAs when carrying out changes in policy.

### 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
No additional actions recommended		

### 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.

Directorates continue to apply the Council Equalities policy, when developing new projects, policies and strategies.

### 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

Phil Watts Chief Finance Officer

Date

January 2020