

# Diversity impact assessment

<b>TITLE</b>
<b>Monuments &amp; Place Names Working Group Outcome Report</b>
<b>DATE</b>
15 December 2020
<b>LEAD OFFICER.</b>
Perry Holmes
<b>1 Summary description of the proposed change</b> What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?
The proposal to Cabinet is the Sir John Hawkins Car Park be renamed (on the recommendation of the Monuments and Place Names Working Group) to St John's Car Park.
<b>2 Summary of evidence used to support this assessment</b> Eg: Feedback from consultation, performance information, service user. Eg: Comparison of service user profile with Medway Community Profile
The deliberations of the Working Group are set out in the Outcomes Report

<b>3 What is the likely impact of the proposed change?</b> 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 <b>(insert Yes when there is an impact or No when there isn't)</b>
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Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
<b>Age</b>	No	Yes	Yes
<b>Disability</b>	No	Yes	Yes
<b>Gender reassignment</b>	No	Yes	Yes
<b>Marriage/civil partnership</b>	No	Yes	Yes
<b>Pregnancy/maternity</b>	No	Yes	Yes

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Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
<b>Race</b>	No	Yes	Yes
<b>Religion/belief</b>	No	Yes	Yes
<b>Sex</b>	No	Yes	Yes
<b>Sexual orientation</b>	No	Yes	Yes
<b>Other (eg low income groups)</b>	No	Yes	Yes

#### 4 Summary of the likely impacts

Who will be affected?  
How will they be affected?

If the name of the car park is changed, those members of the community with apprehensions about the links of Sir John Hawkins to the slave trade, will be content that the Council has considered their concerns and acted.

#### 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 with the Change.**

## **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**

Perry Holmes

### **Date of authorisation**

19 November 2020