

# Diversity impact assessment

<b>TITLE</b> Name / description of the issue being assessed	Voluntary Sector Task Group Cabinet Recommendations
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<b>DATE</b> Date the DIA is completed	4/12/2020
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<b>LEAD OFFICER</b> Name, title and dept of person responsible for carrying out the DIA.	Scott Elliott Head of Health and Wellbeing Services Public Health
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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?

Cabinet are being asked to approve three recommendations to strengthen the existing relationship with the Voluntary and Community Sector (VCS) in Medway. These include approval for officers to develop a business case to create a voluntary sector liaison post, developing a written document between the Council, NHS and VCS that signifies its commitment to work in partnership and developing a social value policy and climate change partnership with the NHS and the VCS.

These are all new recommendations and enhance the current situation between the council, NHS and voluntary sector in Medway.

**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

These recommendations are based on a comprehensive review of the voluntary sector through a members scrutiny group. This involved a survey to the wider voluntary sector groups and representation from a number of VCS leaders.

**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			✓
Disability			✓
Gender reassignment			✓

# Diversity impact assessment

<b>Marriage/civil partnership</b>			✓
<b>Pregnancy/maternity</b>			✓
<b>Race</b>			✓
<b>Religion/belief</b>			✓
<b>Sex</b>			✓
<b>Sexual orientation</b>			✓
<b>Other (eg low income groups)</b>			✓

#### 4 Summary of the likely impacts

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

The VCS have a strong track record of supporting residents with the above protected characteristics and Medway has some excellent organisations that do this on a daily basis. By adopting the above recommendations will allow the council to strengthen its relationship with these organisations.

#### 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?

No adverse impacts have been identified.

#### 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
If the recommendations are approved, Council officers will work closely with VCS partners through the strategic recovery cell to foster these relations	Scott Elliott	4/12/21

## 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**

James Williams

**Date**

4/12/20

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

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