

Diversity impact assessment

TITLE <i>Name/description of the issue being assessed</i>	Pay Negotiations 2021/2022		
DATE <i>Date the DIA is completed</i>	18 January 2021		
LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Samantha Beck-Farley Head of HR Services		
1 Summary description of the proposed change <ul style="list-style-type: none"> • <i>What is the change to policy/service/new project that is being proposed?</i> • <i>How does it compare with the current situation?</i> 			
The report updates members on the pay negotiations for implementation in April 2021			
2 Summary of evidence used to support this assessment <ul style="list-style-type: none"> • <i>Eg: Feedback from consultation, performance information, service user records etc.</i> • <i>Eg: Comparison of service user profile with Medway Community Profile</i> 			
TU's are engaged and informed at all stages of the pay negotiations process.			
3 What is the likely impact of the proposed change? <i>Is it likely to :</i> <ul style="list-style-type: none"> • <i>Adversely impact on one or more of the protected characteristic groups?</i> • <i>Advance equality of opportunity for one or more of the protected characteristic groups?</i> • <i>Foster good relations between people who share a protected characteristic and those who don't?</i> <p style="text-align: right; font-size: small;"><i>(insert ✓ in one or more boxes)</i></p>			
Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age			X
Disabilty			X
Gender reassignment			X
Marriage/civil partnership			X

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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 <ul style="list-style-type: none"> Who will be affected? How will they be affected? 			
<p>There is no impact on any of the protected characteristic groups as a further DIA will be conducted depending on how the award is made.</p>			
5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations? <ul style="list-style-type: none"> Are there alternative providers? What alternative ways can the Council provide the service? Can demand for services be managed differently? 			
<p>Not applicable</p>			
6 Action plan <ul style="list-style-type: none"> 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			

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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 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
Samantha Beck-Farley**

Date **18 January 2021**

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