

Diversity impact assessment

TITLE
Council Strategy and Council Plan Refresh 2021/22
DATE
January 2021
LEAD OFFICER.
Lesley Jones. Corporate Performance Lead.
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?
<p>The Council Strategy sets out the Council's key priorities, the outcomes we expect to achieve and the programmes that will deliver. The Council Plan is the delivery plan which sets out the measures that will be used to track performance against the Council's key priorities.</p> <p>To ensure the Strategy and Plan remain 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 2021/22.</p>
2 Summary of evidence used to support this assessment
Eg: Feedback from consultation, performance information, service user. Eg: Comparison of service user profile with Medway Community Profile
<p>All directorates have been consulted. Covid19 workstreams have also been consulted.</p> <p>Corporate Management Team discussed the feedback in December 2020.</p> <p>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.</p> <p>Consequently, it is unlikely that there will be any adverse impact on any protected characteristic groups because of these proposals.</p>
3 What is the likely impact of the proposed change?
<p>Is it likely to:</p> <p>Adversely impact on one or more of the protected characteristic groups</p> <p>Advance equality of opportunity for one or more of the protected characteristic groups</p> <p>Foster good relations between people who share a protected characteristic and those who don't</p> <p>(insert Yes when there is an impact or No when there isn't)</p>

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Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	No	Yes	Yes
Disability	No	Yes	Yes
Gender reassignment	No	Yes	Yes
Marriage/civil partnership	No	Yes	Yes
Pregnancy/maternity	No	Yes	Yes
Race	No	Yes	Yes
Religion/belief	No	Yes	Yes
Sex	No	Yes	Yes
Sexual orientation	No	Yes	Yes
Other (eg low income groups)	No	Yes	Yes

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 because 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.

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?

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The Council 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 the Council will continue to be monitored by the Equalities Board and reported as part of the Council's annual report on 'Delivering Fair & Responsive Services'.

Directorates will continue to monitor performance measures not carried forward into the Council Plan 2021/22 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 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.

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 the relevant Service Plan and monitored

Assistant Director

Phil Watts. Chief Finance Officer.

Date of authorisation

January 2021