

Diversity impact assessment

TITLE Name / description of the issue being assessed	Kent Downs Area of Outstanding Natural Beauty Management Plan Review
--	--

DATE Date the DIA is completed	10 March 2021
--	---------------

LEAD OFFICER Name, title and dept of person responsible for carrying out the DIA.	Catherine Smith Planning Manager – Policy, Planning Service
---	--

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 Kent Downs Area of Outstanding Natural Beauty (AONB) management plan sets out policy for the conservation and enhancement of the natural beauty of the landscape. This Management Plan Review largely reflects the current adopted plan, with some updates to reflect policy and wider contextual changes. This includes a greater recognition of diversity considerations.

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

The Kent Downs AONB Unit carried out an Equality Analysis/Impact Assessment for the Management Plan Review. This concluded that no adverse impacts were found. It was published with the consultation document at:
https://kccconsultations.inconsult.uk/qf2.ti/-/1092162/76255941.1/PDF/-/KD_AONB_Management_Plan_EqIA_V5_27Feb2020_Signed_SHC.pdf

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

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?

The primary purpose of the management plan is to conserve and enhance the landscape of the AONB. It also recognises the needs of land-based and rural industries and the economic and social needs of local communities.

The plan does not favour any particular social groups, and makes explicit reference to the need to ensure that all people have opportunities to enjoy the AONB, and promotes wider access. There is no evidence of differential impact arising from the management plan.

Wide consultation has been carried out on the AONB management plan, including representatives of access groups and minority ethnic organisations, to understand any issues that may be experienced by different community groups. The needs of different groups have been considered in preparing the Management Plan Review.

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

Diversity impact assessment

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
Review impacts in line with further revisions to Management Plan.	AONB Unit	2025

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.

No adverse impacts have been identified and it is recommended to adopt the AONB Management Plan Review.

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

Date

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

RCC:	phone 2406	email: annamarie.lawrence@medway.gov.uk
C&A:	phone 1173	email: michael.hood@medway.gov.uk
BSD:	phone 2472	email: lesley.jones@medway.gov.uk
PH:	phone 2636	email: david.whiting@medway.gov.uk