

Diversity impact assessment

TITLE Name / description of the issue being assessed	Education Strategic Framework – School Effectiveness Strategy, Education Strategy
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DATE Date the DIA is completed	13 August 2021
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LEAD OFFICER Name, title and dept of person responsible for carrying out the DIA.	Chris Kiernan, AD Education & SEND
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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?

The strategies seek to formalise the Council’s interpretation of statutory guidance and responsibilities that the Council is already following. There is a change to ‘policy’ in as much as we have not had either strategy before – therefore the existence of a strategy is compared to not having one before.

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

Consultation with the Regional Schools Commissioner, Head Teachers and Portfolio Holders has been undertaken. As mentioned above the aim is to formalise the role of the Council that has not differed or varied.

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		X	
Disability		X	
Gender reassignment			X
Marriage/civil partnership			X
Pregnancy/maternity			X
Race		X	

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Religion/belief		X	
Sex		X	
Sexual orientation			X
Other (eg low income groups)		X	

4 Summary of the likely impacts

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

The stakeholders of the strategy are likely to be council officers, school staff, the wider public and the current participants within Medway Education System.

They will be effected positively due to the establishment of a strategy outlining the Council's role for Medway's Education system amongst its partners and other stakeholders.

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		

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.

For the Cabinet to approve the strategy.

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

Chris Kiernan

Date

16 August 2021

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

RCC:	phone 2443	email: annamarie.lawrence@medway.gov.uk
C&A (Children's Social Care):	contact your usual P&I contact	
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