

Diversity impact assessment

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|---|-----------------------------------|
| TITLE <i>Name/description of the issue being assessed</i> | Pay Negotiations 2022/2023 |
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|---|-------------------------|
| DATE <i>Date the DIA is completed</i> | 30 November 2021 |
|---|-------------------------|

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| LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i> | Samantha Beck-Farley Head of HR Services |
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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 report updates members on the pay negotiations for implementation in April 2022

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*

TU's are engaged and informed at all stages of the pay negotiations process.

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 | Adverse impact | Advance equality | Foster good relations |
|---------------------------------|----------------|------------------|-----------------------|
| Age | | | X |
| Disability | | | X |

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|--------------------------------|--|--|---|
| | | | |
| Gender reassignment | | | X |
| Marriage/civil partnership | | | X |
| 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

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

There is no impact on any of the protected characteristic groups as any agreed pay award will be applied in accordance with MedPay terms and conditions of employment.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- *Are there alternative providers?*
- *What alternative ways can the Council provide the service?*
- *Can demand for services be managed differently?*

Not applicable

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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 |
|----------------|------|-------------------------|
| Not applicable | | |
| | | |
| | | |

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 **Neil Davies**

Date **30 November 2021**

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

RCC: phone 2443 email: annamarie.lawrence@medway.gov.uk
 C&A: phone 1031 email: paul.clarke@medway.gov.uk
 BSD: phone 2472 or 1490 email: corppi@medway.gov.uk
 PH: phone 2636 email: david.whiting@medway.gov.uk

Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication