

Diversity impact assessment

TITLE
MOSAIC - CHILDREN'S URGENT FORMS DEVELOPMENT
DATE
18 th October 2022
LEAD OFFICER.
Donna Marriott, Assistant Director, Children's Social Care
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 proposal is a change to the Children's Social Care Mosaic case management system. Redesigning and replacing existing forms and output reports within that system. There are no policy changes or changes to service.
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
There is no change in policy or service. This is a system change.

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 Yes when there is an impact or No when there isn't)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	No	No	No
Disability	No	No	No
Gender reassignment	No	No	No
Marriage/civil partnership	No	No	No
Pregnancy/maternity	No	No	No
Race	No	No	No

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Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Religion/belief	No	No	No
Sex	No	No	No
Sexual orientation	No	No	No
Other (eg low income groups)	No	No	No

4 Summary of the likely impacts

Who will be affected?
How will they be affected?

There is no change in policy or service. This is a system change.

The system change will simplify practice which all protected characteristic groups will benefit from should they have any involvement with social work practitioners.

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?

There are no adverse impacts for groups with protected characteristics resulting from this change. There is no change in policy or service. The simplifying of practice resulting from the system changes may make for clearer understanding of plans for all those in protected characteristic groups.

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
None – no adverse impacts	n/a	n/a

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<p>7 Recommendation</p> <p>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</p> <p>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.</p> <p>That the proposed change goes ahead.</p>
<p>8 Authorisation</p> <p>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</p>
<p>Assistant Director</p> <p>Donna Marriott, Assistant Director Children’s Social Care</p>
<p>Date of authorisation</p> <p>15-08-2022</p>