

Diversity impact assessment

TITLE <i>Name/description of the issue being assessed</i>	Pay Negotiations 2023/2024
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DATE <i>Date the DIA is completed</i>	24 January 2023
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LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Samantha Beck-Farley Chief Organisational Culture Officer
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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 2023

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
Disabilty			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 a further DIA will be conducted depending on how the award is made.

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

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
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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*

Head of HR

Samantha Beck-Farley

Date

24 January 2023

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