

Diversity impact assessment

TITLE
Children and Young People's Plan
DATE
February 2023
LEAD OFFICER.
Sue Brunton-Reed Head of Special Projects and Improvement
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 plan sets out the overarching objectives for children and young people in Medway, and provides a strategic direction for all partners in the development of their service plans. The outcomes and measures of success will be subject to annual reporting and review. The plan is consistent with the People's Strategy for Medway
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
Partners have been consulted through the Improvement Board. Corporate Management Team have reviewed and agreed the document. Children and young people have been extensively engaged through the Child Friendly Medway programme. The Plan supports the council's key priorities and does not imply any reduction or cessation in service delivery. It is unlikely that there will be any adverse impact on any protected characteristics as a result of implementing the plan.

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	Yes	Yes
Disability	No	Yes	Yes
Gender reassignment	No	Yes	Yes

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Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Marriage/civil partnership	No	Yes	Yes
Pregnancy/maternity	No	Yes	Yes
Race	No	Yes	Yes
Religion/belief	No	Yes	Yes
Sex	No	Yes	Yes
Sexual orientation	No	Yes	Yes
Other (eg low income groups)	No	Yes	Yes

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

There is not likely to be any adverse impact on any protected characteristic groups as a result of implementing the plan.

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?

The Council will continue to use the DIA process to assess its decision making and ensure fair and transparent access to services by residents with different equalities requirements.

The accessibility of services provided by the Council will continue to be monitored by the Equalities Board and reported as part of the Council's annual report on 'Delivering Fair and Responsive Services'.

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
No additional actions recommended.		

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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>Directorates continue to apply the Council Equalities policy when developing any new plans, policies or strategies.</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>Director</p> <p>Dr Lee Anne Farach Director of People</p> <p>Date of authorisation</p>
