

# Diversity impact assessment

<b>TITLE</b> <i>Name/description of the issue being assessed</i>	<b>Proposals to amend the Education Travel Assistance Policy</b>
<b>DATE</b> <i>Date the DIA is completed</i>	<b>4 April 2023</b>
<b>LEAD OFFICER</b> <i>Name of person responsible for carrying out the DIA.</i>	<b>Paul Clarke – Strategic Head of Education - Planning and Access</b>

**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 proposed changes will result in the ETAP facilitating a more effective policy, which promotes and supports independence in Medway’s young people.**

**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*

**As part of the formal consultation all responses received will be taken into consideration and reported as part of the determination process, when a revised DIA will be presented to cabinet alongside the outcomes of consultation report (July 2023) .**

**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	NA	NA	Yes
Disabilty	NA	Yes	Yes
Gender reassignment	NA	NA	NA
Marriage/civil partnership	NA	NA	NA

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Pregnancy/maternity	NA	NA	NA
Race	NA	NA	NA
Religion/belief	NA	NA	NA
Sex	NA	NA	NA
Sexual orientation	NA	NA	NA
Other (eg low income groups)		YES	

#### 4 Summary of the likely impacts

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

The proposals will promote and support independence for the young people with SEND across Medway.

#### 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?*

No impacts are expected to be negative, but all responses to the subsequent consultation period will be considered within the criteria set out above to assess any potential negative impacts.

#### 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
Monitor responses to statutory consultation period which will determine if, and how the proposals are taken forward.	PC	June 2023

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## **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.*

To update the DIA, as necessary and appropriate, following the outcomes of the consultation period

## **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**

**Date**