

Diversity impact assessment

TITLE
Medway Adult Education Accountability Agreement
DATE
14/07/2023
LEAD OFFICER.
Daniel Ratcliff, Head of Skills, Employment & Adult Education
1 Summary description of the proposed change
<p>A new Accountability Agreement has been written to be submitted to the Department for Education as part of Medway Adult Education’s annual grant agreement.</p> <p>It brings together and demonstrates our key strands of activity that meet national and local priorities.</p>
2 Summary of evidence used to support this assessment
<p>Due to the time restrictions only low level consultation took place, largely within Medway Council, but also with MidKent College. Responses were positive, and there was alignment on a number of aspects with MidKent College’s agreement.</p> <p>It has been written in accordance with the accountability agreement guidance.</p>

<p>3 What is the likely impact of the proposed change?</p> <p>Is it likely to:</p> <p>Adversely impact on one or more of the protected characteristic groups</p> <p>Advance equality of opportunity for one or more of the protected characteristic groups</p> <p>Foster good relations between people who share a protected characteristic and those who don’t</p> <p>(insert Yes when there is an impact or No when there isn’t)</p>
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Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	No	No	No
Disability	No	Yes	No
Gender reassignment	No	No	No
Marriage/civil partnership	No	No	No
Pregnancy/maternity	No	No	No

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

4 Summary of the likely impacts

The agreement is for everyone and has a particular focus on how we can support learners from groups with protected characteristics. The agreement ensures there will be even greater attempts at inclusivity for all which will be led by data.

MAE are already particularly focused on supporting those with disabilities, those who don't have English as their first language and those on low income, or receiving benefits. MAE are seeking to target areas of deprivation as part of the agreement.

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

There are no adverse impacts anticipated.

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
Review data dashboards for equality of delivery quarterly	DR	31/08/2024
Equality & Diversity data regularly provided to curriculum staff	HR	31/08/2023
Quality of teaching and learning assessed to ensure inclusivity	JB	31/08/2023

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7 Recommendation
It is recommended to proceed with the approval of the MAE Accountability Agreement and implement the DIA action plan.
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 the relevant Service Plan and monitored
Assistant Director
Date of authorisation
14/07/2023