

Diversity impact assessment

TITLE One Medway Council Plan 2024-2028

DATE March 2024

LEAD OFFICER. Nicola Trainor, Head of Council Planning & Programmes

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 One Medway Council Plan is the organisation's overarching business plan, setting out the Council's commitments to achieving certain outcomes during the life of the Plan. The One Medway Council Plan 2024-2028 will replace the existing 2023/24 plan. The Council Plan acts as the primary framework for setting the direction and vision of the Council over the medium term (e.g. the next 5 years).

There will be 5 new strategic priorities:

- Delivering quality social care and community services
- Benefitting from good education, quality jobs and a growing economy
- Enjoying clean, green, safe and connected communities
- Improving health and wellbeing for all
- Living in good quality and affordable homes

Underneath the priorities will be several sub-priorities and KPI indicators to measure progress against the plan over the next 5 years.

To underpin the One Medway Council Plan, the strategic priorities are carried all the way through the organisation to individual employee's performance appraisal. This is referred to as 'the golden thread'. The golden thread ensures there is a clear link between the priorities and values which Councillors and the senior management team have set for the organisation, and the work undertaken by individual members of staff.

As part of this process service managers will be expected to complete DIAs for any policy changes resulting from the service plan review process.

There is a separate refresh of the Council's Our Values and Behaviours.

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

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All directorates have been consulted and Service Managers and Corporate Management team have been engaged with and contributed to the One Medway Council Plan.

Public consultation on the proposed One Medway Council Plan took place between 18 January 2024 and 11 February 2024 with 318 responses submitted.

The majority of respondents to the public consultation completed the survey as an individual, of those individuals 43% were male and 48% female and of those 73% were white, 8% preferred not to say, and 28% of respondents have a long-standing health problem or disability. The majority of respondents were aged 55-64 – 27%, followed by 45-54 – 20% and 65-74 – 17%). 28% of respondents had a disability. The majority of respondents lived in Chatham (28%), then Gillingham (19%), Rainham (13%) and Rochester (12%).

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 |
| 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?

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There is unlikely to be any adverse impact on any protected characteristic groups because of the proposals.
Each Directorate is expected to ensure that Diversity Impact Assessments (DIAs) are carried out as part of the development of their Divisional and Service planning processes where this results in the changing of policies and processes to reflect the One Medway Council Plan and for any supporting strategies.

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 processes to 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 & 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 | | |

7. Recommendation

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
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.

Directorates continue to apply the Council Equalities policy, when developing new projects, policies, and strategies.

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