

Diversity impact assessment

TITLE Name / description of the issue being assessed	Employee Engagement Survey 2024 results
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DATE Date the DIA is completed	27/08/2024
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LEAD OFFICER Name, title and dept of person responsible for carrying out the DIA.	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 staff survey takes place regularly. By splitting into key sections we are able to track and compare progress over time and put in place actions to make improvements where appropriate.

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

The summary of evidence we use are the results of the 2024 and 2022 staff surveys.

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 (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age		✓	✓
Disabilty		✓	✓
Gender reassignment		✓	✓
Marriage/civil partnership		✓	✓
Pregnancy/maternity		✓	✓
Race		✓	✓

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Religion/belief		✓	✓
Sex		✓	✓
Sexual orientation		✓	✓
Other (eg low income groups)		✓	✓

4 Summary of the likely impacts

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

By analysing results and taking improvements cations where appropriate the staff survey is likely to advance equality and foster relations.

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?

Directorates will review their results and take action to make improvements where appropriate.

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
Results shared with CMT	SBF	Complete
Staff drop in sessions held	SBF	Complete
Directorates reviewing their results	Directors	In progress

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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 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.

The recommendation is that the Employee Matters Committee note the results of 2024 Employee Engagement Survey.

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

**Chief Organisational
Culture Officer**

Samantha Beck-Farley

Date

27/08/2024