

Diversity impact assessment

TITLE
Recruitment Strategy 2024-2026
DATE
22 August 2024
LEAD OFFICER
Joanne Budd Head of Talent & Development
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?
This is a completely new Recruitment Strategy for the organisation, with a two year action plan, to lay the foundations for successful progression in key areas from 2026. This identifies the improvements required to the current recruitment systems and processes, as well as our attraction strategies, to future proof the organisation, address any workforce imbalances (and under representation) and lead us forward to become an 'employer of choice'.
2 Summary of evidence used to support this assessment
E.g. Feedback from consultation, performance information, service user. E.g. Comparison of service user profile with Medway Community Profile
Research into current status of our workforce. Research into recruitment best practice and attraction strategies. Feedback from Council wide workshops, run by the Business Change team, attended by recruiting managers in the organisation, plus staff working in teams within HR Services to understand the system issues and frustrations. The Trade Unions have also been engaged with the development of the draft.

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		Y	Y

Diversity impact assessment

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Disability		Y	Y
Gender reassignment			Y
Marriage/civil partnership			Y
Pregnancy/maternity			Y
Race			Y
Religion/belief			Y
Sex		Y	Y
Sexual orientation			Y
Other priority groups:			
Care experience			Y
Other (e.g. low income groups)			Y

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

No group will be directly affected, but it has been recognised that our workforce is ageing, and female dominated. By reviewing our attraction strategies we are hoping to favourably address this situation and increase more applications from male and younger candidates. We are also hoping that by promoting our organisation as being welcoming and diverse, more employees will be happy to share their diversity and disability information, which is a lower declaration rate than we aspire for currently.

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?

Diversity impact assessment

This strategy is expected to advance equality in under represented groups, no adverse impacts are foreseen.

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
As detailed in the Action Plan within the Strategy		

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.

Recruitment Strategy to be approved and the Action Plan to be implemented.

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

Sam Beck-Farley

Date of authorisation

27 August 2024