

Diversity impact assessment

APPENDIX 2

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| TITLE |
| PROPERTY ASSET MANAGEMENT STRATEGY & PROPERTY REVIEW. |
| DATE |
| 10 October 2024 |
| LEAD OFFICER. |
| David England: Head of Valuation & Asset Management. |
| 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 new Property Asset Management Strategy and the Property Review build on the previous Corporate Property Strategy which covered 2017 to 2022. Any decisions made in respect of individual operational properties which services are delivered from will still need to be made by Cabinet in the usual way. Where reports are submitted to Cabinet requesting that it makes decisions in respect of operational properties, where services are delivered from a Diversity Impact Assessment (DIA) will be carried out as part of the decision-making process. |
| 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 |
| No decisions in respect of individual operational properties where services are delivered from are being made at present and a DIA will be prepared when and if reports are submitted to Cabinet which recommend a course of action in respect of any operational properties where services are delivered from. |

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| 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 | N/A | N/A | N/A |
| Disability | N/A | N/A | N/A |
| Gender reassignment | N/A | N/A | N/A |
| Marriage/civil partnership | N/A | N/A | N/A |

Diversity impact assessment

| Protected characteristic groups (Equality Act 2010) | Adverse impact | Advance equality | Foster good relations |
|---|----------------|------------------|-----------------------|
| Pregnancy/maternity | N/A | N/A | N/A |
| Race | N/A | N/A | N/A |
| Religion/belief | N/A | N/A | N/A |
| Sex | N/A | N/A | N/A |
| Sexual orientation | N/A | N/A | N/A |
| Care experience | N/A | N/A | N/A |
| Other (e.g. low-income groups) | N/A | N/A | N/A |

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

See sections 1 and 2 above. None of these groups will be affected as no decisions in respect of individual operational properties where services are delivered from are being made at present. A DIA will be prepared when and if reports are submitted to Cabinet, which recommend a course of action in respect of any operational properties where services are delivered from.

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?

Not applicable, see sections 1 and 2 above. No decisions in respect of individual properties where services are delivered from are being made at present. A DIA will be prepared when and if reports are submitted to Cabinet, which recommend a course of action in respect of any operational properties where services are delivered from.

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 |
|--|--------------------|-------------------------|
| Not applicable, see sections 1 and 2 above. No decisions in respect of individual properties where services are delivered from are being made at | Corporate Landlord | Review 31 March 25. |

Diversity impact assessment

| Action | Lead | Deadline or review date |
|---|--------------|-------------------------|
| present and a DIA will be prepared when and if reports are submitted to Cabinet, which recommend a course of action in respect of any operational properties where services are delivered from. | Board (CLB.) | |

7 Recommendation

It is recommended that Cabinet approves:

- The Property Asset Management Strategy November 2024 to March 2029.
- The recommendations of phase 1 of the Property Review (Non-operational properties.)

On the basis that a DIA or DIA's will be prepared when and if reports are submitted to Cabinet which recommend a course of action in respect of any operational properties where services are delivered from.

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: Sunny Ee

Date of authorisation