

Diversity impact assessment

TITLE
Young Mayor Cabinet Briefing Paper
DATE
11/112024
LEAD OFFICER.
Amy St Louis

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 Young Mayor Initiative is being proposed to elect a child/young person via partnerships with schools, academies and communities in the primary sector in order to provide a figurehead at celebrations across Medway and a voice for Medway's youth.

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

The is currently not a comparable role within Medway.

We carried out consultation with children/ young people across Medway as well as presenting to several internal officers and local councillors.

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
Disabilty	No	Yes	Yes
Gender reassignment	No	N/A	N/A
Marriage/civil partnership	No	N/A	N/A
Pregnancy/maternity	No	N/A	N/A
Race	No	Yes	Yes

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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?

Children and young people of all backgrounds will be positively impacted by seeing themselves represented in this role and also by having their voices heard on a larger platform.

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?

We will ensure that the information for the Young Mayors Initiative is shared widely and actively promote to specific groups to ensure representation. We will work in partnership with internal council teams and external community partners to ensure this is achieved.

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
Ensure all marketing materials are accessible to all groups.	Amy St Louis	May
Identify specific groups for targeted marketing to ensure representation.	Amy St Louis	May
Widely share the initiative with as many groups as possible.	Amy St Louis	May
Actively review the responses to target any missing groups	Amy St Louis	May
Shortlisting is managed to ensure representation from all groups	Amy St Louis	July
Promote unbiased voting (ie. On quality of applicant, not friendships)	Amy St Louis	July-September
Evaluate and adapt the process where needed	Amy St Louis	September

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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 lead officer's recommendation is that this initiative is approved as this will benefit the children and young people of Medway by providing them with a figurehead. The purpose of their role is to inspire their peers, and to ensure children are represented at milestone events in Medway.

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