



Diversity impact assessment

TITLE 2526 One Medway Council Plan 2024-2028 KPI refresh
DATE January 2025
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 (OMCP) 2024-2028 is the organisation's overarching business plan, setting out the Council's commitments to achieving certain outcomes during the life of the Plan. The OMCP acts as the primary framework for setting the direction and vision of the Council over four years.

The Council's 5 strategic priorities for 2024 – 2028 are:

- 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.

Under each of the five interconnected strategic priorities that will drive the work of the Council, are sub-priorities accompanied by indicators to track progress against each of the priorities. This One Medway Council Plan will act as the primary framework for setting the direction and vision of the Council over the medium term, supported by several key corporate strategies, such as the Children and Young People Strategy, Adult Social Care Strategy, People Strategy, Housing Strategy, Economic Strategy, Local Transport Plan, Corporate Parenting Strategy, Homelessness Prevention Strategy and the Joint Health and Wellbeing Strategy.

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.

The One Medway Council Plan is supported by a suite of key performance indicators that are used to measure progress and outcomes. These indicators are refreshed annually.

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 25/26 refresh of the key performance indicators.

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
Care Experience	No	Yes	Yes
Other (e.g. low-income groups)	No	Yes	Yes

4. Summary of the likely impacts

Who will be affected?

How will they be affected?

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?



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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

Phil Watts

Date of authorisation

January 2025