

Diversity impact assessment

TITLE
Gateway 1 Procurement Commencement – Gun Wharf Improvement Programme RAAC Remediation & Refurbishment
DATE
10/04/2025
LEAD OFFICER.
Sunny Ee, Assistant Director of Regeneration

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?

To pursue the procurement of a specialist building contractor to deliver the full and comprehensive refurbishment of Gun Wharf (our Civic Centre) including RAAC remediation.

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

An open procurement process is proposed to be undertaken via the Kent Business Portal.

A 25/70/5 Price/Quality/Social Value split is recommended to be used allowing officers to set a number of quality questions around the skills, experience, knowledge and delivery of this complex build programme; thus eliminating contractors not suitable in this type of works without a track record of success.

3. What is the likely impact of the proposed change?

The outcomes are likely to:

- Positively 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

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
Other (eg low income groups)	No	Yes	Yes

4. Summary of the likely impacts

Who will be affected?

How will they be affected?

Any visitors and Council staff working at Gun Wharf. We see this as an opportunity for us to 'reset' our working environment, changing the culture and attitude towards Gun Wharf as our headquarters, looking at more creative, and innovative spaces in the building.

Our aspiration is to provide good conditions for our staff, making the office more accessible to all; whether that be providing gender neutral toilets or quiet spaces for neurodiverse staff members and dedicated prayer/reflection for example.

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?

The Gun Wharf Improvement Programme (GWIP) Board will be working closely with the Main Contractor and Design Team to monitor/ensure the refurbishment programme is delivered on time, in budget to the expected high quality.

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
Time/Adherence to build programme	Gun Wharf Improvement Project Team	Weekly/Monthly
Financial elements	Gun Wharf Improvement Project Team	Weekly/Monthly

Quality	Gun Wharf Improvement Project Team	Continuous, throughout programme delivery
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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 report recommends that Medway Council pursue the procurement of specialist building contractors to address the RAAC panels and refurbish and improve Gun Wharf, bringing it up to modern day standard.

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

Director

Adam Bryan, Director of Place

Date of authorisation