

Diversity impact assessment

TITLE
Medway Armed Forces Partnership Board
DATE
08/07/2025
LEAD OFFICER.
Daniel Ratcliff, Head of Skills, Employment & Adult Education

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 Medway Armed Forces Partnership Board is proposed to be created to provide advocacy for Armed Forces issues with a wide variety of stakeholders. The board will highlight the specific challenges and needs of Armed Forces personnel and dependents and explore potential solutions and ways to help. Membership will be drawn from the Armed Forces and Veterans community, Armed Forces Charities, key Medway Council departments and other relevant stakeholders, for example schools.

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

Soft consultation with potential members has taken place and received positive feedback. Priorities of the board are drawn from:

- Armed Forces Covenant training
- Feedback from the Civilian Military Partnership Board
- Feedback from the Veterans Hub and Medway Veterans

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	No	No
Disability	No	Yes	No
Gender reassignment	No	No	No
Marriage/civil partnership	No	No	No

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Pregnancy/maternity	No	No	No
Race	No	No	No
Religion/belief	No	No	No
Sex	No	No	No
Sexual orientation	No	No	No
Other (eg low income groups)	No	Yes	No

4. Summary of the likely impacts

Who will be affected?

How will they be affected?

The Armed Forces Community is broad and made up of a wide variety of people of all ages, including serving military, military spouses and children, veteran and their families. It impacts people of all ages. The aim of the board is to positively impact the armed forces community.

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?

There are no adverse impacts anticipated.

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
Review board priorities and actions in line with DIA.	DR	31/03/2026
Seek actions relating to improving equality of the armed forces community.	DR	31/03/2026

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.

It is recommended to proceed with the approval of the creation of the Medway Armed Forces Partnership Board and implement the DIA action plan.

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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

05/06/2025