

# Diversity impact assessment

**TITLE** Kent and Medway Integrated Work and Health Strategy

**DATE** 26 August 2025

**LEAD OFFICER.** Aeilish Geldenhuys, Strategic Head of Service, Public Health

## 1. Summary description of the proposed change

This diversity impact assessment relates to the development of the Kent and Medway Integrated Work and Health Strategy. The Kent and Medway Integrated Work and Health Strategy has the aim of integrating and improving support for people and employers with the goal of helping people with long-term health conditions and disabilities to start, stay and succeed in work.

## 2. Summary of evidence used to support this assessment

The assessment has been supported with intelligence related to each of the protected characteristic groups collated by the Public Health Intelligence Team. There is intelligence available at varying levels in relation to each of the protected characteristics and employment. However, there is minimal data available which specifically links protected characteristics with employment and health. Therefore data relating to the protected characteristics and employment has been reviewed as a proxy to provide an indication of the underlying needs for each group.

Consultation has been undertaken with stakeholders prior to development of the draft strategy, public consultation relating to the draft strategy via an online survey, and engagement with people with lived experience of long term health conditions and disability in the context of work. Feedback from this work has been fed into the development of the final strategy via a 'You said, we did' approach.

## 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)

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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

- To increase the number of people with long term conditions and disabilities who are able to engage in meaningful work.
- To take a person centred, multidisciplinary approach to referral and provision to support people with long term health conditions and disabilities to start, stay and succeed in work.
- To build employee and employer confidence to support employees to start, stay and succeed in work and to build employee confidence in their capability and confidence to engage in work.
- To create an environment in which people are able to engage in relevant development, training and skills to support them to start, stay and succeed in work.
- To engender a culture of a healthy, thriving workforce across Kent and Medway.

## 5. What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

The development and implementation of the strategy is intended to improve the equality of opportunity and foster good relations. The intelligence reviewed provides a good oversight of the challenges for individual groups which need to be considered throughout implementation of the strategy.

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## 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
<p><b>Gender reassignment</b></p> <p>The Kent and Medway Integrated Work and Health Strategy can have a positive impact in the ways below. The action is to recognize the complexity for this group as development and implementation of the strategy progresses.</p> <p>According to the England and Wales 2021 Census, people aged 16 to 24 were the most likely age group to identify as Trans-gendered and transsexuals.</p> <p>Aspiration B, commitment 2: Development, Training and Skills. This aspiration aims to bridge the gap between educational institutions and the workforce for the younger population.</p> <p>Trans-gendered and transsexual individuals are disproportionately affected by poorer mental health.</p> <p>Aspiration D, commitment 1: Healthy, Thriving Workforce. This aspiration aims to promote good mental wellbeing at work.</p> <p>Further efforts are required to remove the unique barriers trans-gendered and transsexual individuals face, including transphobia and harassment in the workplace, inadequate or damaging work policies, and exclusive recruitment processes.</p>	Work and health learning and change manager	June 2026
<p><b>Marriage/Civil Partnership</b></p> <p>The Kent and Medway Integrated Work and Health Strategy can have a positive differential impact on this group. However, as there is limited data and intelligence in respect of this the action is to keep this under review for the first year of the Strategy implementation.</p>	Work and Health Learning and Change Manager	June 2026

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<p><b>All groups – seldom heard and vulnerable:</b> The action here is to be cognizant throughout the implementation of the strategy that some groups by the nature of their protected characteristic may be reticent to come forward for support through the usual designated channels and therefore care must be taken to reach out through trusted routes.</p>	<p>Work and Health Learning and Change Manager</p>	<p>June 2026</p>
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## 7. Recommendation

The recommendation is to proceed with implementation of the Kent and Medway Integrated Work and Health Strategy because it is designed to have a positive impact across all protected characteristics.

Although there are no adverse impacts identified there are some areas identified in the action plan that are highlighted to ensure care is taken to maximise positive impacts for these groups.

## 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

David Whiting

### Date of authorisation

28/07/2025