

# Diversity impact assessment

**TITLE** Get Kent & Medway Working Plan

**DATE** 10/09/2025

**LEAD OFFICER.** Daniel Ratcliff

## 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?

A new plan has been created to increase economic activity, supporting a range of groups to better access work.

## 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

Consultation with stakeholders and partners has been extensive, with a full list of those involved in Appendix I of the GKMWP. Organisations involved have been from DWP, Local Authority, NHS, Further Education, Higher Education, Voluntary Sector and more. There have also been 4 lived experience sessions. Consultation has taken place in the form of interviews, workshops and surveys.

A substantial amount of data has been reviewed and is a key part of the plan.

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

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

#### 4. Summary of the likely impacts

Who will be affected?

How will they be affected?

The plan has a particular focus on young people, women who are unemployed, those with long term conditions and those within the criminal justice system. It aims to find ways to provide additional support into work. This will be delivered via key themes, which are to focus on the individual, focus on employers, influence training and work supply, influence the wider determinants of health and operate as a system.

#### 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 anticipated adverse impacts.

#### 6. Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

<b>Action</b>	<b>Lead</b>	<b>Deadline or review date</b>
Review data for improvement annually	Daniel Ratcliff	01/09/2026
Continue to engage with lived experience groups as work progresses	Daniel Ratcliff	01/09/2026

#### 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 that the DIA is noted in conjunction with the Get Kent & Medway Working 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**