

Diversity impact assessment

Appendix 2

TITLE Care for Medway
DATE 1/7/2025
LEAD OFFICER.

1. Summary description of the proposed change

The paper is a feasibility for building a 80 bed Nursing Care Home

2. Summary of evidence used to support this assessment

There are comprehensive appendices citing costs, designs and environmental impacts, risks and mitigation and feedback from stakeholder consultation. This is further to the February Cabinet paper and appendices

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

Is it likely to:

- Increase the Council's nursing dementia care capacity in Medway and facilitate respite provision.
- Additional system beds to improve patient discharging from the acute setting and community care needs.
- Enable us to meet the care needs of residents living with Dementia which we have limited capacity currently. This is in consideration of the demographic growth as outlined in the February Paper

Advance equality of opportunity for one or more of the protected characteristic groups

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
Marriage/civil partnership	NO	-	-
Pregnancy/maternity	NO		NO
Race	NO		YES

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Religion/belief	NO	YES	
Sex	NO	YES	
Sexual orientation	NO	YES	
Other (eg low income groups)	NO	YES	

4. Summary of the likely impacts

Positive impacts are to residents of Medway requiring hospital discharge community respite and nursing dementia care by providing capacity in the care market.

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

There are no adverse impacts any protected characteristic groups

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
None required as all groups will be considered in later designs and service delivery	Su Irving	July 2028

7. Recommendation

The recommendation is to proceed with the change and there are actions that can be taken to mitigate likely adverse impact, during the design of the care home, in its construction and ultimately the service delivered within the home.

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

[Redacted Signature]

Date of authorisation

08.07.2025