

Diversity impact assessment

River Medway Strategy
26 th November 2025
Janet Davies, Head of Regeneration Delivery
<p>1 Summary description of the proposed change</p> <p>What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?</p> <p>It is proposed to commence delivery of the River Medway Strategy.</p> <p>The river is one of Medway's greatest assets and the genesis for settlement in the area. It lies at the heart of Medway and provides a unique core to a wide mix of activities and functions, which create the character and identity of Medway. The River Medway is fundamental to Medway's history and heritage and is synonymous with the evolution of the place and its communities, with its use changing significantly over generations.</p> <p>The resulting River Medway Strategy is structured around five themes, each with a context, challenges and opportunities element. This is followed in the report by an Action Plan and Implementation/Next Steps chapter.</p> <p>The thematic groups cover: 1) Leisure and Sport Activities; 2) Economy and Business Activities; 3) Environment and Habitat Activities; and 4) Tourism, Heritage and Culture Activities. Each will reach out into the business and residential community.</p> <p>Where possible the implementation of the River Medway Strategy will capitalise on and align with existing groups and organisations already with an interest in maximising the opportunities of the river, for example and to name a few - Creative Medway, Medway Swale Boating Association, Sun Pier House, Peel Ports, Chatham Historic Dockyard Trust and Sea Scouts. These organisations, amongst others, will be sought as members of the Partnership Board and/or thematic groups thus driving inclusivity and breadth of knowledge.</p>
<p>2 Summary of evidence used to support this assessment</p> <p>E.g. Feedback from consultation, performance information, service user. E.g. Comparison of service user profile with Medway Community Profile</p> <p>A diverse range of groups and stakeholders currently use and engage with the River Medway and its waterfront: commercial and industrial users; recreational, sporting and leisure users (of all ages); tour operators; hobbyists; environmental groups; heritage enthusiasts; birdwatchers; walkers; and an increasing number of both residents and visitors. It is of importance to all parts of the community, including families, children, and young people through education, culture, recreation, and volunteering. An extensive process of</p>

Diversity impact assessment

consultation with key groups has informed the formation of the Strategy and will lead its delivery.

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	Yes
Disability	No	Yes	Yes
Gender reassignment	No	No	No
Marriage/civil partnership	No	No	No
Pregnancy/maternity	No	No	No
Race	No	Yes	Yes
Religion/belief	No	No	No
Sex	No	No	No
Sexual orientation	No	No	No
Care experience	No	No	No
Other (e.g. low income groups)	No	Yes	Yes

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

A diverse range of groups and stakeholders currently use and engage with the River Medway and its waterfront: commercial and industrial users; recreational, sporting and leisure users (of all ages); tour operators; hobbyists;

Diversity impact assessment

environmental groups; heritage enthusiasts; birdwatchers; walkers; and an increasing number of both residents and visitors. It is of importance to all parts of the community, including families, children, and young people through education, culture, recreation, and volunteering.

There are no identified negative aspects from implementing the River Medway Strategy. Indeed, implementation should assist all groups gain access to and benefit from the improvements to the river and its environs.

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 Council is seeking to set up an overarching River Medway Partnership Group to deliver the ambitions of the Strategy. This will be supported by 4 thematic working groups. This approach will ensure a broad range of knowledge, skills and lived experience is drawn upon as the access to and enjoyment of the River is enhanced.

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
To seek agreement to employ two staff on a fixed term contract to deliver the Strategy	Janet Davies	March 2026
To seek seed funding to enable the early implementation of projects.	Janet Davies	March 2026
To commence formation of the Partnership Group and its thematic sub groups.	Janet Davies	March 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 commence delivery of the River Medway Strategy, via the formation of the River Medway Partnership Group and its thematic sub groups. This is will be driven by the employment of two fixed term staff and potential allocation of seed funds.

Diversity impact assessment

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.

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

26/11/25