

Diversity impact assessment

Appendix G

TITLE
Redeployment Procedure
DATE
04/06/2026
LEAD OFFICER.
Harry Steer, Employee Relations Consultant & Policy Lead
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 revised procedure provides greater clarity on the priority order of redeployment, how the process works for redeployees, the responsibilities of parties involved in the process, and a concrete procedure for health and disability-related redeployment. It also includes updated appendices, such as the introduction of an Employee Profile Form that aligns with our statutory obligations to provide a non-competitive procedure for redeployees. The revised procedure mirrors current redeployment practice within the Council, strengthens the Council's statutory obligations, and reflects the stakeholder feedback and operational data collected on this procedure.
2 Summary of evidence used to support this assessment
E.g. Feedback from consultation, performance information, service user. E.g. Comparison of service user profile with Medway Community Profile
Feedback was sought from staff interest groups and forums and trade unions, which is reflected in the procedure. Furthermore, benchmarking was completed against neighbouring local authorities and national standards. Current advice and guidance from ACAS and GOV.UK is reflected in the procedure, and feedback from parties involved in the procedure also helped to shape this revision.

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	Yes

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Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Marriage/civil partnership	No	No	Yes
Pregnancy/maternity	No	Yes	Yes
Race	No	No	Yes
Religion/belief	No	No	Yes
Sex	No	Yes	Yes
Sexual orientation	No	No	Yes
Care experience	No	No	Yes
Other (e.g. low income groups)	No	Yes	Yes

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

The changes made by this revised procedure is likely to advance equality for Age, Disability, Pregnancy/Maternity, Sex and Low-income groups due to the improvements to prioritisation, increased fairness of the procedure, and protections specific to these groups.

All groups will have good relations fostered due to the increased transparency and fairness of the procedure.

It is unlikely that there will be any negative impacts arising from this revised procedure.

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?

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Implement the policy with good communications, the provision of training to ensure that managers treat employees and redeployees in line with the fairness and protections laid out in the procedure and ensuring that the process is well-implemented within HR to ensure a smooth, fair process.

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
Implement the procedure	Harry Steer	After EMC Approval
Provision of training	L&D + Harry Steer	Alongside procedure rollout
Alignment of HR practice	HR	Before full implementation

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 revised procedure as it increases fairness and transparency, represents better protections for at-risk and protected groups, and ensures compliance with statutory obligations for redeployment.

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

Samantha Beck-Farley, Chief Organisational Culture Officer

Date of authorisation

10/06/2026