

# Diversity impact assessment

<b>TITLE</b> Name / description of the issue being assessed	Review of Guide to Developer Contributions
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<b>DATE</b> Date the DIA is completed	12 February 2026
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<b>LEAD OFFICER</b> Name, title and dept of person responsible for carrying out the DIA.	Catherine Smith Head of Planning Policy
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**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?

This is an update to an existing document.  
The guide provides an updated basis for identifying the impacts of development on services and infrastructure and collecting financial contributions to increase their capacity to address the needs arising from new development.  
The update reflects evidence of the costs of services and additional demands, including consideration of the impacts of proposed growth as outlined in the new Local Plan and the Infrastructure Delivery Plan.  
The updated guide is to be published for consultation and reviewed following consideration of comments received.

**2 Summary of evidence used to support this assessment**

- Eg: Feedback from consultation, performance information, service user records etc.
- Eg: Comparison of service user profile with Medway Community Profile

The [Medway Infrastructure Development Plan](#) has been prepared to support work on the new Local Plan. This includes an updated evidence base on the current capacity of services and anticipated demands over the plan period (to 2041).  
The Guide has been updated in consultation with service providers to reflect their latest information and engagement with service users.  
Consultation on the Local Plan raised many comments on infrastructure capacity and managing the impacts of new development.

**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 ✓ in one or more boxes)*

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age		✓	

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<b>Disability</b>		✓	
<b>Gender reassignment</b>			✓
<b>Marriage/civil partnership</b>			✓
<b>Pregnancy/maternity</b>			✓
<b>Race</b>			✓
<b>Religion/belief</b>			✓
<b>Sex</b>		✓	
<b>Sexual orientation</b>			✓
<b>Other (eg low income groups)</b>		✓	

#### 4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

Developer contributions support strengthening services and infrastructure to meet the additional needs arising from new development. This includes investment in schools, green spaces, sports, transport, community facilities and health services.

#### 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 guide supports investment in a range of public and voluntary services. Consultation on the guide will provide for views on alternatives for service delivery and the scope of the services supported.

#### 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
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Review Guide following consultation	Planning	July 2026
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## 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.

To proceed with publishing the Guide for consultation.

## 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**

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC:	phone 2406	email: <a href="mailto:annamarie.lawrence@medway.gov.uk">annamarie.lawrence@medway.gov.uk</a>
C&A:	phone 1173	email: <a href="mailto:michael.hood@medway.gov.uk">michael.hood@medway.gov.uk</a>
BSD:	phone 2472	email: <a href="mailto:lesley.jones@medway.gov.uk">lesley.jones@medway.gov.uk</a>
PH:	phone 2636	email: <a href="mailto:david.whiting@medway.gov.uk">david.whiting@medway.gov.uk</a>