

## Equality Impact Assessment: *Report of the Plant Based Task and Finish Group*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

| Committee name and date:                 | Report Title                              | Decisions being recommended:   | People with protected characteristics potentially impacted by the decisions to be made: |
|--|---|--|---|
| Executive<br>4 April 2023<br><br>Council | Report of the Plant Based Task and Finish | <ol style="list-style-type: none"> <li>1. That members note the work undertaken by the Plant Based Task &amp; Finish Group and endorse the new City Council Sustainable Food Policy</li> <li>2. The Sustainable Food Policy is reviewed after 6 months and is brought back to</li> </ol> | Race & Ethnicity<br><br>Disability  |

| Committee name and date: | Report Title | Decisions being recommended:   | People with protected characteristics potentially impacted by the decisions to be made: |
|--------------------------|--------------|--|---|
| 18 April 2023            | Group        | <p>Executive on 28 November 2023</p> <p>3. The City Council supports work undertaken by the South West Food Hub <a href="https://www.thesouthwestfoodhub.co.uk/">https://www.thesouthwestfoodhub.co.uk/</a> and the national Dynamic Purchasing UK <a href="https://www.dpukfood.co.uk/">https://www.dpukfood.co.uk/</a> to support local suppliers and producers to gain new public sector contracts</p> <p>4. The Net Zero &amp; Business team:</p> <ul style="list-style-type: none"> <li>• review the Sigel Use Plastic Notice of Motion that was carried at Council on 24 April 2018 <a href="http://committees.exeter.gov.uk/ieListDocuments.aspx?CId=114&amp;MId=5356&amp;Ver=4">http://committees.exeter.gov.uk/ieListDocuments.aspx?CId=114&amp;MId=5356&amp;Ver=4</a></li> <li>• develop a range of KPI's to monitor the Sustainable Food Policy and carbon emissions associated with the City Council buying food and drink for consumption through Council meetings, Council events and within Council run sites</li> <li>• work with Procurement in developing an approved supplier list for the catering of Council meetings and Council events, in line with the 6 month review of the Sustainable Food Policy. Information to be made readily available for staff on the City Council's intranet</li> <li>• co-ordinate customer surveys of City Council venues to understand customer demand for plant based food and drink, results available for the 6 month review</li> <li>• work with the Waste &amp; Recycling team to develop food waste collection from City Council venues, once food waste has been rolled out to residential homes</li> <li>• review options of installing a filtered water dispenser at the historic Guildhall</li> </ul> | <p>Religion &amp; Belief</p> <p>Age</p> <p>Pregnancy &amp; Maternity</p>                |

**Factors to consider in the assessment:** For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This is must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low**

**assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High impact** – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium impact** –some potential impact exists, some mitigating measures are in place, poor evidence

**Low impact** – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

| Protected characteristic/ area of interest   | Positive or Negative Impact | High, Medium or Low Impact | Reason   |
|--|-----------------------------|----------------------------|--|
| <b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers; asylum seekers).   |                             |                            | Dependant on the culture of the individual, some may not be able to eat certain food stuffs, such as meat and fish.  |
| <b>Disability:</b> as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities. |                             |                            | Dependant on an individual’s disability, they may not be allowed or unable to eat certain food or drink.   |
| <b>Sex/Gender</b>  | N/A                         | N/A                        | N/A  |
| <b>Gender reassignment</b>   | N/A                         | N/A                        | N/A  |
| <b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).   |                             |                            | Dependant on the individual’s religion and beliefs, they not be able to eat certain foods.   |
| <b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).  | N/A                         | N/A                        | N/A  |
| <b>Age</b> (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only      |                             |                            | The Sustainable Food Policy could affect Council venues, such as Edwards Court, older people may not be able to eat certain foods and require foods to be of a certain consistency.<br><br>Young people require a healthy balanced diet to aid their growth. |

| Protected characteristic/ area of interest                              | Positive or Negative Impact | High, Medium or Low Impact | Reason  |
|---|-----------------------------|----------------------------|---|
| as overriding consideration should be given to needs).                  |                             |                            |   |
| <b>Pregnancy and maternity</b> including new and breast feeding mothers |                             |                            | Those that are pregnant are advised to avoid certain foods stuffs, such as: unpasteurised diary, pate, game, raw/undercooked meat & eggs, cold cured meats, raw fish and shellfish, unwashed fruit, as well as vegetables and salad.<br><a href="https://www.nhs.uk/pregnancy/keeping-well/foods-to-avoid/">https://www.nhs.uk/pregnancy/keeping-well/foods-to-avoid/</a> |
| <b>Marriage and civil partnership status</b>                            | N/A                         | N/A                        | N/A   |

**Actions identified that will mitigate any negative impacts and/or promote inclusion**

1. As part of the procurement process, ensure that suppliers can cater for all protected characteristics.
2. Showcase vegan and vegetarian foods at Council meetings, Council events and at Council run venues.
3. The use of correct labelling for different food types, and is consistent across the City Council.
4. For Council events, and prior to the event being held, survey those that attend (where possible), to ensure dietary requirements are met.
5. Non-alcoholic drinks are provided all at Council events.

**Officer:** Victoria Hatfield

**Date:** 5 March 2023