

EQUALITY IMPACT ASSESSMENT FORM INCLUDING SOCIO-ECONOMIC DUTY

(Revised March 2021)

Please refer to the current Equality Impact Assessment guidance when completing this document. If you would like further guidance please contact the Diversity and Inclusion Team on 01443 444529.

An equality impact assessment **must** be undertaken at the outset of any proposal to ensure robust evidence is considered in decision making. This documentation will support the Council in making informed, effective and fair decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010.

This document will also contribute towards our duties to create a More Equal Wales within the

- Well-being of Future Generation (Wales) Act 2015.

The [‘A More Equal Wales – Mapping Duties’](#) guide highlights the alignment of our duties in respect of the above-mentioned legislation.

Appendix 2

SECTION 1 – PROPOSAL DETAILS

Lead Officer: Rhiannon Edwards

Service Director: Louise Davies

Service Area: Community Development

Date: February 2025

1.a) What are you assessing for impact?

Strategy/Plan	Service Re-Model/Discontinuation of Service	Policy/Procedure	Practice	Information/Position Statement
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1.b) What is the name of the proposal?

Sustainable Food Strategy

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

Storm Dennis, the Coronavirus Pandemic, the uncertainties of Brexit, and the subsequent cost of living impacts have highlighted the importance of developing a medium to long-term solution to food sustainability across Rhondda Cynon Taf; particularly as many of the initiatives implemented were short term solutions to unprecedented situations.

In November 2020, the Senior Leadership Team of the Council agreed to work collaboratively with relevant partners to develop a more strategic approach to food poverty and establish an RCT Food Prosperity Network and a Food Response Pathway, which would seek to secure a more sustainable way ahead.

The [Sustainable Food Places UK](#) approach was identified by officers as the exemplar model for creating a 'Food Prosperity Network'.

Sustainable Food Places focuses on six key issues:

Appendix 2

Key Issue 1: Taking a strategic and collaborative approach to good food governance and action.

Key Issue 2: Building public awareness, active food citizenship and a local good food movement.

Key Issue 3: Tackling food poverty and diet related ill-health and increasing access to affordable healthy food.

Key Issue 4: Creating a vibrant, prosperous, and diverse sustainable food economy.

Key Issue 5: Transforming catering and procurement and revitalising local and sustainable food supply chains.

Key Issue 6: Tackling the climate and nature emergency through sustainable food & farming and an end to food waste.

The work is guided by an **RCT Food Steering Group**, which has a Terms of Reference and meets bimonthly. The Steering Group includes nine core members representing RCTCBC, Interlink RCT, Bryncynon Strategy, FareShare Cymru, Cwm Taf Morgannwg University Health Board Public Health Team, Grow Rhondda and Welcome to Our Woods, Down to Zero and Pete's Shop. Focus has been on increasing membership of the Sustainable Food Partnership, which currently includes 116 individuals across 77 organisations, and following input and suggestions from partners, the Sustainable Food Partnership in RCT has been named '**The RCT Food Partnership**'. RCT Food has two active sub-groups which meet quarterly to facilitate connections and collaborations between a broad range of food factors: the **Community Growers Sub-group** and the **Food Pantry Sub-group**.

The RCT Food Partnership was awarded Bronze from Sustainable Food Places in recognition of the work undertaken over the last two years. There is commitment by the Council to become a Sustainable Food Places Gold award holder. To achieve Silver a comprehensive food strategy is required to guide the work of the partnership over at least 3 years.

The proposed strategy outlines the current local picture of the food system in RCT and the major issues affecting residents, health, food security and the climate. The 6 key issues as outlined by Sustainable Food Places have been set out as the priorities in the strategy and adapted to a local context. The additional action plan gives further detail of the specific outputs from the strategy that will be devised

1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.

While there is no statutory requirement for the Council to provide a Sustainable Food Strategy, Welsh Government have provided funding since 2022 to create Local Food Partnerships in every local authority Wales. Moreover, the following pathways and points of consideration have also informed the development of the RCT Sustainable Food Strategy.

Appendix 2

- The proposed strategy is closely aligned to all the seven key Wellbeing goals of the Future Generations Act
 - *Prosperity* by focussing on the local food economy in RCT and ensuring all residents have access to affordable food
 - *Resilience* by focussing on circular economy principles of food waste and surplus
 - *Equality* by focussing on the local food system in RCT is fair and equal for all
 - *Health* by collaborating with health colleagues and empowering our residents to engage with healthy food actions
 - *Cohesive communities* by fostering collaboration and cooperation across all food sectors
 - *Vibrant culture and Welsh language* by celebrating our Welsh food history and culture
 - *Global responsibility* by focussing on shorter more local supply chains and evaluating the impact of the food system in RCT
- Rhondda Cynon Taf's Corporate Plan: Working with Our Communities 2024-2030 People & Communities '*supporting and empowering RCT residents and communities to live safe, healthy, and fulfilling lives*'.
 - *People & Communities* – the aim of this strategy is to create a fairer and more sustainable food system in RCT that allows all residents and visitors to enjoy healthy fulfilling lives
 - *Work & Business* – through working with local food businesses and producers and creating a vibrant local food economy.
 - *Nature & Environment* – the food system has a huge impact on our environment through the energy needed to grow and manufacture food to the carbon emissions associated with food logistics. This strategy aims to tackle the food related nature and climate emergency through working to shorten food supply chains in the county and reducing food waste
 - *Culture, Heritage & the Welsh Language* – through celebrating local heritage crops and our food culture and heritage across RCT
- RCTCBCs Think Climate Strategy 2022-2025

Although the Think Climate Strategy has now been superseded by the new RCTCBC Corporate Plan: Working with Our Communities 2024-2030 the RCT Sustainable Food strategy closely delivers on the actions detailed in the Climate Strategy. Particularly in regards to the tackling the impact of the food system on our environment in Rhondda Cynon Taf and ensuring all residents have the opportunity to engage in food related activities in their local areas.

RCTCBC's Corporate Plan 'Working with our Communities'
Welsh Government policies and plans
The Well-being of Future Generations Act

Embedding steps to inclusion:

Appendix 2

- Community consultation: the Strategy does not make assumptions as to which diverse backgrounds exist in our area. Rather it seeks to work with local residents and minority groups to ensure inclusion
- Re-evaluation of existing assets: A shift in interpretation of current food provision in RCT may reveal underrepresented needs that can be addressed;
- Strategic partnerships: Partnerships with organisations with expertise in inclusion practices to strengthen resources and avoid a superficial approach.

1.e) Please outline who this proposal affects:

- Service users
- Employees
- Wider community

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SECTION 2 – SCREENING TEST – IS A FULL EQUALITY IMPACT ASSESSMENT REQUIRED?

Screening is used to determine whether the initiative has positive, negative or neutral impacts upon protected groups. Where negative impacts are identified for protected groups then a full Equality Impact Assessment is required.

Please provide as much detail as possible of how the proposal will impact on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Please take an intersectional approach in recognising an individual may have more than one protected characteristic.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Age (<i>Specific age groups i.e. young people or older people</i>)	Positive	The Sustainable Food Strategy aims to provide opportunities for all resident and visitors. Priority 3 of the strategy focusses on nutrition and ensuring that people of all ages in RCT can access healthy food. This priority focusses on working collaboratively within and outside the Council to put in place opportunities for communities and residents to gain skills in cooking and eating more healthily and leading healthy fulfilling lives by putting into place policies and activities	The Strategy seeks to builds on the success of the work already undertaken around the county as part of the RCT Food Partnership. Eating well at any age reduces the likelihood of developing harmful and sometimes life limiting diseases such as Type 2 Diabetes, cardiovascular problems and hypertension. It is important to lead a healthy fulfilling life into older age that a healthy diet is maintained. Analysis by Age UK that over a third of over 60s have had to cut back on food due to the cost-of-living crisis ¹ . Moreover, A review by Public Health England in 2017 ² showed that by not maintaining a healthy diet in older age lead to:

¹ <https://www.ageuk.org.uk/latest-press/articles/2023/almost-a-third-of-over-60s--equivalent-to-4.2million---have-recently-cut-back-on-food-or-groceries-due-to-the-cost-of-living-crisis/#:~:text=Worryingly%2C%20new%20analysis%20by%20Age,more%20per%20year%5B1%5D%20since>

² <https://www.gov.uk/government/publications/helping-older-people-maintain-a-healthy-diet-a-review-of-what-works/helping-older-people-maintain-a-healthy-diet-a-review-of-what-works>

Appendix 2

		that make this easier.	<ul style="list-style-type: none"> - 65% more GP visits - 82% more hospital admissions - 30% longer hospital stay <p>Receiving good nutrition in the early years is vital to our children having the best start in life. This critical period is where the foundations of a child's future development are established affecting their lifelong health and wellbeing. Poor diets lead to obesity, in turn which raises the risk of developing a range of health conditions such as heart disease, stroke, high blood pressure, diabetes and some cancers.³ Obese children are much more likely to be obese adults.⁴ Locally, over a quarter of all children in RCT are overweight or obese (28.2%).⁵</p> <p>Actions within the strategy.</p>
Disability <i>(people with visible and non-visible disabilities or long-term health conditions)</i>	Positive	Priority 3 within the strategy is nutritious food for all and tackling food insecurity. Good food is a right not a privilege and every person on Rhondda Cynon Taf should be able to eat healthily every day, no matter who they are, what they do or where they live. We know	In an analysis by The Food Foundation in December 2023 it was found that nearly 4 in 10 households with an adult limited a lot by disability experienced food insecurity, largely as a result of income inequalities experienced by disabled people. And these rates were disproportionate with the levels of food insecurity of households without an adult with a disability.

³ Reilly, J. et al. 2003. Health consequences of obesity. Archives of Disease in Childhood.

⁴ Simmonds, M. et al. 2016. Predicting adult obesity from childhood obesity: a systematic review and meta-analysis. Obesity Reviews.

⁵ <https://phw.nhs.wales/services-and-teams/child-measurement-programme/child-measurement-programme-dashboard/>

Appendix 2

		that our diet impacts long term health. People with disabilities or long-term health conditions can find it harder to access healthy food and maintain a healthy diet. By tackling food related ill health and food insecurity through a collaborative approach we can help residents lead longer, healthier lives.	<p>Disabled people can often have specific dietary requirements related to their condition which can be more expensive.⁶ Additionally, food preparation can also be difficult due to inadequate cooking facilities or physical ability. A third of those limited by disability reported not being well enough to shop or prepare food as a factor causing their food insecurity in a survey conducted by The Food Foundation. Being unable to cook can leave disabled people more dependent on pre-prepared foods that require minimal preparation which are often less healthy options and more highly processed.⁷</p> <p>Learning disabilities can also have affect on a person's diet related health. Thirty-five percent of people with a learning disability are classed as obese which is higher than seen in those who do not have a learning disability⁸.</p> <p>Actions within the strategy</p>
Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth including non-binary identities)</i>	Neutral	The Sustainable Food Strategy aims to provide opportunities for all resident and visitors to engage with food regardless of protected characteristics.	<p>From the engagement work undertaken to date, which has informed the development of the Strategy, there has been no evidence to suggest that there will be an impact on people that share this characteristic.</p> <p>However, evidence will be explored when specific projects and interventions are</p>

⁶ <https://lordslibrary.parliament.uk/cost-of-living-impact-of-rising-costs-on-disabled-people/>

⁷ https://foodfoundation.org.uk/sites/default/files/2023-12/Disabilities%20briefing_FINAL.pdf

⁸ <https://www.mencap.org.uk/ahealthierme>

Appendix 2

			delivered under the proposed themes within the Strategy.
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Appendix 2

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i>	Neutral	The Sustainable Food Strategy aims to provide opportunities for all resident and visitors to engage with food regardless of protected characteristics.	From the engagement work undertaken to date, which has informed the development of the Strategy, there has been no evidence to suggest that there will be an impact on people that share this characteristic.
Pregnancy and Maternity <i>(women who are pregnant/on maternity leave)</i>	Positive	<p>The health and wellbeing of pregnant women influences the development of the children both in utero and in early years of life.</p> <p>The Sustainable Food Strategy's seeks to ensure that everyone can access nutritious and affordable food. The third priority includes actions and goals to tackle food related ill health including specific actions related to the health and wellbeing of pregnant women and young parents.</p>	<p>Babies in utero and in infancy are relies on the diet of the mother to develop and grow. Studies have shown that the diet a mother eats whilst pregnant and breastfeeding babies has an impact on their longer-term health⁹.</p> <p>Healthy Start Vouchers are a scheme designed to support young mothers to purchase healthy foods and obtain free vitamins. It is open to those who are more than 10 weeks pregnant or have a child under 4 and claiming benefits. The Community Development Team actively promotes the uptake of Healthy Start Vouchers across the county, monitoring areas where uptake is low and working with residents and community groups to utilise all</p>

⁹ <https://pmc.ncbi.nlm.nih.gov/articles/PMC9182711/>

Appendix 2

			opportunities that are available to them. In June 2022 the uptake of Healthy Start Vouchers in RCT was at 56% which increased to 78% in December 2023 ¹⁰ . Women reported that using these vouchers increased the quantity and range of fruit and vegetables they used and improved the quality of family diets, and established good habits for the future. ¹¹
Race <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i>	Positive	<p>The Sustainable Food Strategy aims to provide opportunities for all resident and visitors; however, increasing opportunities to celebrate not just RCTs culture and food heritage but also the melting pot of food that comes from all the cultures that make up our communities.</p> <p>The Strategy actively seeks to:</p> <ul style="list-style-type: none"> •Celebrate food heritage: Our personal food histories act as a powerful vehicle for connecting diverse people living in the region today. Fostering understanding of differing narratives builds empathy, reduces "othering", and cultivates a more welcoming sense of community. •The strategy is designed to ensure that 	<p>Culturally appropriate food needs to be considered in food systems to be able to work towards food security for all. It values heritage, memory and belonging associated with food as well as the health benefits of eating food that expresses one's cultural identity and are familiar.</p> <p>One important consideration is the health implications at a population scale. The South Asian population are at risk of a higher risk of developing heart disease and type 2 diabetes compared to other ethnic groups. Black African and Caribbean populations are at a higher risk of experiencing hypertension, heart disease and stroke. Serving a wide range of</p>

¹⁰ <https://www.healthystart.nhs.uk/healthcare-professionals/>

¹¹ <https://bmcmmedicine.biomedcentral.com/articles/10.1186/s12916-024-03380-5>

Appendix 2

		<p>every person in Rhondda Cynon Taf can access food. This includes proactively working with communities and community organisations to ensure that culturally appropriate food is also accessible.</p> <p>•Engage with future generations: RCTCBC's demographics are shifting. Acknowledging diverse perspectives now creates a heritage sector reflecting all who will call it home in the future.</p> <p>•As part of the implementation of this strategy partnering with organisations with expertise in food culture and inclusion practices to strengthen resources and avoid a superficial approach</p>	<p>food options including culturally preferred options expands opportunities for customers to select familiar and healthier foods that they enjoy¹².</p> <p>Demographic statistics show us that the proportion of ethnic groups within Rhondda Cynon Taf are:</p> <ul style="list-style-type: none"> - 96.7% White - 1.5% Asian, Asian British or Asian Welsh - 1% Mixed or multiple ethnic groups - 0.4% Black, Black British, Black Welsh, Caribbean or African - 0.2% Other ethnic group <p>Although the cultural diversity of RCT is low, it is important to factor in the needs of all residents into policy and interventions to ensure that everyone can live well in RCT.</p> <p>Examples of previous and ongoing projects:</p> <p>Following Storm Bert, the RCT Food Partnership participated in a celebration of food culture in RCT</p>
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¹² <https://www.cdc.gov/food-service-guidelines-toolkit/php/strategize-act/cultural-food-preferences.html#:~:text=Serving%20culturally%20preferred%20food%20options,about%20and%20enjoy%20different%20cuisines.>

Appendix 2

			<p>to bring the community together again after the flooding had affected so many. The event offered food from cultures that make up the residents of the Cynon valley including Mexican, Indian and a traditional Welsh Cawl made with local produce. The event encouraged people to try new foods and celebrate the diverse histories and cultures of those who live around them.</p> <p>Moreover, food related grants from within the Council have supported projects such as a teaching communities to grow Afro-Caribbean vegetables like Callaloo and okra as culturally important vegetables can be hard to locate in the valleys with many people having to travel to Cardiff to be able to purchase them.</p>
Religion or Belief <i>(people with different religions and philosophical beliefs including people with no beliefs)</i>	Positive	<p>The Sustainable Food Strategy aims to provide opportunities for all resident and visitors to access enjoy food regardless and understands that for many religions food not only forms a part of their beliefs but also certain foods are regarded as holy and or prohibited.</p>	<p>From the engagement work undertaken to date, which has informed the development of the Strategy, there has been no evidence to suggest that there will be an impact on people that share this characteristic.</p> <p>However, evidence will be explored if projects associated with the implementation of this strategy</p>

Appendix 2

Sex <i>(women and men, girls and boys)</i>	Neutral	<p>The Sustainable Food Strategy aims to provide opportunities for all resident and visitors to enjoy food regardless of protected characteristics. However, the strategy and partnership recognises that gender specific community organisations can provide support in getting everyone involved in food related activities.</p>	<p>From the engagement work undertaken to date, which has informed the development of the Strategy, there has been no evidence to suggest that there will be an impact on people that share this characteristic.</p>
Sexual Orientation <i>(bisexual, gay, lesbian, straight)</i>	Neutral	<p>The Sustainable Food Strategy aims to provide opportunities for all resident and visitors to access enjoy food regardless of protected this characteristic.</p>	<p>From the engagement work undertaken to date, which has informed the development of the Strategy, there has been no evidence to suggest that there will be an impact on people that share this characteristic.</p> <p>However, evidence will be explored when specific projects and interventions delivered under the proposed themes within the Strategy.</p>

Appendix 2

In addition, due to Council commitments made to the following groups of people we would like you to consider impacts upon them:

	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Armed Forces Community <i>(anyone who is serving, has served, family members and the bereaved)</i>	Neutral	The Sustainable Food Strategy aims to provide opportunities for all resident and visitors to access enjoy food.	Actions within the Sustainable Food Strategy may benefit members of the Armed Forces if they share other characteristics that will benefit but recognises that this isn't mutually exclusive.
Carers <i>(anyone of any age who provides unpaid care)</i>	Neutral	The Sustainable Food Strategy aims to provide opportunities for all resident and visitors to enjoy food regardless of protected characteristics.	See above

If the initial screening test has identified negative impacts then a full equality impact assessment (section 4) **must** be undertaken. However, if after undertaking the above screening test you determine a full equality impact assessment is not relevant please provide an adequate explanation below:

As all protected characteristic groups will be neutrally or positively impacted by the Sustainable Food Strategy a full equality impact assessment is not relevant. The strategy acknowledges the need to increase engagement with culturally diverse amongst children and young people; improve the accessibility of our heritage and protect and preserve our heritage for future generations.

Are you happy you have sufficient evidence to justify your decision?

Yes ☒

No ☐

Name: Rhiannon Edwards

Position: Sustainable Food Coordinator

Date: February 2025

Appendix 2

Please forward a copy of this completed screening form to the Diversity and Inclusion Team.

PLEASE NOTE – there is a separate impact assessment for Welsh Language. This must also be completed for proposals.

Appendix 2

Section 3 Socio-economic Duty needs only to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. Definition of a 'strategic nature' is available on page 6 of the [Preparing for the Commencement of the Socio-economic Duty](#) Welsh Government Guidance.

SECTION 3 – SOCIO-ECONOMIC DUTY (STRATEGIC DECISIONS ONLY)

The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

<ul style="list-style-type: none">• Single parents and vulnerable families• Pensioners• Looked after children• Homeless people• Students• Single adult households	<ul style="list-style-type: none">• People living in the most deprived areas in Wales• People with low literacy and numeracy• People who have experienced the asylum system• People misusing substances• People of all ages leaving a care setting• People involved in the criminal justice system
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Appendix 2

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Low Income/Income Poverty <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i>	Positive	<p>The RCT Sustainable Food Strategy is materially connected with creating a food system in RCT that will benefit everyone. The strategy sets out the vision that every person in Rhondda Cynon Taf can access affordable food. This is particularly seen within Priority 3 of tackling food insecurity.</p> <p>The Sustainable Food Strategy aims to tackle food poverty through a collaborative approach to community food support and advocacy. It actively seeks to:</p> <ul style="list-style-type: none"> -Support those on low income or income poverty through developing the network of community food support in RCT and by sharing best practice and knowledge -advocate for new policies and 	<p>The RCT Food Partnership has already worked with organisations to provide support for the community food projects.</p> <p>Food insecurity is defined as a household level economic and social condition of limited or uncertain access to adequate food.</p> <p>RCT has some of the most deprived areas in Wales, with 23.4% living in poverty compared to the 21.5% Wales average.¹³ People living in the most deprived areas have a lower life expectancy and spend more time experiencing poor health than those living in less deprived areas¹⁴. The Welsh Index of Multiple Deprivation 2019 records that Rhondda Cynon Taf has the third highest lower super output areas (LSOAs) ranked in</p>

¹³ [National Survey for Wales](#)

¹⁴ <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthinequalities/bulletins/healthstatelifeexpectanciesbyindexofmultipledeprivationimd/2018to2020>

Appendix 2

		programmes that improve food security for residents by being a collective voice in answer to policy consultations	the 50% most deprived LSOAs in Wales (WIMD, 2019). Additionally, 22% of pupils in the County Borough are eligible for Free School Meals compared to the Wales average of 20.3% (School Census, Welsh Government, 2023). Community organisations provide vital community food projects across RCT. Actions within the strategy
Low and / or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i>	Positive .	See above	See above
<u>Material Deprivation</u> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i>	Positive .	See above	See above

Appendix 2

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<u>Area Deprivation</u> <i>(where you live (rural areas), where you work (accessibility of public transport))</i>	Positive.	<p>The RCT Sustainable Food Strategy aims to change the food system in RCT for the benefit of all residents no matter where they live.</p> <p>One action is to develop and expand the network of community food projects (food banks and pantries) to ensure that no matter where you live in RCT there is accessible food support locally.</p>	<p>The Welsh Index of Multiple Deprivation 2019 records that Rhondda Cynon Taf has the third highest lower super output areas (LSOAs) ranked in the 50% most deprived LSOAs in Wales (WIMD, 2019).</p> <p>Actions within the food strategy.</p>
Socio-economic background <i>(social class i.e. parents education, employment and income)</i>	Positive	See above	See above
Socio-economic disadvantage <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i>	Positive .	See above	See above

SECTION 4 – FULL EQUALITY IMPACT ASSESSMENT

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impacts and clearly identify which groups are affected.

- 4.a) In terms of disproportionate/negative/adverse impacts that the proposal may have on a protected group, outline the steps that will be taken to reduce or mitigate the impact for each group identified. **Attach a separate action plan where impacts are substantial.**

In the development and consultation process of the Sustainable Food Strategy, there was no evidence to suggest that the proposal will have a negative impact on a protected group.

- 4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

In the development and consultation process of the Sustainable Food Strategy, there was no evidence to suggest that the proposal will have a negative impact on a protected group.

- 4.c) Give sufficient detail of data or research that has led to your reasoning, in particular, the sources used for establishing the demographics of service users/staff.

The demographics for RCT, according to the latest available data are:

- Population: 237,700 (increase of 1.4% from 2011).
- Population distribution: The area has a diverse age distribution, with a notable proportion of the population in the working-age bracket.
- Gender: There is a slight female majority, with 51.1% of the population describing as female.
- Cultural identity: 90% of the population were born in Wales, and 12% of people aged three and over can speak Welsh.
- Ethnic group: White – 96.7%; Asian – 1.5%; Black – 0.4%; Mixed – 1.0%; Other – 0.3%.

- 4.d) Give details of how you engaged with service users/staff on the proposals and the steps taken to avoid any disproportionate impact on a protected group. Explain how you have used feedback to influence your decision.

In the development and consultation process of the Sustainable Food Strategy, there was no evidence to suggest that the proposal will have a negative impact on a protected group.

- 4.e) Are you satisfied that the engagement process complies with the requirements of the Statutory Equality and Socio-economic Duties?

Yes ☒

No ☐

SECTION 5 – MONITORING AND REVIEW

5a) Please outline below how the implementation of the proposal will be monitored:

This is a 5-year strategy, and its implementation will be driven by the RCT Food Partnership Steering Group and Network. Engagement and progress monitoring of the Strategy will take place as set out in the structure below. The Steering Group will be responsible for collating and monitoring progress against each of the key deliverables as outlined within Action Plan. Progress on the delivery of the Strategy will be reported quarterly to the RCT Food Partnership Network, and annually to the Community Support Steering Group, and RCTCBC Cabinet and Committees (as relevant), as well as in line with the requirements to external funders.

5b) When is the evaluation of the proposal due to be reviewed?

The Sustainable Food Strategy 2024-2030 will be actively used and implemented over the short, medium and long term. Phasing in this way will ensure that the plan delivers immediate positive change but also delivers on its objectives consistently over the five year delivery period.

5c) Who is responsible for the monitoring and review of the proposal?

The strategy will be reviewed by the RCT Food Partnership Steering Group and Network bi-annually.

5d) How will the results of the monitoring be used to develop future proposals?

The ongoing monitoring and implementation of the overall Strategy is subject to the Action Plan and will be overseen by the network and through the reporting through the reporting structure detailed in 5a.

SECTION 6 – REVIEW

As part of the Impact Assessment process all proposals that fall within the definition of 'Key Decisions' must be submitted to the Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your proposal is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Decision please forward your impact assessment to Councilbusiness@rctcbc.gov.uk for a Review Panel to be organised to discuss your proposal. The EqlA guidance document provides more information on what a Key Decision is.

It is important to keep a record of this process so that you can demonstrate how you have considered equality and socio-economic outcomes. Please ensure you update the relevant sections below

Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
Add in more supporting evidence for the point included	11/03/2025	Supporting evidence and articles have been added in,
Consultation Comments	Date Considered	Brief description of any amendments made following consultation

SECTION 6 – SUMMARY OF IMPACTS FOR THE PROPOSAL

Provide below a summary of the impact assessment. This summary should be included in the equality and socio-economic impact section of the Cabinet report template. The impact assessment should be published alongside the report.

SECTION 7 – AUTHORISATIONS

Lead Officer: Rhiannon Edwards

Name:

Position:

Date:

I recommend that the proposal:

- Is implemented with no amendments ☒
- Is implemented taking into account the mitigating actions outlined ☐
- Is rejected due to disproportionate negative impacts on protected groups or socio-economic disadvantage ☐

Head of Service/Director Approval:

Name: Louise Davies

Position: Service Director

Date:

Please submit this impact assessment with any SLT/Cabinet Reports.