



Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk or phone 01223 457046. Once you have drafted the EqIA please send this to equalities@cambridge.gov.uk for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, (graham.saint@cambridge.gov.uk or 01223 457044).

1. Title of strategy, policy, plan, project, contract or major change to your service:

Preparing a sustainable food policy for the council and recognising the role of Cambridge Sustainable Food (and its vision, set out in a Food Charter) in their bid to secure "Silver" accreditation from the national Sustainable Food Cities network for the city.

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)

The sustainable food policy will be published as a part of the Environment and Community Scrutiny Committees agenda on 28 June, which can be found here:

<https://democracy.cambridge.gov.uk/ieListDocuments.aspx?CId=476&MIId=3563&Ver=4>

Further details about Cambridge Sustainable Food and the accreditation process can be found here: <https://www.cambridgesustainablefood.org/campaigns/sustainable-food-cities/>

3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

To bring together and state clearly the City Council's aspirations and ambitions with regard to sustainable food.

The objective of seeking accreditation is to demonstrate, through the achievement of actions with the accreditation framework, that people and organisations in a cross-sector partnership have explored and responded to key food issues, such as: promoting healthy and sustainable food to the public; tackling food poverty; diet-related ill health, and; access to affordable healthy food, in the city.

It should be remembered that the council is one of a number of agencies moving these objectives forward and that we will contribute to actions where we have the powers and resources to do so.

4. Responsible Service

Corporate Strategy will be looking to support Cambridge Sustainable Food, where appropriate, to coordinate responses and help prepare for the accreditation. Other services, such as Community Development, will continue to deliver and oversee food related anti-poverty initiatives, such as the Holiday Lunch programme and local cookery skills workshops, whilst Environmental Health will continue to fulfil its statutory duties in terms of food hygiene and food safety, and services where food is provided. Other services, such as Streets and Open Spaces, will maintain and, where appropriate within resourcing and other constraints, improve their sustainable food practice.

5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

Residents of Cambridge City - Yes

Visitors to Cambridge City - Yes

Staff - Yes

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

Projects and campaigns related to the policy are more likely to be targeted at disadvantaged communities who are at greater risk of diet related illness and also involve client groups who have a higher probability of experiencing food poverty, such as social tenants. Most events are open access but some, such as certain cookery workshops, are by invitation or referral.

6. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

New - No

Major change -No

Minor change – Yes, looking to bring together existing activity and to build on best practice. This may help also to meet accreditation expectations.

7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)

No

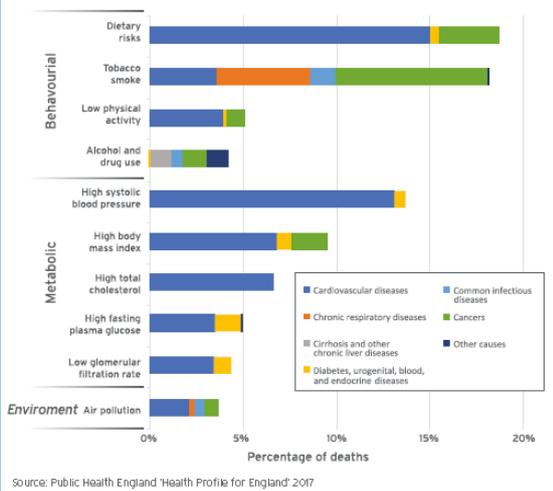
Yes (Please provide details): This is a partnership initiative led by the community and voluntary sector (Cambridge Sustainable Food) and it is acknowledged that the council is one of the many partners involved in the delivery of local actions that will help achieve accreditation.

8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?

Yes, it will be considered Environment and Community Scrutiny Committees agenda on 28 June 2018.

9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?

Figure 12: Attribution of deaths to risk factors and broken down by broad causes of death in England, 2013



In Cambridgeshire's Annual Public Health Report 2017

(<https://cambridgeshireinsight.org.uk/wp-content/uploads/2017/08/Cambridgeshire-Annual-Public-Health-Report-2017.pdf>)

evidence about how different lifestyle behaviours influence people's risk of developing long term health conditions earlier in life and of dying prematurely. Figure 12, extracted from the report, shows that almost one in five deaths can be attributed to dietary factors.

It is also known that people's social and environmental circumstances are linked with

their lifestyle behaviours and this has recently been mapped at local authority level by Public Health England. This mapping shows that when risk factors are grouped into deprivation deciles, the most deprived areas have the highest risk factors – so people living in deprived areas are more likely to have poor diets and suffer excess weight. This difference is exacerbated in Cambridge where neighbouring communities can have a variation in life expectancy of nearly 10 years, which is said to be attributable to deprivation. During 2017 Cambridge Foodbank issued food for 6,466 people who may otherwise had to go hungry.

The Public Health report also highlights the rising trend in both childhood and adult obesity and the consequent increase in demand on health services due to obesity related illness, such as diabetes, joint problems and heart disease. Recent national evidence based programmes, supported by Public Health England, have looked to change public behaviour, such as 5-a-day, Change4Life and Eatwell. The Food for Life Partnership targets Cambridge schools in disadvantaged areas and involves 13 settings in the city. Local evaluations have found that the school award programme has had a positive impact on children's health, helped tackle inequalities and support local economies. Evaluations can be found here: <https://www.foodforlife.org.uk/about-us>.

Cambridgeshire Public Health has also been developing a Healthy Weight Strategy, backed by evidence that identifies the impact of deprivation, and supports local weight management services for adults and children provided by Lifestyle Service Everyone Health Change Point. Evidence also exists that using Fairtrade products makes a difference (<https://www.fairtrade.org.uk/en/what-is-fairtrade/the-impact-of-our-work/the-difference-that-fairtrade-makes>) and reducing Food Waste (<http://www.wrap.org.uk/food-waste-reduction>) can save individuals money and also significantly cut greenhouse emissions. It is estimated that food and drink currently accounts for 20% of UK's CO₂e emissions and that change will need to take place in food supply chains to respond to the depletion of natural resources.

Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

(a) Age - Any group of people of a particular age (e.g. 32 year-olds) , or within a particular age range (e.g. 16-24 year-olds) – in particular, please consider any safeguarding issues for children and vulnerable adults

It is likely that current campaigns and projects will benefit all age groups. The Pumpkin Festival, run by CSF and supported by the council, involved a large proportion of children out of the 3,000 people who were involved in the 16 pumpkin inspired events run across the city during October half-term in 2017. The festival was brought to a close with a pop-up farmers market hosted by the Museum of Technology. Free cookery workshops and holiday lunch clubs are aimed at families living on low incomes and involve young people. Other cookery workshops have been provided for people in sheltered accommodation. CSF has a safeguarding policy to help identify and protect vulnerable people.

(b) Disability - A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. (In this section please also include impacts of policies on carers.)

One of the benefits of looking to positively influence lifestyle behaviours, such as diet, is that it can help reduce the risk of people developing long term health conditions later in life that may have an adverse impact on their ability to carry out normal day-to-day activities.

Provision for people with disabilities is also made, should people with a disability want to be involved in a project. Fair Shares Café, a member of the CSF network, provide healthy and affordable meals, snacks and cakes – all homemade. The cafe is run between the local charity Eddie's and Emmanuel United Reform Church, by volunteers some of whom have a learning disability.

(c) Sex – A man or a woman.

CSF projects and campaigns are aimed at the “whole” population and are unlikely to benefit or negatively impact on a particular sex.

(d) Transgender – A person who does not identify with the gender they were assigned to at birth (includes gender reassignment that is the process of transitioning from one gender to another)

CSF projects and campaigns are aimed at the “whole” population and are unlikely to benefit or negatively impact on transgender people.

(e) Pregnancy and maternity

CSF advocates breastfeeding and this forms part of an objective in the accreditation criteria but is not the main focus of their work. The World Health Organization (WHO) recommends exclusive breastfeeding until an infant is at least 6 months of age, with the introduction of solid food around this time and this is shown as supporting evidence by the National Institute for Health Care Excellence.

(f) Marriage and civil partnership

CSF projects and campaigns are aimed at the “whole” population and are unlikely to benefit or negatively impact on marriage and civil partnership.

(g) Race - The protected characteristic ‘race’ refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Food is often used to celebrate diversity within the city and to bring different groups of people together. The council’s Community Development team use food to help launch local events such as Black History month and the Cambridge MELA uses food to engage people at the Big Weekend event in the cultural traditions of the communities involved. This may have the positive impact of increasing understanding, tolerance and appreciation of different cultures and communities within the city.

(h) Religion or belief

A number of local churches provide local bases for food projects, such as St. Pauls and Foodcycle, as well as venues for lunch schemes and actively distribute Food Bank vouchers and act as food collection/donation points. Access to these food projects is open to the whole community.

(i) Sexual orientation

CSF projects and campaigns are aimed at the “whole” population and are unlikely to benefit or negatively impact on sexual orientation.

(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty

People living on low incomes are more likely to have lifestyle behaviours that lead to poor diets that increase the risk of developing long term health conditions earlier in life and of dying prematurely. Some people find it difficult to afford good food and in some cases want for a warm meal or go hungry.

This policy should positively impact on people experiencing food poverty and some low income groups of people. The Cambridge Food Poverty Alliance has recently been formed by CSF to help coordinate responses to food poverty in the city, partly anticipating some of the negative impacts of the introduction of Universal Credit in the city that have been shown in other areas to leave some applicants destitute for a period of time, without the ability to even purchase food. One aim is to understand and respond to existing patterns of use of Foodbank and other agencies, so that resources can be shared and better deployed, where possible. The Food Poverty Alliance is presently examining existing arrangements, including manifest and unmet demand, through a needs assessment and will look to develop a collaborative food action plan.

Projects involving low income families in cookery skills workshops have already made a difference in equipping nearly 200 families/individuals with the skills to cook healthy, low cost, nutritious meals from scratch.

10. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqIA accordingly.)

As the CSF partnership looks to complete the accreditation process and fill in any gaps that become apparent as the process moves forward there may be a need to reassess this EqIA to take into account impacts that may emerge. A draft, outline, application will be prepared for the end of October (2018), with a final draft completed in April (2019). It is proposed that this EqIA be updated in February (2019) to take into account any changes in the near complete submission, which would allow any impacts to be identified and any negative impacts to be mitigated.

11. Do you have any additional comments?

The council is looking to offer CSF support in the accreditation and is not the lead body – we will, however, seek to incorporate the principles of sustainable food into our work where possible, within resourcing, competence and capacity constraints, to create further momentum for this important issue.

12. Sign off

Name and job title of lead officer for this equality impact assessment:

Graham Saint (Corporate Strategy Officer)

Names and job titles of other assessment team members and people consulted:

Andrew Limb (Head of Corporate Strategy)

Date of EqlA sign off:

Date of next review of the equalities impact assessment:

Sent to Helen Crowther, Equality and Anti-Poverty Officer?

Yes

No

Date to be published on Cambridge City Council website (if known):