

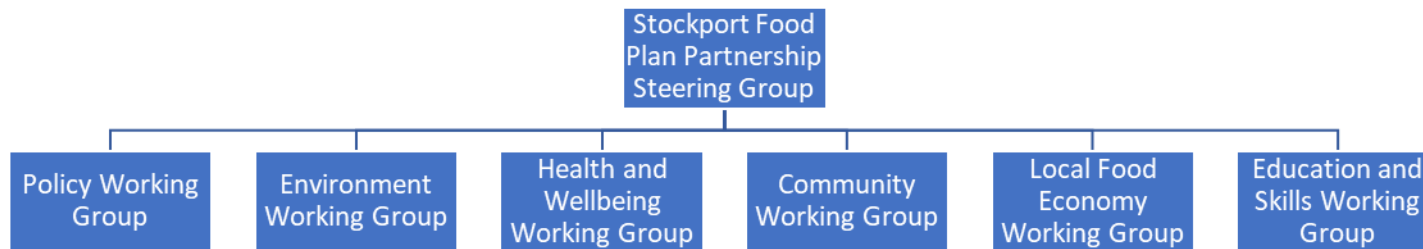
Equality Impact Assessment

Stockport Food Plan 2023



Equality Impact Assessment

Title of report or proposal	Stockport Food Plan 2023		
Lead officer(s)	Ben Fryer	Date	14 September 2023
Aims and desired outcomes of the proposal Are you trying to solve an existing problem?			
<p>Previous work around food in Stockport was aligned to The Stockport Healthy Weight Strategy (2010). This was followed by a comprehensive Sustainable Food Action Plan – “Feeding Stockport” developed in 2013. More recently, the food system in Stockport has experienced a range of challenges, including loss of profits in the hospitality industry due to the pandemic, the cost-of-living crisis and energy price increases over the winter of 2022/23. The Stockport Food Plan aims to provide a set of co-produced priority actions, with measurable outcomes, which can support the work of all stakeholders in the Stockport food system.</p> <p>This equality impact assessment is a live document and will include evidence gathered from engagement as the project progresses.</p>			
Scope of the proposal Include the teams or service areas from the Council and outward-facing services or initiatives			
<p>The Food Plan comes under the Public Health service. However, it requires stakeholders from all sectors to work together to produce an interactive and diverse food system which works for all residents and businesses across Stockport. The Food Plan includes both:</p> <ul style="list-style-type: none"> • Short term goals such as linking stakeholders together to help provide emergency and culturally appropriate food supplies to those in need. • Longer term goals: creating a sustainable food system within Stockport, equipping residents with practical skills to improve their diets as well as upskilling residents with expertise to work in businesses in the borough. 			
What are the possible solutions you have been / will be exploring? You should refer to any business cases, issues papers or options appraisals			
<p>The Draft Food Plan includes an implementation plan centred around a whole systems approach to improving the Stockport Food Plan. It includes the creation of a Stockport Food Plan Partnership Steering Group made up of all relevant stakeholders from working groups for each of our identified priority areas. The priority areas are listed below and can also be seen in the attached figure.</p> <ul style="list-style-type: none"> • Policy • Environment • Health and Wellbeing • Community • Local food economy • Education and skills 			



The Food Plan is intended to be a working document, with actions and priority areas being determined by the working and steering groups, to ensure that it is responsive and fit for purpose. We have also identified priority groups to be targeted by interventions in the Food Plan. There are a lot of priority groups identified and as a result, each working group will identify the priority groups that would most immediately be able to benefit from their initiatives and target them in that order.

The working and steering groups will continue to identify any relevant stakeholders that could be a part of implementing the Food Plan and will actively engage with them in the delivery of the project.

Who has been involved in the solution exploration?

Please list any internal and external stakeholders

The development of the Food Plan started with engaging identified stakeholders working within the food system in Stockport. They were invited to three workshops to explore what a future Food Plan should include as well as identifying priority areas. A summary of the three workshops is shown below.

- Stakeholder workshop 1 – An overview of the Greater Manchester food strategy approach, identify current work in Stockport, presented the Feeding Stockport priorities and asked whether these are still relevant, identify missing priorities, further stakeholders, and identify key words to be used in the vision statement.
- Stakeholder workshop 2 – A review of the feedback from workshop 1 and agreeing on the approach, vision, and priorities. To decide on the components of the food system, an evidence-based example was presented to the stakeholders. The stakeholders agreed on components which would be relevant in a local context. Outcomes and actions were suggested by the stakeholders and sorted under the food system components.

- Stakeholder workshop 3 – Another review of the previous workshops which was presented as the beginning of the Stockport Food Plan framework. This included agreeing on definitions and the outcome measures.

Stakeholders included representatives from across the Stockport food system:

- Stockport NHS FT
- Stockport Homes
- Sector 3
- Stockport Food Partnership membership
- Trussell Trust
- Age UK
- Food banks
- Where the Light Gets In
- Stockport College
- Foodie Friday
- Life Leisure
- Stockport Council Colleagues (Early years, ASC, Economy, works and skills, Allotments, Children and Young People, Neighbourhoods etc)
- Stockport Public Health team

What evidence have you gathered as a part of this EqIA? Which groups have you consulted or engaged with as part of this EqIA?

Sources can include but are not limited to: Statistics, JSNAs, stakeholder feedback, equality monitoring data, existing briefings, comparative data from local, regional, or national sources.

Groups could include but are not limited to: equality / disadvantaged groups, VCSFE organisations, user groups, GM Equality panels, employee networks, focus groups, consultations.

Engagement as listed above.

We have identified data sources that are already available either nationally such as OHID Fingertips or locally, either at the council or via stakeholders that can serve as baseline measurements and indicators to measure the progress of the actions in the Food Plan.

As part of the implementation plan, we will be monitoring these outcome measures to provide a measure of the impact of actions taken due to the Food Plan. The Food Plan will aim to target specific priority groups identified during the engagement process and will measure any improvements against the outcome measures, specifically for these groups.

Where possible, qualitative data, such as surveys or focus groups with the priority groups will be conducted in the medium to long term to understand the impact of any targeted initiatives.

Are there any evidence gaps that make it difficult or impossible to form an opinion on how the proposed activity might affect different groups of people?

Efforts will be made by the working groups through engagement to involve local groups, forums and organisations that represent the priority groups to ensure that their perspectives are considered.

Step 1: Establishing and developing the baseline

To assess the impacts of your proposal, you first need to understand how things are now. This will vary depending on your proposal, but consider who will be affected by the proposed changes: for example, who currently accesses a service or lives in an area? What works well for them? Are you aware of any issues? Are there any groups that are underrepresented?

Characteristic	Demographic of residents / service users	What works well How does the current provision or service meet the needs of people in different protected characteristics?	Current problems / issues This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
Age	The population of Stockport is slightly older than the national average, with the median age of Stockport at 41 compared to England of 39. 21.3% residents are aged under 18 (21.4% in England), 60.5 are aged 18-64 (62.3% in England), and 18.1% are aged 65 and over (16.4% in England).		While it is not clear if age is a factor in accessing healthy food choices, the whole systems approach of the Food Plan aims to see improvement in the availability of sustainable and culturally approach food sources across the locality for all population age groups. Specifically, it aims to see an increase across the borough in: <ul style="list-style-type: none"> •Fresh fruit and vegetables sources •Culturally appropriate food sources •Locally produced and sustainable food sources •Availability of food packages in food banks and pantries •Uptake of Healthy Start Vouchers
Disability	34% of Stockport households have at least one member with a disability.		People with long term conditions or disability living in places with limited access to a range

Characteristic	Demographic of residents / service users	What works well How does the current provision or service meet the needs of people in different protected characteristics?	Current problems / issues This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
Consider people with physical disabilities, sensory impairments, learning disabilities and mental health issues	26.60% of respondents considered themselves to have an impairment, disability, or long-term health condition.		of healthy food sources will experience difficulties in obtaining such food items. The Food Plan aims to see a decrease in the distance that people with long term conditions or a disability in deprived communities must travel to get access to healthier food sources such as fresh fruits and vegetables.
Gender reassignment A person whose individual experience of gender may not correspond to the sex assigned to them at birth.			
Maternity and pregnancy			
Marriage and Civil Partnership			
Race Not all ethnic groups will have the same experiences so if possible specify whether the impact is likely to be different for different ethnic groups e.g. Indian people, people of Black Caribbean heritage. This	From 2011 data, 92% of Stockport residents are White and 8% are from a Black, Asian or Ethnic Minority background. Of this 8%, the largest non-White British / Irish groups are Pakistani (24%), people with mixed or multiple ethnicities (19%), other White (18%) and Indian (10%). This data is from 2011 and it is expected that these groups have changed since then.		The Food Plan aims to see an increase across the borough in culturally appropriate food sources in the commercial and voluntary sectors.

Characteristic	Demographic of residents / service users	What works well How does the current provision or service meet the needs of people in different protected characteristics?	Current problems / issues This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
also includes Romani and Traveller populations			
Religion or Belief	Census data from 2011 shows that the religious make up of Stockport is 63% Christian, 25% no religion, 3.3% Muslim, 0.6% Hindu, 0.5% Jewish, 0.3% Buddhist, and 0.1% Sikh.		<p>People with specific food requirement due to religious beliefs will require specialist food settings or preparations to obtain their supplies.</p> <p>The Food Plan aims to see an increase in the availability of religiously and cultural appropriate food sources in the commercial and voluntary sectors.</p>
Sex			
Sexual orientation People who are lesbian, gay, or bisexual			
Socioeconomic status	Stockport is one of the most polarized boroughs in the country, with some of the most affluent and some of the most deprived local areas, generating significant inequalities among community groups. There is significant difference in life expectancy within our neighbourhoods, with men in Bramhall South living 11 years longer than those in Brinnington & Central. This variation is also seen in healthy life expectancy - in the most deprived areas the decline in health starts at age 55, compared to 71 in the most affluent areas.		<p>The Food Plan aims to see a reduction in the inequalities to the health of residents living in deprived area from the lack of availability of healthy food sources, by reducing food deserts.</p> <p>This could be by influencing planning colleagues on the location of new fresh food businesses or supporting third sector organisations in the provision of such food sources in those areas.</p>

Characteristic	Demographic of residents / service users	What works well How does the current provision or service meet the needs of people in different protected characteristics?	Current problems / issues This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
Other Please add in here any additional relevant comments or feedback where the protected characteristic is not known			
You are encouraged to consider the below characteristics where you have relevant data, especially if your proposal is predicted to disproportionately impact one or more of these groups.			
Carers			
Those experiencing homelessness			
Veterans			
Asylum seekers and refugees			

Step 2: Identifying impacts the proposal will have compared with the baseline

To explore the impacts of your proposal, you should use your baseline as a comparison with how things would be after your proposal. Think about how this would differ from the baseline for people with each protected characteristic. Include any sources of data you have used (including desktop research and engagement activity).

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
<i>Add more rows where needed</i>		<i>Is the impact positive or negative?</i>	<i>How have you become aware of an impact or inequality? Is it from research, have you been advised by another party, has a member of the public or a stakeholder made you aware, did someone from this or another characteristic make the claim?</i>	<i>What is the impact or inequality that has been identified? What is the frequency of claim for it? What is the rationale behind the issue, inequality or impact claimed?</i>	<i>Is there any evidence to support or deny the claim? Provide full details. Has the inequality or impact claimed been tested with people from the relevant characteristic? Have you researched the claimed issue? If yes, what has been learned and from what source(s)?</i>
1	Age – older people			No impacts specific to this group identified.	
2	Age – younger people			No impacts specific to this group identified.	
3	Disability Consider people with physical disabilities, sensory impairments, learning disabilities and mental health issues	Positive	Engagement	The availability of healthier food sources, food and skills education and community engagement is likely to benefit people with long term conditions and disabilities.	
	Gender reassignment A person whose individual experience of gender may not correspond to the sex assigned to them at birth.			No impacts specific to this group identified.	
	Maternity and pregnancy			No impacts specific to this group identified.	

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	Marriage and Civil Partnership			No impacts specific to this group identified.	
	Race Not all ethnic groups will have the same experiences so if possible specify whether the impact is likely to be different for different ethnic groups e.g. Indian people, people of Black Caribbean heritage. This also includes Romani and Traveller populations	Positive	Engagement	The availability of healthier, culturally appropriate food sources, food and skills education and community engagement is likely to benefit people of all races in Stockport.	
	Religion or Belief	Positive	Engagement	The availability of healthier and religiously appropriate food sources, together with food and skills education as well as community engagement is likely to benefit people with specific religious food requirements in Stockport.	
4	Sex			No impacts specific to this group identified.	
	Sexual orientation Consider how the proposed policy may differently impact people who are lesbian, gay, or bisexual			No impacts specific to this group identified.	
5	Socioeconomic status	Positive	Engagement	A reduction in the inequalities associated with food supply and availability is expected to benefit residents in the most deprived areas of Stockport. Additionally,	

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
				community engagement through the availability of allotment spaces and the resultant social interactions should result in positive outcomes for physical and mental health. Finally, the skills provided by the food education and skills priority area might provide employment opportunities for some residents in the long term.	
<p>You are encouraged to consider the below characteristics where you have relevant data, especially if your proposal is predicted to disproportionately impact one or more of these groups.</p>					
6	Carers				
	Those experiencing homelessness				
	Veterans				
	Asylum seekers and refugees				

Step 3: Identifying mitigating factors to minimise negative impacts

Step 2 identified potential impacts your proposal may have on people with different protected characteristics. If there are negative impacts, then you must consider how you could mitigate against (lessen) these negative impacts.

Impact no.	Impact summary	Suggested mitigation and rationale	Source of suggestion	Evidence for solution	Feasibility
	<i>Give a brief summary of the issue/inequality /impact</i>	<i>What is being suggested to mitigate for this. What is the rationale behind the suggestion?</i>	<i>Where does this suggestion come from? Have you consulted the characteristic(s) affected for solutions?</i>	<i>What evidence is there that the suggestion would solve the problem? How have you learned this? Has this been done elsewhere?</i>	<i>Within the financial envelope, how feasible is this solution? What are the cost implications? Could it indirectly affect anyone else? Can any other body help with the solution? If yes, how?</i>
1	Inclusivity and concerns around everyone being included within the Strategy rather than there being priority groups.	The Food Plan needs to be communicated carefully across the food system to prevent people feeling left out of its development or implementation.	Engagement		<p>A communications plan will be developed by the working groups and reviewed by the steering group alongside the implementation proposal.</p> <p>There will always be an opportunity for interested stakeholders to volunteer to be a part of any of the working groups to ensure their voice is heard.</p> <p>The Food Plan is a live document which can be updated to reflect any changes as identified and discussed in the working groups.</p>

Please state if there are any additional comments or suggestions that could promote equalities in the future.

Step 4: Conclusions and outcome

It is strongly recommended to engage with people with protected characteristics to sense-check your conclusions before you indicate an outcome in this EqIA. Including feedback from this engagement activity will ensure your baseline assessment and your impacts are accurate, and that your mitigating actions are helpful and the best use of resources. It ensures that the proposal has been designed so that it is fair as possible to everybody.

If you have not undertaken any community engagement for this EqIA, please indicate this and explain why.

N/A

If there are impacts identified that cannot be mitigated against, are there any justifications for not taking any action to improve the negative impacts that have been identified?

N/S

Are there any adverse impacts that can be justified on the grounds of promoting equality of opportunity for one group, or for any other reason? Please state why.

N/A

Are there any other proposals or policies that you are aware of that could create a cumulative impact?

This is an impact that appears when you consider services or activities together. A change or activity in one area may create an impact somewhere else.

None known

Based on your equality impact analysis, please indicate the outcome of this EqIA.

Please indicate the outcome of the EqIA and provide justification and / or changes planned as required.

A.	No major barriers identified, and there are no major changes required – proceed.	<input checked="" type="checkbox"/>
B.	Adjustments to remove barriers, promote equality and / or mitigate impact have been identified and are required – proceed.	<input type="checkbox"/>
C.	Positive impact for one or more of the groups justified on the grounds of equality – proceed.	<input type="checkbox"/>

D.	Barriers and impact identified, however having considered available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice – proceed with caution, knowing that this policy or practice may favour some people less than others. Strong justification for this decision is required.	<input type="checkbox"/>
E.	This policy identifies actual or potential unlawful discrimination – stop and rethink.	<input type="checkbox"/>

Please describe briefly how this EqIA will be monitored.

When will this be reviewed? What mitigating actions need to be implemented and when?

Ongoing EqIA monitoring will be integrated into the annual governance reporting mechanisms