



## Appendix 2

### Form to be used for the Initial Equalities Impact Assessment

Service Area: Community Services		Section:	Date of Initial assessment: Oct 2021	Key Person responsible for assessment: Hagan Lewisman	Date assessment commenced: Nov 2021
Name of Policy to be assessed:			Ant-Racism Charter		
1. In what area are there concerns that the policy could have a differential impact	<u>Race</u>		<u>Disability</u>		<u>Age</u>
	<u>Gender reassignment</u>		<u>Religion or Belief</u>		<u>Sexual Orientation</u>
	<u>Sex</u>		<u>Pregnancy and Maternity</u>		<u>Marriage &amp; Civil Partnership</u>
Other strategic/ equalities considerations			<u>Safeguarding/ Welfare of Children and vulnerable adults</u>	<u>Mental Wellbeing/ Community Resilience</u>	
2. Background:  Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact Assessment.			<p>Equality is about ensuring individuals or groups are not treated differently or less favourably, on the basis of their specific protected characteristic.</p> <p>Diversity aims to recognise, respect and value people's differences and to contribute and realise their full potential by promoting an inclusive culture for all.</p> <p>A full equalities impact assessment will be submitted in the Autumn of 2022 when the strategy comes back to cabinet with an action plan.</p>		

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<p><b>3. Methodology and Sources of Data:</b></p> <p>The methods used to collect data and what sources of data</p>	<ul style="list-style-type: none"> <li>• Data insights from County, City and District Council’s</li> <li>• Councillors with lead cabinet responsibilities</li> <li>• Good Food Oxfordshire</li> <li>• Community groups</li> </ul>
<p><b>4. Consultation</b></p> <p>This section should outline all the consultation that has taken place on the EIA. It should include the following.</p> <ul style="list-style-type: none"> <li>• Why you carried out the consultation.</li> <li>• Details about how you went about it.</li> <li>• A summary of the replies you received from people you consulted.</li> <li>• An assessment of your proposed policy (or policy options) in the light of the responses you received.</li> <li>• A statement of what you plan to do next</li> </ul>	<p>The Oxfordshire Food Strategy has been developed by a multi-stakeholder partnership including County, City and District councils, Good Food Oxfordshire, community groups, local food producers and other major institutions. It has been developed to tackle the challenges of health and wellbeing; climate change and biodiversity; fair incomes and employment and a vibrant and sustainable food system. Part 1 of the strategy seeks to identify priority areas for action, links to existing initiatives and policy and showcase examples of excellence that can be learnt from and built upon.</p> <p>Public and stakeholder engagement in developing the strategy initially took place during August – October 2021. This included consulting with relevant Councillors/officers across Oxfordshire local authorities, farmers markets and producers and members of the public attending food related events. A detailed timeline of engagement events will be published on the Good Food Oxfordshire website.</p> <p>To support the ambitions of the strategy, action plans will be developed in partnership which will be tailored to meet the different needs of the City and the District Councils. This work will be undertaken in partnership with established community groups in each local area.</p>

**5. Assessment of Impact:**

Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults

Race	Disability	Age
Positive	Neutral	Neutral
Gender reassignment	Religion or Belief	Sexual Orientation
Neutral	Positive	Neutral
Sex	Pregnancy and Maternity	Marriage & Civil Partnership
Neutral	Neutral	Neutral

We recognise that the Oxfordshire Food strategy cuts across all the protected characteristics

The strategy presents a vision which seeks to ensure that everyone in Oxfordshire can enjoy the healthy and sustainable food they need every day through the following ambitions:

- a. Food justice: healthy and sustainable food is affordable and accessible to everyone
- b. Sustainable food economy: Local food businesses flourish, with more productions, more outlets, more employment and better standards for workers
- c. Good food movement: more people can enjoy and engage with healthy, sustainable food and 'good food for everyone' is part of our culture
- d. Food for the planet: We waste less food and the food that we do produce, consume and waste has a less negative impact on the planet
- e. Sustainable supply chains: More locally produced, sustainable food is bought and consumed locally, and supply chains are more resilient
- f. Governance and strategy: Continue, evaluate and strengthen existing initiatives. Build foundations for new initiatives. Establish enablers to manage and monitor progress.

<p><b>6. Consideration of Measures:</b></p> <p>This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>It has been recognised throughout the development of the strategy, the importance of equality, diversity and inclusion which have been key components. The policy will have a positive impact on the protected characteristics that have been detailed in line with the ambitions shown above.</p>				
<p><b>6a. Monitoring Arrangements:</b></p> <p>Outline systems which will be put in place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any evidence of discrimination.</p>	<p>There is a steering group which is in place that includes the County, City, community representation, University of Oxford and local business. This will also be reported at board level.</p>				
<p><b>7. Date reported and signed off by City Executive Board:</b></p>	<p>15 June 2022</p>				
<p><b>8. Conclusions:</b></p> <p>What are your conclusions drawn from the results in terms of the policy impact</p>	<p>The strategy presents a vision which seeks to ensure that everyone in Oxfordshire can enjoy the healthy and sustainable food they need every day. This will enable the vision and ambitions shown in section 5 to be achieved and a positive impact in relation to equality.</p>				
<p><b>9. Are there implications for the Service Plans?</b></p>	<p>NO</p>	<p><b>10. Date the Service Plans will be updated</b></p>		<p><b>11. Date copy sent to Equalities Lead Officer</b></p>	

<b>.13. Date reported to Scrutiny and Executive Board:</b>		<b>14. Date reported to City Executive Board:</b>	15 June 2022	<b>12. The date the report on EqIA will be published</b>	
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Signed (completing officer) Hagan Lewisman

Signed (Lead Officer)

**Please list the team members and service areas that were involved in this process:**

Hagan Lewisman – Active Communities Manager

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