

The “Equality Initial Challenge”

| Name: Monmouthshire Meals Leadership | | Please give a brief description of what you are aiming to do. | |
|--------------------------------------|---|---|---|
| Service area: Direct Care | | Making permanent the joint role of Monmouthshire Meals and School Meal’s Lead | |
| Date completed:17.06.16 | | | |
| Protected characteristic | Potential Negative impact Please give details | Potential Neutral impact Please give details | Potential Positive Impact Please give details |
| Age | | Not affected | |
| Disability | | Not affected | |
| Marriage + Civil Partnership | | Not affected | |
| Pregnancy and maternity | | Not affected | |
| Race | | Not affected | |
| Religion or Belief | | Not affected | |
| Sex (was Gender) | | Not affected | |
| Sexual Orientation | | Not affected | |
| Transgender | | Not affected | |
| Welsh Language | | Not affected | |

| Please give details about any potential negative Impacts . | How do you propose to MITIGATE these negative impacts |
|---|---|
| ➤ | ➤ |
| ➤ | ➤ |
| ➤ | ➤ |
| ➤ | ➤ |

Signed Colin Richings
Dated: 17.06.16

Designation: Older People's Direct Care Lead

EQUALITY IMPACT ASSESSMENT FORM

| What are you impact assessing | Service area |
|---|--------------------------------------|
| Making permanent the joint role of Monmouthshire Meals and School Meal's Lead | Social Care and Health / Direct Care |
| Policy author / service lead | Name of assessor and date |
| Colin Richings | Colin Richings, 17.06.16 |

1. What are you proposing to do?

Implement the recommendations falling out of the review of Mardy Park Resource Centre. Specifically:

- Making permanent the joint role of Monmouthshire Meals and School Meal's Lead

2. Are your proposals going to affect any people or groups of people with protected characteristics in a **negative** way? If **YES** please tick appropriate boxes below.

| | | | |
|-------------------------------|--|--------------------|--|
| Age | | Race | |
| Disability | | Religion or Belief | |
| Gender reassignment | | Sex | |
| Marriage or civil partnership | | Sexual Orientation | |
| Pregnancy and maternity | | Welsh Language | |

3. Please give details of the negative impact

4. Did you take any actions to mitigate your proposal? Please give details below including any consultation or engagement.

5. Please list the data that has been used to develop this proposal? eg Household survey data, Welsh Govt data, ONS data, MCC service user data, Staff personnel data etc..

Signed.....Colin Richings **Designation**.....**Older People's Direct Care Lead**.....**Dated**.....17.06.16.....

The “Sustainability Challenge”

| | | | |
|--|---|---|--|
| Name of the Officer completing “the Sustainability challenge” Colin Richings – Older People’s Direct Care Services Lead | | Please give a brief description of the aims proposed policy or service reconfiguration <ul style="list-style-type: none"> - Making permanent the joint role of Monmouthshire Meals and School Meal’s Lead | |
| Name of the Division or service area Social Care and Health | | Date “Challenge” form completed 17.06.16 | |
| Aspect of sustainability affected | Negative impact Please give details | Neutral impact Please give details | Positive Impact Please give details |
| PEOPLE | | | Better access to support, information and council resources |
| Ensure that more people have access to healthy food | | | Development of specialism supports the promotion of nutrition and hydration across older people and children |
| Improve housing quality and provision | | Not affected | |
| Reduce ill health and improve healthcare provision | | | The health benefits of good hydration and nutrition are well researched. The purpose of this role is to ensure specialism and expertise is consistently available across directorates. |

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| Promote independence | | | The Monmouthshire Meals Service is specifically targeted at supporting independence with the vast majority of referrals to the service being for short term support |
| Encourage community participation/action and voluntary work | | Not affected | |
| Targets socially excluded | | | A critical outcome of the Monmouthshire Meals service is to monitor the welfare of people who are isolated and do not have their own support networks |
| Help reduce crime and fear of crime | | Not affected | |
| Improve access to education and training | | | The role will support the professional development of the staff employed within catering across RCS and SCH directorates. |
| Have a positive impact on people and places in other countries | | Not affected | |
| PLANET | | | |
| Reduce, reuse and recycle waste and water | | Not affected | |

| | | | |
|---|--|--------------|--|
| Reduce carbon dioxide emissions | | Not affected | |
| Prevent or reduce pollution of the air, land and water | | Not affected | |
| Protect or enhance wildlife habitats (e.g. trees, hedgerows, open spaces) | | Not affected | |
| Protect or enhance visual appearance of environment | | Not affected | |
| PROFIT | | Not affected | |
| Protect local shops and services | | Not affected | |
| Link local production with local consumption | | Not affected | |
| Improve environmental awareness of local businesses | | Not affected | |
| Increase employment for local people | | Not affected | |
| Preserve and enhance local identity and culture | | Not affected | |
| Consider ethical purchasing issues, such as Fairtrade, | | Not affected | |

| | | | |
|---|--|---|--|
| sustainable timber (FSC logo) etc | | | |
| Increase and improve access to leisure, recreation or cultural facilities | | Not affected | |
| What are the potential negative Impacts | | Ideas as to how we can look to MITIGATE the negative impacts (include any reasonable adjustments) | |
| ➤ | | ➤ | |
| ➤ | | ➤ | |
| ➤ | | ➤ | |
| ➤ | | ➤ | |

The next steps

- If you have assessed the proposal/s as having a **positive impact please give full details** below

- If you have assessed the proposal/s as having a **Negative Impact** could you please provide us with details of what you propose to do to mitigate the negative impact:

Signed

Colin Richings

Dated 17.06.16