

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 - 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.

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