

## Appendix 5: Equality, Diversity, Cohesion and Integration (EDCI) impact assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

<b>Directorate: Resources</b>	<b>Service area: SEAQ</b>
<b>Lead person: Claire Dalton Nobbs</b>	<b>Contact number:</b>
<b>Date of the equality, diversity, cohesion and integration impact assessment: 06/03/2023</b>	

<b>1. Title: Draft Leeds Food Strategy</b>
Is this a:
<input checked="" type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>

### 2. Members of the assessment team:

<b>Name</b>	<b>Organisation</b>	<b>Role on assessment team For example, service user, manager of service, specialist</b>
Claire Dalton Nobbs	Leeds City Council	Officer

**3. Summary of strategy, policy, service or function that was assessed:**

A revised draft Leeds Food Strategy is being taken to Executive Board in March. The strategy will be hosted on the Leeds City Council website following public consultation and the final version published in Spring 2023. The strategy follows the 3 pillars of the Best City Ambition: health and wellbeing, inclusive growth (as food security and economy), zero carbon (as sustainability and resilience), with 5 objectives identified through partner collaboration against each.

**4. Scope of the equality, diversity, cohesion and integration impact assessment**  
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

**4a. Strategy, policy or plan**  
(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input checked="" type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>

**Please provide detail:**

**Our vision for Leeds to have a vibrant food economy where everyone can access local, healthy, and affordable food that is produced in ways that improve our natural environment and embrace new techniques and technologies.**

**Health and Wellbeing**  
Objective 1: Ensure people of all ages know how to access, prepare, and eat food that supports health and wellbeing.  
Objective 2: Champion community food initiatives that support healthier eating  
Objective 3: Change our city environment to help make healthier food more available and appealing  
Objective 4: Offer targeted support to those of us who are most at risk  
Objective 5: Develop a skilled local workforce who advocate for healthier eating

**Food Security and Economy**  
Objective 1: Tackle factors limiting people’s ability to afford the food they need.  
Objective 2: Help those in need of support to access affordable and inclusive food initiatives.  
Objective 3: Continue to build a strong partnership approach across all sectors and with the people of Leeds.  
Objective 4: Support and unlock opportunities for local food businesses and workers.

**Objective 5:** Promote Leeds as a vibrant food city—celebrating our independent food, drink, events, and culture.

**Sustainability and Resilience**

**Objective 1:** Tackle waste by reducing, redistributing, and utilising surplus food

**Objective 2:** Raise awareness of how we can eat nutritious foods that are good for the planet.

**Objective 3:** Encourage and embrace new ways of producing, selling and serving food within local communities

**Objective 4:** Support local farmers to transition to resilient and profitable agriculture which improves the environment.

**Objective 5:** Champion environmentally sustainable and resilient food buying

Objectives have been amended and reordered following consultation feedback. For the consultation feedback report see Appendix 2 Overview of the consultation responses (Leeds Food Strategy) and for the full content of the proposed Leeds Food Strategy see Appendix 3 of the executive board report.

<b>4b. Service, function, event</b>	
please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
<b>Please provide detail:</b>	

**5. Fact finding – what do we already know**

Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.

(priority should be given to equality, diversity, cohesion and integration related information)

The Leeds Food Strategy is a strategy for every community in the city. It sets out broad objectives to inform the work of the council and its partners to support a consistent and vision-driven approach. It is not a document written to tell people what to do. Leeds has a diverse population and this strategy does not aim to focus on any community in particular. Nevertheless, many of the objectives in the strategy will have the effect of reducing health and economic inequalities if implemented.

The Leeds Food Strategy was created by a cross-council team alongside numerous partners, ensuring maximum knowledge and expertise. The council team included staff from SEAQ, Public Health, Financial Inclusion and Economic Development. Partners include stakeholders with sector knowledge of health, sustainability, and financial inclusion from the private, public and the third sector. The strategy was developed in collaboration with these partners and then updated in line with consultation feedback to ensure that it has been informed by a diversity of ideas and viewpoints. This process endeavoured to produce a set of inclusive objectives.

All of the strategy’s objectives have been created considering both international/national and local data, therefore the decisions about where work should be focused is evidence-based.

The public consultation for the Leeds Food Strategy took place throughout Autumn 22, aimed at all residents, businesses and organisations of Leeds. This consultation sought feedback and was conducted via three methods to improve accessibility:

- 1) A survey hosted online. There was a risk that this format could potentially exclude those that struggle with literacy, or where English is a second language, or people with vision related disability. These accessibility risks were mitigated to an extent by working to make sure that the website and other online content met digital accessibility standards and could be accessed by screen reader and translation software. Additionally, people with English as a second language were a target for face-to-face consultation with support from third sector partners.
- 2) Attendance at a variety of meetings to ensure engagement from key stakeholders, i.e., focus groups, presentations, and group discussion. Methodology was agreed with each partner to meet individual needs.
- 3) Face-to-face focus group consultation conducted by FoodWise Leeds reaching out to several public consultation groups across Leeds communities. This included the Leeds BiteBack 2030 Youth Board to represent the views of young people in the city.

The questions to support the consultation were developed by the cross-council strategy team and were tested by Leeds City Council’s consultation team to ensure accessibility.

For the consultation feedback provided high levels of overarching support for the Leeds Food Strategy across the vision and themes for the report see Appendix 2.

**Are there any gaps in equality and diversity information**

**Please provide detail:**

The team leading the consultation ensured that all equality characteristics are considered and this will remain so as the strategy is adopted and the action plan developed.

**Action required:**

Development of an action plan, considering the EDCI impacts of each action.

**6. Wider involvement – have you involved groups of people who are most likely to be affected or interested**

Yes

No

**Please provide detail:**

The document issued for wider public consultation in October 22 was created in collaboration with a wide range of stakeholders from a variety of sectors from across the city.

Through this process, viewpoints from many different people in the city have been considered and insights from a variety of community groups have been shared. Participants ranged from large organisations to community groups.

Stakeholders that have contributed so far, include: [The National Farmers Union](#), [The University of Leeds](#), [FareShare Yorkshire](#), [Rethink Food](#), [Incredible Edible](#), [Feed Leeds](#), [Climate Action Leeds](#), [Leeds Teaching Hospitals NHS Trust](#), [Flourishing Families](#), [Give a Gift](#), [Zest](#), [Trussell Trust](#), [Zero Waste Leeds](#), [Voluntary Action Leeds](#), [Growing Better](#), [Leeds Food Aid Network](#), plus many more.

The document has been updated and amended in line with consultation feedback. This wide range of partners and community groups will continue to be involved in the work of the strategy through the action plan development and implementation as it is adopted.

**Action required:**

Ongoing public engagement of the strategy and action plan.

**7. Who may be affected by this activity?**

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

**Equality characteristics**

**Age**

**Carers**

**Disability**

**Gender reassignment**

**Race**

**Religion or Belief**

**Sex (male or female)**

**Sexual orientation**

**Other**

(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

**Please specify:** The strategy has the potential to influence the food consumed by all communities in Leeds. Nevertheless, the strategy acknowledges that food culture and experiences of food differs between individuals and communities. The strategy aims to reduce food security and improve health outcomes from food which will benefit individuals with some characteristics more than others due to existing disparities.

**Stakeholders**

<input checked="" type="checkbox"/>	Services users	<input type="checkbox"/>	Employees	<input type="checkbox"/>	Trade Unions
<input checked="" type="checkbox"/>	Partners	<input type="checkbox"/>	Members	<input checked="" type="checkbox"/>	Suppliers
<input type="checkbox"/>	Other please specify				

**Potential barriers**

<input type="checkbox"/>	Built environment services	<input type="checkbox"/>	Location of premises and
<input checked="" type="checkbox"/>	Information and communication	<input type="checkbox"/>	Customer care
<input type="checkbox"/>	Timing	<input type="checkbox"/>	Stereotypes and assumptions
<input checked="" type="checkbox"/>	Cost	<input checked="" type="checkbox"/>	Consultation and involvement
<input checked="" type="checkbox"/>	Financial exclusion	<input type="checkbox"/>	Employment and training
<input type="checkbox"/>	specific barriers to the strategy, policy, services or function		

**Please specify**

Some of the strategy objectives may face barriers of cost and community financial insecurity, however access and affordability have been considered throughout the development of the strategy.

**8. Positive and negative impact**  
Think about what you are assessing (scope), the fact-finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

**8a. Positive impact:**

Delivery of the strategy aims to improve health outcomes and tackle food security, which if successful would have the effect of contributing to reduced economic and health inequalities in Leeds.

Negative impacts on stakeholders and different groups has been mitigated through a collaborate and consultative approach to developing the strategy (explained above).

This approach has meant that the final strategy has been informed by a diversity of viewpoints and experiences.

The action plan will be hosted on the council website but managed and monitored by a third sector partner with input and work undertaken by a wide range of partners as well as the council to support the positive impact and ongoing community engagement.

**Action required:**

Development of an action plan with EDCI impacts considered in further detail.

**8b. Negative impact:**

Although the approach used to create the draft strategy took views from many stakeholders, there will still be groups that we underrepresented unfortunately. The 10 week consultation period endeavoured to ensure any of these group's views were captured at this time and considered.

Across the three methods for consultation all members of the community had the opportunity to contribute. Ensuring a consultation plan is in place should help the steering group to monitor consultation engagement across key groups.

It will be necessary to ensure work is ongoing with community groups to support ongoing engagement of the strategy, development and implementation of actions to support everyone in Leeds across the themes.

**Action required:**

Ensure action plan is monitored.

**9. Will this activity promote strong and positive relationships between the groups/communities identified?**

Yes  No

**Please provide detail:**  
The work of the Leeds Food Strategy aims to bring together a number of stakeholder and community groups around an agreed, co-produced vision to promote more collaborative work and deliver the objectives identified within the strategy.

**Action required:** Continued engagement with groups and communities across the city by partners and interested groups.

**10. Does this activity bring groups/communities into increased contact with each other? (for example, in schools, neighbourhood, workplace)**

Yes  No

**Please provide detail:**

To deliver the objectives of the strategy, from now until 2030 there will be a number of actions each year. Due to the collaborative nature of the objectives of the strategy, it is likely that actions will require increased contact between groups with joint visions. These activities will be designed to be as inclusive as possible to maximise impact and cohesion.

**Action required:** Engagement with groups and communities across the city by partners and interested groups.

**11. Could this activity be perceived as benefiting one group at the expense of another?** (for example where your activity or decision is aimed at adults could it have an impact on children and young people)

Yes

No

**Please provide detail:**

As stated in the vision of the strategy...

Our vision for Leeds to have a vibrant food economy where **everyone** can access local, healthy, and affordable food that is produced in ways that improve our natural environment and embrace new techniques and technologies.

**Action required:**



<b>12. Equality, diversity, cohesion and integration action plan</b> (insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)			
<b>Action</b>	<b>Timescale</b>	<b>Measure</b>	<b>Lead person</b>
Development of an action plan	March 2023 – September 2023	Actions identified and EDCI impacts identified in further detail	Claire Dalton Nobbs
Wider public awareness of adopted strategy document	March 2023-2030	Communications developed with accessibility in mind, e.g. an accessible online strategy document and action plan, face-to-face sessions held to support development and implementation of actions.	Claire Dalton Nobbs
Action plan is monitored	September 2023-August 2024	This will be undertaken by FoodWise Leeds, with actions undertaken by partners and stakeholders across the city. EDCI impacts will be considered as part of this monitoring.	Claire Dalton Nobbs
Action plan is revised, updated and approved	March 2024-September 2024	Annual report to Executive Board of update and progress as well as any adopted revisions necessary due to progress or changes at a national and/or local level.	Claire Dalton Nobbs

**13. Governance, ownership and approval**

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job title	Date
Polly Cook	Chief Officer SEAQ	06/03/2023
<b>Date impact assessment completed</b>		<b>06/03/2023</b>

**14. Monitoring progress for equality, diversity, cohesion and integration actions** (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board  
Please specify which board
- Other (please specify)

**15. Publishing**

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk) for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to <b>Governance Services</b>	Date sent: 06/03/2023
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: