

## **Equality and Fairer Scotland Impact Assessment - Screening**

<b>Title of Policy:</b>	Cease funding The Gate - food bank and soup pot
<b>Service:</b>	Partnership and Performance
<b>Team:</b>	Strategy and Performance

Will the policy have to go to Council or committee for approval	Yes
Is it a major policy, significantly affecting how functions are delivered?	No
Does it relate to functions that previous involvement activities have identified as being important to particular protected groups?	Yes
Does it relate to an area where the Council has set equality outcomes?	No
Does it relate to an area where there are known inequalities?	Yes
Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes?	Yes

**IF YES TO ANY - Move on to an Equality & Fairer Scotland Assessment**

**IF NO - Explain why an Equality & Fairer Scotland Assessment is not required**

<b>APPROVAL</b>		
<b>NAME</b>	<b>DESIGNATION</b>	<b>DATE</b>
Cherie Jarvie	Service Manager	31 <sup>st</sup> January 2019

NB This screening exercise is not to be treated as an assessment of impact and therefore does not need to be published. However, if you decide not to assess the impact of any policy, you will have to be able to explain your decision. To do this, you should keep a full record of how you reached your decision.

## **Equality and Fairer Scotland Impact Assessment - Scoping**

<b>Purpose of the proposed policy or changes to established policy</b>
<p>The purpose of the change is to contribute towards the Council's requirement to set a balanced budget, as required by statute, for the year 2019/20.</p> <p>The proposals include stopping the funding to The Gate. The Gate currently receives £4645 to support the Foodbank and £2787 to support the Soup Pot. This funding is managed via a SLA. If this proposal is approved it would mean a funding reduction of £2000 in 2019/20 with funding ceasing on 30th September 2019.</p>
<b>Which aspects of the policy are particularly relevant to each element of the Council's responsibilities in relation to the General Equality Duty and the Fairer Scotland Duty?</b>
<b>General Equality Duty -</b>
<b>➤ Eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct</b>
Impacts, if any, are likely to be minimal.
<b>➤ Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not</b>
There are likely to be impacts in this area in respect of age, with older people and children likely to be disproportionately impacted, and in respect of sex, with women likely to be disproportionately impacted by the foodbank proposal and men disproportionately impacted by the soup pot proposal.
<b>➤ Fostering good relations between people who share a protected characteristic and those who do not.</b>
Impacts, if any, are likely to be minimal.
<b>Fairer Scotland Duty -</b>
<b>➤ Reducing inequalities of outcome caused by socioeconomic disadvantage</b>
There are likely to be significant impacts in this area as The Gate supports people who already experience socio-economic disadvantage. This proposal will have a significant impact on families and individuals on low incomes and those experiencing in-work poverty, receiving key benefits and receiving Universal Credit. Groups most likely to be affected are families and individuals who are already experiencing poverty and crisis through socio-economic disadvantage.

<b>To which of the equality groups is the policy relevant?</b>		
<b>Protected Characteristic</b>	<b>Yes/No*</b>	<b>Explanation</b>
Age	Yes	The proposal is likely to impact on young people and families with young children. The Food Bank SLA pays for perishable goods which are included in the food parcels along with the non-perishable goods which have been donated. The perishable goods eg cheese, eggs, spread, yoghurt, fruit and vegetables etc ensure that nutritionally balanced parcels are given to individuals and families including important sources of protein and calcium, particularly important to children. The Food Bank supplied 2205 parcels in 2018 to 3723 people. The breakdown of recipients includes 1386 children in receipt of food parcels. The Soup Pot SLA pays for the food and covers the utility bills. The Soup Pot provides 50 meals a week. These meals are served to vulnerable and homeless people. The majority of these are older people. The withdrawal of the SLA would impact on the sustainability of this service.
Disability	Yes	There may be impacts on people with disabilities as many users of the Food Bank and Soup Pot are in receipt of benefits and/or suffer from mental health issues. 298 food parcels were handed over to individuals following referrals from the NHS last year.
Gender Reassignment	No	There is no indication that this protected characteristic would be impacted.
Marriage and civil partnership	No	There is no indication that this protected characteristic would be impacted.
Pregnancy and Maternity	No	There is no indication that this protected characteristic would be impacted.
Race	No	There is no indication that this protected characteristic would be impacted.
Religion and Belief	No	There is no indication that this protected characteristic would be impacted.
Sex	Yes	There is a possibility that this protected characteristic may be impacted. Our poverty and economic baseline assessments indicate that women in Clackmannanshire experience income and employment deprivation. There is a possibility that this proposal will have a disproportionate impact on women. However, statistics show that food parcels were provided to more men than women in 2018: 1302 men and 1035 woman. The majority of people using the Soup Pot are men.
Sexual Orientation	No	There is no indication that this protected characteristic would be impacted.

\* Delete as required

**What evidence is already available about the needs of relevant groups, and where are the gaps in evidence?**

Analysis informing the LOIP and Corporate Plan indicate that child poverty and women's inequalities are significant issues for Clackmannanshire. Health inequalities continue to present challenges for our older population, and those with disabilities. The Gate, as part of the SLA monitoring, provided regular statistics on uptake of their services and the profile of recipients of support. These statistics cover the age and sex protected characteristic; there is a gap in evidence on the disability protected characteristic.

**Which equality groups and communities might it be helpful to involve in the development of the policy?**

Face to face engagement has taken place with trustees of The Gate to enable a better understanding of the impact.

**Next steps**

Council will meet to agree the 2019/20 budget.

## Equality and Fairer Scotland Impact Assessment - Decision

<b>Evidence findings</b>		
All evidence gathered was presented to elected members prior to the budget setting Council meeting.		
<b>Details of engagement undertaken and feedback received</b>		
Face to face engagement has taken place with trustees of The Gate - the feedback they gave informed this document.		
<b>Decision/recommendation</b>		
Having considered the potential or actual impacts of this policy, the following decision/ recommendation is made:		
<b>Tick</b>	<b>Option 1: No major change</b> The assessment demonstrates that the policy is robust. The evidence shows no potential for unlawful discrimination and that all opportunities have been taken to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.	
	<b>Option 2: Adjust the policy</b> – this involves taking steps to remove any barriers, to better advance equality or to foster good relations. It may be possible to remove or change the aspect of the policy that creates any negative or unwanted impact, or to introduce additional measures to reduce or mitigate any potential negative impact.	
	<b>Option 3: Continue the policy</b> – this means adopting or continuing with the policy, despite the potential for adverse impact. The justification should clearly set out how this decision is compatible with the Council’s obligations under the duty.	
<b>X</b>	<b>Option 4: Stop and remove the policy</b> – if there are adverse effects that are not justified and cannot be mitigated, consideration should be given to stopping the policy altogether. If a policy leads to unlawful discrimination it should be removed or changed.	
<b>Justification for decision</b>		
The Council met on 6th March 2019 and set the budget for 2019/20. Funding for The Gate will be maintained at 2018/19 levels.		
<b>APPROVAL</b>		
<b>NAME</b>	<b>DESIGNATION</b>	<b>DATE</b>
Cherie Jarvie	Strategy and Performance Manager	7 <sup>th</sup> March 2019