



Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

Step 1

Name of Proposal (includes e. g. budget savings, committee reports, strategies, policies, procedures, service reviews, functions):

Angus Food Growing Strategy 2021 - 2030

Step 2

Is this only a **screening** Equality Impact Assessment

No

(A) If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

- | | |
|---|-----|
| (i) It does not impact on people | Yes |
| (ii) It is for information only | No |
| (iii) It is reflective e.g. of budget spend over a financial year | No |
| (iv) It is technical | No |

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

(B) If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment	Yes/
Is this a Fairer Scotland Duty Assessment	Yes

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

Step 3

(i) Lead Directorate/Service: Strategic Policy, Transformation and Public Sector Reform

(ii) Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

Angus Food Growing Strategy is designed to meet a statutory duty set by the Community Empowerment 2015 (Scotland) Act:

- identifying land in Angus that may be used as allotment sites (as defined by the Act),
- identifying other areas of land that could be used by a community for the cultivation of vegetables, fruit, herbs or flowers,
- describing how, we plan to take reasonable steps under section 112(1) of the Act, to increase the provision of
 - allotments, or other areas of land for use by a community for the cultivation of vegetables, fruit, herbs or flowers
- Exploring how we intend to increase the provision of land in areas which experience socio-economic disadvantage.

(iii) What is the aim of the proposal? Please give full details.

This strategy is for Angus much more than a statutory responsibility. Healthy eating and addressing food poverty are established Council priorities and this strategy is an opportunity work across the Council and with residents to support community growing for food, pleasure and social interaction. It sits within a range of local activities and links with the food, drink and agriculture for which Angus is rightly famous.

The Strategy looks to identify ways of supporting community growing – including land, skills and sources of funding - and uses community input to help develop an action plan.

This is a starting point and will evolve over time. It will help inform other Council services such as parks, planning and housing to build community growing into our towns, villages and green networks for the benefit of all.

(iv) Is it a new proposal? Yes

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? No Please indicate

Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees	Yes
Job Applicants	No
Service users	Yes
Members of the public	Yes

Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:

Internal data (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

The initial engagement for this strategy was built on a working group exploring food poverty in Angus. In order to get a clear baseline of food provision, support and developments in Angus mapping was carried out. This mapping highlighted the wide variety of projects and activities happening in Angus to support people and improve health through fresh produce.

- Citizens Survey 2019
- Allotment Waiting list and feedback
- Local Development Plan info gathering
- Survey monkey exploring local provision

Internal consultation (e.g. with staff, trade unions and any other services affected).

To further engage with local communities a virtual consultation was held throughout August and September 2020. The data and information gathered from this underpins the strategic direction of this strategy and action plan.

The internal steering group have been involved in this strategy from the start and represent services across the Council. Notes of each meeting are available on request.

External data (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

- 65% of frontline organisations report demand for emergency food has risen over the past month, with 73% of organisations anticipating a further rise in demand
- 80% are concerned they are not reaching everyone in need of emergency food support
- 33% of organisations expect the amount of emergency food aid funding to reduce
- Nearly one-in-five organisations (18%) reported that staff wellbeing is worsening
- The majority of organisations are providing three or more forms of non-food-based support, including financial support (77%) and befriending and/or check-up calls (70%)
- Almost 1 in 4 (23.8%) of Primary 1 children at risk of overweight and obesity (2018/19)
- 0.4% of Primary 1 children at risk of underweight (2018/19)
- 67% of people living Tayside are overweight or obese(2016-19, Scottish Health Survey).
- Only 22% of people in Tayside eat the current recommendation of at least 5 portions of fruit and vegetables per day. (2016-19, Scottish Health Survey).

External consultation (e.g. partner organisations, national organisations, community groups, other councils).

We have carried out 2 consultations using Social Pinpoint to ensure the views of local people are represented. Some comments have included:-

"I love the ideas of community growing and local produce, people need to feel connected to their food supply. I think if people become involved with growing their own, they will recognise the true worth of good food. We can reduce our carbon footprints, reduce the environmental impact by having local supplies and reducing waste. And enhance 'community'".

"Maybe a mentoring system where hopeful growers can get in touch with more experienced growers that are local to them plus local swap/sale sites that bring together the home gardeners with allotment gardeners etc."

"More information available about allotments and how to get one"

"We are very lucky to have a community garden nearby"

"More needs to be done in smaller rural communities, too often bypassed by the needs of the towns. Possibly look at providing orchards in rural areas."

Other (general information as appropriate).

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? No

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

Step 7: Are there potential differential impacts on protected characteristic groups?

Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

Age

Impact

A key element to the Food Growing Strategy is an understanding of where people grow produce and the opportunities for increased food production. Schools are keen to develop this further increasing the food knowledge of young people.

Disability

Impact

Gender reassignment

Impact

Marriage and Civil Partnership

Impact

Pregnancy/Maternity

Impact

Race - (includes Gypsy Travellers)

Impact

Religion or Belief

Impact

Sex

Impact

Sexual orientation

Impact

Step 8: Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

The second survey ran throughout November/December 2020 and was targeted at growing groups, communities, housing associations and families. From the two surveys a total 125 responses were received. From the responses received, 103 respondents take part in some form of home growing.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?

NA

Step 10: If a potentially negative impact has been identified, please state below the justification.

NA

Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

While developing food growing strategies the legislative requirements require local authorities to identify land in its area that the authority considers may be used as an allotment site and also identify other areas of land that could be used by a community for the cultivation of fruit, vegetables, herbs or flowers. We are keen through this strategy to increase access to growing space to all.

Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?

These additional investments will support the priorities – To reduce child poverty, improve mental health and wellbeing and Improve accessibility and connectivity.

A lot of work has been done to ensure that people are put at the centre of all the work we do. Sessions were held with these themes to design the action plan:-

- Continuing to care for our people (citizens and colleagues)
- Acknowledging our core role is to serve
- Working more collaboratively across the organisation and with partners, to best serve our public
- Developing our culture of honesty and integrity to build trust
- Demonstrating and operating with respect for others
- Treating people fairly and with equity

Step 13: FAIRER SCOTLAND DUTY

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?

The food insecurity crisis sparked by COVID-19 has changed the circumstances surrounding this strategy however in 2019 a regional poverty conference was organised by Angus Community Planning Partnership which focused on the drivers of poverty – Increasing peoples ability to buy food through welfare checks and employability is a big part of it. Under the banner of Food Poverty giving people access to food they have grown is a route out of poverty.

A survey of frontline Scottish community organisations undertaken on behalf of the commission, found that there have been improvements in emergency food aid provision from the start of lockdown thanks to the sheer hard work and commitment of the people and communities that worked around the clock to get supportive systems in place.

However, there is a sense the food insecurity crisis is far from over. Community organisations report demand for food is increasing and believe it is likely to continue to rise. This is attributed to more local people who were already feeling the constant pressure of poverty becoming aware of the help offered and more people being newly swept into poverty.

Many organisations are at their full capacity and expressed doubts over whether everyone's food needs are being met. This anxiety is compounded by fears over future levels of funding and staffing concerns as volunteers return to full time work.

The increase in food related projects in Angus has provided a solid baseline in which to further develop actions to alleviate food poverty.

Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.

As a baseline of Food Poverty we have the citizens survey and data from food banks however as part of this strategy we are keen to develop an analytical understanding of Food poverty and the impact in Angus. Case studies are being developed to show the real life picture of Poverty.

Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from Covid-19.

Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.

Low and/or No Wealth (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.

Impact

Access to growing spaces will reduce food poverty. Increased local growing also provides local organisations with more produce to provide hot meals to people in need. An example of this includes:

From an initial meeting of 22 people in the local church, Sustainable Kirriemuir now have an active online community of over 600. They have carried out everything from climate cafes, food waste workshops, eco-Christmas and swishing events, to online craft workshops.

GET SET GROW happened because of lockdown. The group were unable to meet or grow together, so they made a lockdown garden instead. Phase 2 will supply their own locally made raised bed kit. Grown in Glamis. 25 will go to Angus Young Carers.

GROW ANGUS is a capacity building programme to try and increase participation and capacity for growing food to help over the next 2 years. The programme coordinators are looking to supply and support 100 community growers to grow food for their community.

- GET SET GROW: Sent 60,000 seeds to 150 households giving folk a chance to try growing 10 different veg and herbs at home during lockdown.
- GET SET GROW 2: 100 raised bed kits with flat pack frame, compost and small plants for new gardeners to have a go.
- Thousands of items swapped on their Facebook groups. All listings are given for free.
- GROW ANGUS – small project to connect growers & resources across Angus to support & expand community growing. Supplying 100 grow kits to those wanting to grow food for their community.

Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

Impact

Local people accessing food growing services can be referred to Welfare Rights services as part of the wider engagement to help alleviate material deprivation.

Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport).

Impact

The strategy is an Angus wide document with particular emphasis on areas of highest deprivation as outlined by the Scottish index of Multiple Deprivation.

Socio-economic Background i.e. social class including parents' education, people's employment and income.

Impact

Angus Council view access to good quality food as of fundamental importance to our population. This is particularly the case where poverty and lack of access to good quality food has standard impact on the health and well being of our more deprived communities. A wide range of targeted initiatives have been set up and are being developed to help address these issues.

Other – please indicate

Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.

Initial local engagement highlighted the range of support requested from local people, this includes funding advice, help to find land, support for growing activities, help to start a new group or to get tools and materials. We have considered the range of requests and as part of the action plan we will create a dedicated page on the Angus Council website to signpost local people to resources that will help them access community support for their project and make it sustainable. We will also signpost to potential funding resources and support with funding applications.

Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?

The Angus Food Growing strategy will be reviewed in line with the Community Plan which is reported on annually. This will ensure that the partnership priorities are interlinked and delivered. The Community Plan runs to 2030 at which point a full review will be carried out.

The Food Growing Action plan links to the local priorities and will show how the local strategy is being implemented.

The Community Empowerment (Scotland) Act 2015, part 9 section 121 asks that an "Annual Allotments Report" is provided to the Scottish Government on actions taken to provide more allotment plots or to reduce waiting lists for an allotment plot (alongside a variety of other requirements).

The Community Empowerment Act also requires that we review and revise the Food Growing Strategy within five years of its adoption and publication.

Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?

As part of this work we are developing a web page containing all the relevant documents which will include this EIA/FSD.

Step 16: Sign off and Authorisation. Please state name, post, and date for each:

Prepared by: Shelley Hague – Strategic Policy & Planning Manager 5th February 2021

Reviewed by: Doreen Phillips, Snr Practitioner (Equalities) 5/2/21

Approved by:

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you.
