## **APPENDIX 4i**

Draft Action Plan (subject to Cabinet approval of a preferred option) to reduce or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Protected Characteristic Impacted	Action	Lead Officer	Timescale
Age	<ul> <li>The Community Meals Service, in the main, supports an older generation of service users with 86% of service users aged over 70 years. A report by Age UK (June 2021), identified that 2.1 million (18%) of pensioners in the UK live in poverty so a price increase may impact on some older people.</li> <li>To mitigate the impact of a 50p increase in the cost of a meal to service users, the Council will continue to highlight Cost of Living support and advice from the Welsh Government and UK Government, which can be found on the Council's website</li> </ul>	Business Manager, Catering	To be confirmed subject to Cabinet approval of a preferred option
	(https://www.rctcbc.gov.uk/EN/Resident/ConsumerAdviceandMoneyMatters/CostofLiv ingSupport/CostofLivingSupport.aspx) and GOV.UK website, e.g. Wales Fuel Support Scheme, income and disability benefits. This information will be included in the letter sent to service users advising them of the outcome of the consultation and the preferred option for the future of the Community Meals Service and on the Council's website.		
	The age profile of current Community Meals staff ranges from 35 to 65 years so the proposals could impact on this age range.		
	To mitigate any compulsory redundancies for Community Meals staff, opportunities for redeployment will be available (in particular, in our school kitchens to assist with the roll-out of Universal Primary Free School Meals) and the Council's Enhanced Voluntary Early Retirement/Voluntary Redundancy Scheme will be utilised, for eligible staff, as part of on-going workfore planning arrangements.	Business Manager, Catering / Human Resources	To be confirmed subject to Cabinet approval of

			a preferred option
Disability	Community Meals Service records indicate that a proportion of service users have some significant health needs in terms of mobility and confusion/memory loss. The Health Foundaion (April 2021) reported that at all ages people are more likely to report their health as less than good than people who are not in poverty. Poverty rates in the UK are not improving, and therefore, a significant challenge exists to reduce poverty and the subsequent negative implications for health.	Business Manager, Catering	To be confirmed subject to Cabinet approval of a preferred option
	To mitigate the impact of a 50p increase in the cost of a meal to service users, the Council will continue to highlight Cost of Living support and advice from the Welsh Government and UK Government, which can be found on the Council's website ( <u>https://www.rctcbc.gov.uk/EN/Resident/ConsumerAdviceandMoneyMatters/CostofLivingSupport/CostofLivingSupport.aspx</u> ) and GOV.UK website, e.g. Wales Fuel Support Scheme, income and disability benefits. This information will be included in the letter sent to service users advising them of the outcome of the consultation and the preferred option for the future of the Community Meals Service and on the Council's website.		
Financial Hardship:	Age UK (June 2021) reported that 2.1 million (18%) of pensioner living in the UK live in poverty. Rates have risen since 2013-14 when 1.6 million (14%) lived in poverty.	Business Manager, Catering	To be confirmed subject to

Low Income/Income Poverty Low and/or No Wealth	Age UK (June 2021) also reported that in the annual DWP Households Below Average Income report found that around 700,000 people age 65 or over (6%) were in material deprivation in 2019/20.		Cabinet approval of a preferred option
Material Deprivation Area Deprivation Socio-economic Background	The Welsh Index of Multiple Deprivation (2019) indentified RCT to have the third highest rate of Lower Super Output Areas (LSOAs) that are in the most deprived 10% of areas in Wales. RCT also has the third highest number of LSOAs in the most deprived 50% of areas in Wales.		
Socio-economic Disadvantage	To mitigate the impact of a 50p increase in the cost of a meal to service users, the Council will continue to highlight Cost of Living support and advice from the Welsh Government and UK Government, which can be found on the Council's website (https://www.rctcbc.gov.uk/EN/Resident/ConsumerAdviceandMoneyMatters/CostofLiv ingSupport/CostofLivingSupport.aspx) and GOV.UK website, e.g. Wales Fuel Support Scheme, income and disability benefits. This information will be included in the letter sent to service users advising them of the outcome of the consultation and the preferred option for the future of the Community Meals Service and on the Council's website. For those service users who want to receive frozen meals, the Council will assess them to ensure they have the appropriate means of storing and heating the meals. If service users no longer feel they can afford the meals, the Council will highlight alternative providers in the locality.	Community Meals Team	To be confirmed subject to Cabinet approval of a preferred option

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