

EQUALITY IMPACT ASSESSMENT

Education, Participation & Skills

**STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?**

What is being assessed - including a brief description of aims and objectives?	Appointment of shareholder representative and replacement Directors for CATERed Limited. To appoint Alison Botham, Director for Children's Services to act as Shareholder Representative to exercise all voting rights on behalf of the Council subject to Key Decisions (as defined by the Council's Constitution) being reserved to the Leader/ Cabinet and take any necessary action to protect, safeguard and effectively manage the Council's interest in Catered Limited including making decisions relating to the appointment and resignation of directors.
Author	Ming Zhang
Department and service	Education, Participation & Skills
Date of assessment	26/2/21

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	Children and young people (CYP) under 18 account for 19.8 per cent of our population, within this 88.8 per cent are under 16.	No Adverse Impact	To continue to ensure the service is at the forefront of the school food industry and national developments to support our work with our schools and all our menus for primary and special	Ongoing – CATER-ed board and managers

			schools meet all the Government requirements.	
Disability	Plymouth schools report that of every 1,000 children 17.5 have a learning difficulty. There are 3,142 children with disability.	No Adverse Impact	We provide support for disabled children and young people, their families and carers. We work with families to understand their needs and plan how to provide support that will make a positive difference.	CATER-ed are able to accommodate a wide range of special diets.
Faith/religion or belief	The religious make up of Plymouth is 58.1% Christian, 32.2% No religion, 0.8% Muslim, 0.3% Buddhist, 0.2% Hindu, 0.1% Agnostic, 0.1% Jewish, 0.1% Atheist. 18,191 people did not state a religion.	No Adverse Impact	There are mandatory standards that apply to the food that can be provided in schools to ensure that meals are made from high quality ingredients and provide a balanced, tasty meal.	CATER-ed are able to accommodate a wide range of special diets.
Gender - including marriage, pregnancy and maternity	Overall 50.6 per cent of our population are women and 49.4 per cent are men: this reflects the national figure of 50.8 per cent women and 49.2 per cent men.	No Adverse Impact	No further action	No further action
Gender reassignment	There is very little data to draw on when looking to provide a local Plymouth picture of 'trans' issues, however evidence shows that when people reveal	No Adverse Impact	No further action	No further action

	<p>their gender preference, they are exposed to a risk of discrimination, bullying and hate crime and are more likely to report mental health conditions and to attempt suicide than the general population.</p>			
<p>Race</p>	<p>96.4% of people living in Plymouth speak English. The other top languages spoken are 0.9% Polish, 0.2% All other Chinese, 0.1% Kurdish, 0.1% Portuguese, 0.1% Arabic, 0.1% French, 0.1% Romanian, 0.1% German, 0.1% Spanish</p> <p>Nearly 100 different languages are spoken in schools by children of different backgrounds. Polish and Arabic are the most common, spoken by 385 and 143 children respectively.</p>	<p>No Adverse Impact</p>	<p>No further action</p>	<p>No further action</p>

Sexual orientation - including civil partnership	42.7% of people are married, 12.6% cohabit with a member of the opposite sex, 0.9% live with a partner of the same sex, 26.9% are single and have never married or been in a registered same sex partnership, 9.7% are separated or divorced. There are 16,023 widowed people living in Plymouth.	No Adverse Impact	No further action	No further action
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STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	CATERed Limited is confident that men and women are paid equally for doing equivalent jobs across the business. The gender pay gap is not a pay issue because our pay structure is gender neutral by design. CATERed Limited will continue to take targeted action to reduce the gender pay gap through workforce planning processes, business-wide appraisals and staff development opportunities. Our Gender Pay Gap figures have been calculated using the mechanisms that are set out in legislation.	CATERed Limited has over 250 employees and is required by law to publish an annual gender pay gap report that details specific figures about our gender pay gap. CATERed Directors.
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist,	N/A	No further action

homophobic, transphobic and faith, religion and belief incidents by 2020.		
Good relations between different communities (community cohesion)	CATER ^{ed} is a co-operative trading company which is jointly owned by 67 local schools and Plymouth City Council. The Shareholder being Plymouth City Council requires a representative to vote in general meetings. CATER-ed is supporting local growers and producers.	Ongoing – CATER-ed board and managers
Human rights Please refer to guidance	All children and young people should be able to have access to, and enjoy a nutritionally balanced and healthy diet. We also deliver nutritional training to all staff as recommended within the Government and School Food Trust's guidelines, the level one award 'Providing a healthier school meals service' and the level two award 'Healthier food and special diets' to further support our Catering Managers and their understanding of the benefits of good nutrition.	Ongoing – CATER-ed board and managers

STAGE 4: PUBLICATION

Responsible Officer : Ming Zhang



Date: 4 March 2021

Service Director