

Cabinet

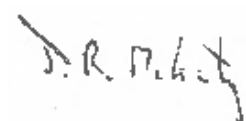
**Meeting: Wednesday, 5th April 2023 at 6.00 pm
in Civic Suite, North Warehouse, The Docks, Gloucester, GL1 2EP**

Membership:	Cllrs. Cook (Leader of the Council and Cabinet Member for Environment) (Chair), Norman (Deputy Leader of the Council and Cabinet Member for Performance and Resources) (Vice-Chair), S. Chambers (Cabinet Member for Planning and Housing Strategy), Lewis (Cabinet Member for Culture and Leisure) and Padilla (Cabinet Member for Communities and Neighbourhoods)
Contact:	Democratic and Electoral Services 01452 396126 democratic.services@gloucester.gov.uk

AGENDA

1.	APOLOGIES To receive any apologies for absence.
2.	DECLARATIONS OF INTEREST To receive from Members, declarations of the existence of any disclosable pecuniary, or non-pecuniary, interests and the nature of those interests in relation to any agenda item. Please see Agenda Notes.
3.	MINUTES (Pages 5 - 8) To approve as a correct record the minutes of the meeting held on 8 th March 2023.
4.	PUBLIC QUESTION TIME (15 MINUTES) The opportunity is given to members of the public to put questions to Cabinet Members. A question may be rejected if it: (i) Is not about a matter for which the local authority has responsibility or influence; or (ii) Is illegal, improper, defamatory, frivolous or offensive; or (iii) Is substantially the same as a question which has been put at a meeting of the Council, Cabinet or Committee in the past 6 months; or (iv) Requires the disclosure of confidential or exempt information; or (v) Is related to confidential staffing matters; or (vi) Is relating to the personal affairs or conduct of individual Members or Officers. To ask a question at this meeting, please submit it to democratic.services@gloucester.gov.uk by 12 noon on Friday 31 st March 2023 or telephone 01452 396203 for support.

5.	PETITIONS AND DEPUTATIONS (15 MINUTES) To receive any petitions or deputations provided that no such petition or deputation is in relation to: <ul style="list-style-type: none"> • Matters relating to individual Council Officers, or • Matters relating to current or pending legal proceedings
6.	LEADER AND CABINET MEMBERS' QUESTION TIME (15 MINUTES) Any Member of the Council may ask the Leader of the Council or any Cabinet Member any question upon: <ul style="list-style-type: none"> • Any matter relating to the Council's administration • Any matter relating to any report of the Cabinet appearing on the summons • A matter coming within their portfolio of responsibilities <p>Only one supplementary question is allowed per question.</p> <p>Questions must be submitted to democratic.services@gloucester.gov.uk by 12 noon on Friday 31st March 2023. Responses to questions will be published in an addendum to the agenda by 12 noon on the day of the Cabinet Meeting.</p>
7.	ANNUAL EQUALITY, DIVERSITY AND INCLUSION (ED&I) REPORT 2022 (Pages 9 - 18) To consider the report of the Cabinet Member for Communities and Neighbourhoods updating Members on the work Council Officers have undertaken regarding equalities, including that completed by the Equality and Diversity Working Group, over the last year.
8.	FOOD INEQUALITIES STRATEGY (NOURISHING GLOUCESTER PROJECT) (Pages 19 - 66) To consider the report of the Cabinet Member for Communities and Neighbourhoods outlining the activity in relation to food inequality and seeking support for the partnership strategy.
9.	NOMINATIONS TO THE GLOUCESTER CITY HOMES BOARD (Pages 67 - 70) To consider the report of the Cabinet Member for Planning and Housing Strategy seeking Members to review the current approach to nominating Members to sit on the Gloucester City Homes Board.



Jon McGinty
Managing Director

Date of Publication: Tuesday, 28 March 2023

NOTES

Disclosable Pecuniary Interests

The duties to register, disclose and not to participate in respect of any matter in which a member has a Disclosable Pecuniary Interest are set out in Chapter 7 of the Localism Act 2011.

Disclosable pecuniary interests are defined in the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012 as follows –

<u>Interest</u>	<u>Prescribed description</u>
Employment, office, trade, profession or vocation	Any employment, office, trade, profession or vocation carried on for profit or gain.
Sponsorship	Any payment or provision of any other financial benefit (other than from the Council) made or provided within the previous 12 months (up to and including the date of notification of the interest) in respect of any expenses incurred by you carrying out duties as a member, or towards your election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.
Contracts	Any contract which is made between you, your spouse or civil partner or person with whom you are living as a spouse or civil partner (or a body in which you or they have a beneficial interest) and the Council <ul style="list-style-type: none"> (a) under which goods or services are to be provided or works are to be executed; and (b) which has not been fully discharged
Land	Any beneficial interest in land which is within the Council's area. For this purpose "land" includes an easement, servitude, interest or right in or over land which does not carry with it a right for you, your spouse, civil partner or person with whom you are living as a spouse or civil partner (alone or jointly with another) to occupy the land or to receive income.
Licences	Any licence (alone or jointly with others) to occupy land in the Council's area for a month or longer.
Corporate tenancies	Any tenancy where (to your knowledge) – <ul style="list-style-type: none"> (a) the landlord is the Council; and (b) the tenant is a body in which you, your spouse or civil partner or a person you are living with as a spouse or civil partner has a beneficial interest
Securities	Any beneficial interest in securities of a body where – <ul style="list-style-type: none"> (a) that body (to your knowledge) has a place of business or land in the Council's area and (b) either – <ul style="list-style-type: none"> i. The total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or ii. If the share capital of that body is of more than one class,

the total nominal value of the shares of any one class in which you, your spouse or civil partner or person with whom you are living as a spouse or civil partner has a beneficial interest exceeds one hundredth of the total issued share capital of that class.

For this purpose, “securities” means shares, debentures, debenture stock, loan stock, bonds, units of a collective investment scheme within the meaning of the Financial Services and Markets Act 2000 and other securities of any description, other than money deposited with a building society.

NOTE: the requirements in respect of the registration and disclosure of Disclosable Pecuniary Interests and withdrawing from participating in respect of any matter where you have a Disclosable Pecuniary Interest apply to your interests and those of your spouse or civil partner or person with whom you are living as a spouse or civil partner where you are aware of their interest.

Access to Information

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For enquiries about Gloucester City Council's meetings please contact Democratic Services, 01452 396126, democratic.services@gloucester.gov.uk.

If you, or someone you know cannot understand English and need help with this information, or if you would like a large print, Braille, or audio version of this information please call 01452 396396.

Recording of meetings

Please be aware that meetings may be recorded. There is no requirement for those wishing to record proceedings to notify the Council in advance; however, as a courtesy, anyone wishing to do so is advised to make the Chair aware before the meeting starts.

Any recording must take place in such a way as to ensure that the view of Councillors, Officers, the Public and Press is not obstructed. The use of flash photography and/or additional lighting will not be allowed unless this has been discussed and agreed in advance of the meeting.

FIRE / EMERGENCY EVACUATION PROCEDURE

If the fire alarm sounds continuously, or if you are instructed to do so, you must leave the building by the nearest available exit. You will be directed to the nearest exit by council staff. It is vital that you follow their instructions:

- You should proceed calmly; do not run and do not use the lifts;
- Do not stop to collect personal belongings;
- Once you are outside, please do not wait immediately next to the building; gather at the assembly point in the car park and await further instructions;
- Do not re-enter the building until told by a member of staff or the fire brigade that it is safe to do so.



CABINET

MEETING : Wednesday, 8th March 2023

PRESENT : Cllrs. Cook (Chair), Norman (Vice-Chair), S. Chambers, Lewis and Padilla

Others in Attendance

Managing Director

Monitoring Officer

Director of Policy and Resources

Head of Culture

Democratic and Electoral Services Officer

APOLOGIES : None

80. DECLARATIONS OF INTEREST

There were no declarations of interest.

81. MINUTES

RESOLVED that the minutes of the meeting held on 8th February 2023 are confirmed as a correct record and signed by the Chair.

82. PUBLIC QUESTION TIME (15 MINUTES)

There were no public questions.

83. PETITIONS AND DEPUTATIONS (15 MINUTES)

There were no petitions or deputations.

84. LEADER AND CABINET MEMBERS' QUESTION TIME (15 MINUTES)

There were no questions to the Leader or Cabinet Members.

85. CULTURAL STRATEGY UPDATE REPORT

Cabinet considered the report of the Cabinet Member for Culture and Leisure that provided an overview of progress made against the Cultural Strategy for the period April 2022 to March 2023.

CABINET
08.03.23

The Cabinet Member for Culture and Leisure reminded Members that the Cultural Strategy was not just for the Council but for the whole city including the Gloucester Culture Trust and other organisations. He expressed his pleasure in the positive delivery report (Appendix 1) as every single area had been improved upon, and that the events staged had become more diverse and numerous. The Cabinet Member for Culture and Leisure advised that the progress would continue with the National Portfolio Organisation (NPO) status awards (3.9 Objective 7) which would bring a slight shift towards young people. He drew Members' attention to the improvements revealed in the resident's survey (4.2) and commented that these demonstrated that people were noticing that Gloucester is on the up.

The Cabinet Member for Environment emphasised the huge amount of both internal and external investment being brought in to enable cultural events across the city and that there were opportunities for people to get involved wherever he looked.

RESOLVED that the report is accepted and progress against the objectives and actions is noted.

86. PERFORMANCE MONITORING QUARTER 3 - 2022/23

Cabinet considered the report of the Cabinet Member for Performance and Resources that informed Members of the Council's performance against key measures in Quarter 3 of 2022/23.

The Cabinet Member for Performance and Resources underlined some of the improving and declining trends. She noted that the report had been considered by the Overview and Scrutiny Committee (27 February 2023 Minute 104).

The Cabinet Member for Culture and Leisure pointed to the rate of increase in Museum of Gloucester/Tourist Information Centre footfall (Appendix 1 CD & VE-1). He commented that this reflected the shift towards people accessing tourist information online and drew Members' attention to the increase in visitors to visitgloucester.co.uk (Appendix 1 TM-6). The Cabinet Member for Planning and Housing Strategy placed the increase in homelessness preventions (Appendix H-4) within the context of the vital work done by the Housing Team to help residents. She took the opportunity to encourage people finding difficulty with their rent to contact the team so that they can find ways to assist.

RESOLVED that the Quarter 3 Performance Report 2022/23 at Appendix 1 of the report is noted.

87. CAPITAL STRATEGY 2023/24

Cabinet considered the report of the Cabinet Member for Performance and Resources that sought Members to recommend that Council approves the Capital Strategy 2023-24.

**CABINET
08.03.23**

The Cabinet Member for Performance and Resources outlined the background to the report (3.1, 5.1). She reminded Members that this strategy necessarily overlapped various other strategies and plans in order to serve the objectives of the Council.

RECOMMENDED that the Capital Strategy be approved.

88. TREASURY MANAGEMENT STRATEGY 2023/24

Cabinet considered the report of the Cabinet Member for Performance and Resources that sought Members to recommend that Council approves the Treasury Management Strategy and the prudential indicators, and notes the Treasury activities.

The Cabinet Member for Performance and Resources highlighted the key features of the report including the recommendation to continue to operate within an under borrowed position (3.2). She advised that the strategy enabled flexibility for either debt rescheduling or new long term fixed rate borrowing while allowing the Council to benefit from lower interest rates on temporary borrowing.

The Cabinet Member for Environment expressed his gratitude to the Director of Policy and Resources and the Financial Services Manager for their detailed explanation of the Strategy and the Council's position to Members before the meeting. The Cabinet Member for Planning and Housing Strategy added her own thanks and informed Members that she had found that session to have been highly useful.

RECOMMENDED that the Treasury Management Strategy be approved.

89. PAY POLICY STATEMENT 2023/24

Cabinet considered the report of the Cabinet Member for Performance and Resources that sought Members to recommend that Council approves the Council's Pay Policy Statement for 2023/24.

The Cabinet Member for Performance and Resources summarised the report and drew Members' attention to the details of the statement in the appendix.

RECOMMENDED that the Pay Policy Statement for 2023/24 attached as Appendix 1 of the report be approved.

90. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED that the press and public be excluded from the meeting during the following item of business (Agenda item 12) on the grounds that it is likely, in view of the nature of business to be transacted or the nature of the proceedings, that if members of the press and public are present during consideration of this item there will be disclosure to them of exempt information as defined in Paragraph (3) of Schedule 12A of the Local Government Act 1972 as amended.

91. 'GLOUCESTER FEED THE HUNGRY' LEASE AGREEMENT - TO APPROVE THE DRAFTING OF A LEASE TO OCCUPY 24 THE OXBODE

Cabinet considered the report of the Cabinet Member for Performance and Resources, and the Cabinet Member for Communities and Neighbourhoods that sought to secure approval to enter into a one-year lease for Gloucester Feed the Hungry Community Interest Company (CIC) to continue their work in the local community as a community coffee shop, food bank and donation centre for the homeless and vulnerable within the City.

RESOLVED that:

- (1) delegated authority is granted for the Investment Manager, in consultation with the Deputy Leader and Cabinet Member for Communities and Neighbourhoods to complete a one year lease for 24 The Oxbode for Gloucester Feed the Hungry CIC
- (2) it is noted that the lease will have mutual provisions for breaking the lease giving not less than 3 months' notice on either side.

Time of commencement: 6.00 pm

Time of conclusion: 6.17 pm

Chair



Meeting:	Cabinet	Date:	5 April 2023
Subject:	Annual Equality, Diversity & Inclusion (ED&I) Report 2022		
Report Of:	Cabinet Member for Communities and Neighbourhoods		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
Contact Officer:	Liam Moran, Policy and Development Officer Matthew Devereux, Visitor Experience Assistant		
	Email: liam.moran@gloucester.gov.uk matthew.devereux@gloucester.gov.uk		Tel: 39-6049 39-6350
Appendices:	1. 2023-2024 Gloucester City Council ED&I Action Plan 2. 2022 Gloucester City Council Equalities Awareness Calendar 3. O&S Update on Calls to Action Resulting from The Gloucester City Commission to Review Race Relations		

FOR GENERAL RELEASE

1.0 Purpose of Report

- 1.1 To update Cabinet on the work Council Officers have undertaken regarding equalities, as well as the work the Equality and Diversity Working Group has completed over the last year.

2.0 Recommendations

- 2.1 Cabinet is asked to **RESOLVE** that:

- (1) the work undertaken by council officers, the Equality and Diversity Working Group, elected members and Council partners regarding equalities be welcomed
- (2) the 2023-2024 ED&I Action Plan set out in Appendix One be approved.

3.0 Background and Key Issues

- 3.1 Equality and Diversity has been a major focus for the Council over the past year, and continues to be central to our work. This has included us embedding ED&I objectives into the Council Plan, and reviewing and approving a new 2023 Action Plan for ED&I, along with various other initiatives which took place across the Council and throughout the city. Below are various examples of some of the notable ED&I work which has taken place across the Council.

3.2 In January 2022, the Gloucester City Council Council Plan was approved unanimously, with one of the central themes being 'tackling equalities'. This theme runs throughout the Council Plan and underpins many of the actions, but also makes up one of our Council Plan 'promises', which three specific actions fall under:

- Deliver the Barton and Tredworth Task Force, reporting on and embedding learnings from this work.
- Review and update the People Impact Assessment process to ensure equality is reflected in council decision-making and ensure that the Equalities Working Group action plan is delivered across our teams by integrating into team service plans each year.
- Support the Commission to Review Race Relations and formally consider any recommendations that are relevant to the council – reporting on progress and further activity in 2023.

All three of these actions are progressing as planned, with on time completion expected, as per the Council Plan update which went to Cabinet in January 2023.

3.3 The feedback report from the LGA Corporate Peer Challenge in November 2022 referred to 'brilliant individual examples of work to tackle inequalities in the city supported by a positive approach to collaboration and partnership working across the board'. To further this work, the report recommended the Council develop 'a strategic priority framework for tackling inequalities, both internally and with its partners, to be matched by adequate resource.' Work has commenced within the Council to begin developing this strategic priority framework for tackling inequalities and consider any further actions needed, while we continue to strengthen our existing ED&I work.

3.4 A new ED&I Action plan was developed in November 2022 following the Equality Framework for Local Government Self-Assessment. The ED&I Working Group have identified six new SMART goals/actions which form the 2023-2024 ED&I Action Plan, as set out in Appendix One.

3.5 In June 2022, The Mayor, Sheriff, and Leader of the Council, alongside officers, took part in a Simul-Spec Walk hosted by the Gloucestershire Sight Loss Council. A simul-spec walk involves participants wearing glasses that replicate different eye conditions, to experience what it's like for those with sight issues navigating around Gloucester. The walk was led by Alun Davies, Wayne Hands and Julie Stephens, who were joined by Julie's guide dog Heidi. They spoke about some of the challenges and wider experiences of those who are blind, partially sighted or vision impaired. One outcome of this session has been to feedback on the proposed layout of the public realm within Westgate Street, as part of the High Street Heritage Action Zone (HSHAZ).

3.6 Throughout the 2022 Calendar year, the Community Wellbeing Team have promoted both internally and externally a calendar of equality events. As set out in Appendix Two, some of the events included:

- Holocaust Memorial Day on January 27th
- Pride Month - Month of June
- Suicide Prevention Day on September 10th

- Black History Month - Month of October

- 3.6.1 A renewed Calendar for 2023 is underway and will be implemented similarly to 2022.
- 3.7 In 2022, Officers continued to work towards fulfilling the Calls to Action that resulted from the Gloucester City Commission to Review Race Relations. The legacy institution identified, GREAG, is an emerging, black-led group that will have county-wide focus, and they received initial funding from the NHS and Gloucestershire County Council during 2022. A more detailed overview of work undertaken to progress the Calls to Action can be found in Appendix Three.
- 3.8 Within the culture service, lots has been done over the past year to further embed ED&I into the service, as well as ensure our spaces are more accessible for our customers.
- 3.8.1 In January 2022, an access survey of the three cultural services venues (Blackfriars, Guildhall & Museum of Gloucester) was undertaken to assess what the buildings already do well for customers/visitors with accessibility requirements, and to develop a road map of future developments. This has led to the establishment of a working group for accessibility, which meets bi-monthly to assess progress - with the three venues working in synergy to achieve these shared goals.
- 3.8.2 Steps taken have included further work alongside the Gloucestershire Sight Loss Council, such as venue walk-arounds to gain further knowledge of ways we can improve venues for customers and visitors with varying levels of sight-loss. There has also been a focus on working collaboratively regarding new exhibitions that come to the Museum of Gloucester, to ensure that these exhibitions are as accessible as the previous ones and assess ways to enhance accessibility.
- 3.8.3 The Guildhall has been a part of the 'Attitude is Everything' charter since 2014, and an exercise was undertaken to re-assess the Guildhall in 2021, leading to the re-accreditation of bronze status. Part of the charter requires a re-assessment every two years, so work is now focused on the next assessment in 2023, with an aim to achieve a silver accreditation.
- 3.8.4 Progress so far has included portable hearing loops for cultural venues and a review of static loops, with work ongoing to ensure these are in every meeting room across the three venues. The carer/ personal assistant ticket process for customers has also been formalised, along with wider work on the accessibility section of websites – including improvements to site maps of venues, and an accessibility feedback form to gather comments and areas for improvement.
- 3.8.5 The Culture team have embedded ED&I into their ways of working – including regular operational discussions regarding ED&I, ongoing work, and equality events, and a focus on ensuring staff actively consider ED&I and bring this to the forefront of decision making across Gloucester's cultural venues.

4.0 Social Value Considerations

- 4.1 There are no social value considerations required for this work.

5.0 Environmental Implications

5.1 There are no environmental impacts related to this work.

6.0 Alternative Options Considered

6.1 This is an annual report on the Council's ED&I Work, therefore no Alternative Options are applicable.

7.0 Reasons for Recommendations

7.1 This is an annual report on the Council's ED&I Work.

8.0 Future Work and Conclusions

8.1 Work will continue towards achieving the actions outlined in Appendix One.

9.0 Financial Implications

9.1 The cost of ED&I training is included within the organisational training budget.

(Financial Services have been consulted in the preparation of this report.)

10.0 Legal Implications

10.1 Officers will continue to work together with One Legal to implement the delivery of the activities as outlined in Appendix One.

(One Legal have been consulted in the preparation of this report.)

11.0 Risk & Opportunity Management Implications

11.1 Management of risk and opportunity is overseen by those with responsibility for leading on each action.

12.0 People Impact Assessment (PIA) and Safeguarding:

12.1 The PIA Screening Stage was completed and did not identify any potential or actual negative impact, therefore a full PIA was not required.

13.0 Community Safety Implications

13.1 None arising directly from this report.

14.0 Staffing & Trade Union Implications

14.1 None arising directly from this report.

Background Documents: None

Gloucester ED&I Revised SMART Goals	
LGA Self-Assessment Measure/Action	Gloucester ED&I SMART Goal
Actively inform and involve local people, including under-represented groups, in opportunities for public participation.	Starting from Autumn 2023, we will actively work with our VCS partners and community groups to increase the response rate amongst racially minoritized individuals to the annual council budget consultation by 15% year on year. In doing so, the council should consider funding focus groups with interpreters as part of the concerted effort to increase the response rate amongst Gloucester's diverse communities.
Evidence of reports and policies being rejected by members and officers if not accompanied by an assessment that has been taken at an appropriate stage. Impact assessments are embedded as an ongoing practice across the council.	We will continue to embed and communicate our existing process with regards to PIAs, seeking to make this process more robust and reject covering reports which do not include a PIA screening, and provide further training and information as part of wider ED&I initiatives
Equality work is appropriately resourced across the council.	The council will ensure that 95% of staff and councillors receive training in ED&I by end March 2024 and that budget is identified within the HR Organisational Development budget for this purpose and other ED&I activity in the 2023-24 budget
Demonstrate that improvements and equality outcomes are being delivered across the business. Service plans are designed and written with equality objectives in mind	Submit a bi-annual report to SMT to track and monitor the implementation of the ED&I action plan. Use Pentana as a performance monitoring tool to ensure accountability with a Pentana Dashboard created by June 2023. Ensure an initial report on progress is submitted to SMT by mid-November 2023, with a full cabinet update report going in September 2024 once the action plan is completed. Interim updates will be provided annually in January to Cabinet.

Complaints are disaggregated by protected groups.	Working with the customer services team, ensure the collection of postcode data during the complaints process, to identify neighbourhood trends regarding complaints – ensuring this is built into our complaints reporting by July 2023.
Managers and staff are accountable for ensuring equality outcomes and can answer questions about the council's equality priorities.	Continue to further embed ED&I as a core principle in the work of the Council, through highlighting this at all staff events and in wider comms campaigns, along with ensuring that all staff are invited to attend ED&I training sessions.

2022 Awareness Days Calendar		
Date	Awareness Day	Activity
January:		
27th January	Holocaust Memorial Day	Small memorial service took place in The Wheatstone Room at The Museum of Gloucester. It was hosted in partnership with G.A.R.A.S and other members of the County Hate Crime Strategic Group. 15 representatives from the local V.C.S attended, numbers were low due to post covid and people adapting to the 'new normal'
February:		
1st-29 February	LGBTQ+ History Month	Social media campaign
1st - 7th February	Sexual Violence awareness week	Social media campaign
7th - 14th February	Race Equality Week	Tea Break and social media campaign
March:		
8th March	International Women's Day	Promoted VCS events
14th - 20th March	Neurodiversity Celebration Week	Specialist packs at The Museum of Gloucester for children and young people with neurodiversity
31st March	Trans Day of Visibility (TDoV)	Trans flag flying
April:		
2nd April	Autism Acceptance Day	Quiet sessions organised at The Museum
early April	Stalking Awareness Week	Social media campaign
May:		
10th - 16th May	Mental Health Awareness Week	Tea and talk for staff
14th May	Polish Heritage Day	Promoted event at Kings Walk
17th May	IDAHOBIT	Pride flag flying and social media post
16th - 22nd May	Dementia Action Week	Awareness session and fundraiser/cake sale at Podsmead Big Local
June:		
1st-30th June	Pride Month	Social media post
Exact date unknown	Tredworth Street Party	Volunteering opportunities shared with staff and VCS
7th - 13th June	Carers Week	Drop in session at Gloucester Guild Hall for Carers to come for a tea and a chat
22nd June	Windrush Day	Social media post
July:		
27th June - 3rd July	Deafblind Awareness Week	Sight loss walk organised
1st-31st July	Disability Pride Month	Social media post
5th July -12th July	Srebrenica Memorial Week	Peace Walk around Gloucester Docks. Flag at half mast
19th July	Changing places toilet awareness Day	Promoted Gloucester's changing places toilet on social media
August:		
September:		
10th September	Suicide Prevention Day	Tea and talk for staff with information available on mental health support
10th September	Pride in Gloucestershire	Support with promoting event and advertising volunteering opportunities to
October:		
1st October	International Day of Older People	Social media post
1st - 31st October	Black History Month	Event hosted with public sector partners at The Music Works
10th October	World Mental Health Day	Social media post
11th - 16th October	Hate Crime Awareness Week	Outreach in Gloucester City Centre all day on Saturday 8th October
November:		
20th November	Trans Day of Remembrance (TDoR)	Social media campaign
24th Nov - 9th Dec	16 days of Action (Domestic Abuse)	Staff attended training delivered by GDASS. Social media campaign

December:		
3rd December	International day of disabled persons	Social media post

Gloucester City Commission to Review Race Relations Year One Update:

- 1. Call to Action:** *The establishment of an independent, permanent, funded and high-profile legacy institution for Gloucestershire.*

Progress Made:

A legacy institution has been identified – the Gloucestershire Race Equality Action Group (GREAG) is an emerging, black-led group that will have county-wide focus, and they received initial funding from the NHS and Gloucestershire County Council during 2022. The City Council held several meetings in 2022 with GREAG, in order to discuss collaborative work and how best the City can support GREAG in future. Initially, a full Terms of Reference was produced by Gloucester City Council, and shared with GREAG on March 18th - this Terms of Reference set out the City Council's thoughts on the potential scope and function of the legacy institution, along with a governance proposal and a range of proposed goals and outcomes for the institution, from the perspective of the City Council. Furthermore, the City Council's Managing Director shared a paper with Leadership Gloucestershire, along with a proposed funding model for a legacy institution, for consideration by Chief Executives of Gloucestershire Local Authorities and public sector bodies in the County.

Further meetings have been held with GREAG to continue to build our relationship and progress this work collaboratively, and agree on the most appropriate route forward that meets the interests of all involved, and delivers on the Calls to Action as set out in the original Race Commission report. Appointments are currently being made by GREAG to key roles to run the organisation, with support being provided by the Black South West Network. The City Council has agreed to second an officer to the Black South West Network to support the work of GREAG. Implementing this change and fully establishing the work of the legacy institution will take time, with a need to establish trusted relationships and ways of working collaboratively. Gloucester City Council has made a commitment to continue to work with GREAG and others to implement the recommendations of the Race Commission report.

- 2. Call to Action:** *Setting out a Gloucestershire wide vision for workforce equality in the public sector; putting in place measures to monitor workforce equality (including pay), and deliver some workforce equality initiatives at a county-wide level, most importantly a Gloucestershire 'stepping up' programme for aspiring leaders from racially minoritized backgrounds*

Progress Made:

Engagement has begun regarding the measures that could be taken to formalise workforce equality initiatives, although there are limitations in the role the City Council can play beyond its own remit. Our primary focus so far has been on the establishment of a 'stepping up' programme similar to that seen in Bristol. An initial meeting was held with County Council colleagues and others to discuss how the HR and Organisational Development team could come together to support in facilitating this, with a suggestion that senior management colleagues at both the City and County councils should be involved with progressing this action. Furthermore, it was also proposed that contact should be made with the University of Gloucestershire to see if they would be interested in supporting this work. Work continues to engage with those who lead the 'stepping up' programme in Bristol, to learn more about how they fund and manage the operation of this programme, and gain insights into how we could run a similar programme in Gloucestershire. The Cabinet Member for Communities and Neighbourhoods also suggested engaging with the Gloucestershire ICS, regarding

a programme they are leading with similar intentions called 'Flourish', so we will continue to explore partnership working on this.

- 3. Call to Action:** *Commit to putting in place measures and driving the required changes in culture and mindsets to ensure the collection and use of comprehensive and high-quality ethnicity data in planning and delivering public sector services, including commissioned services.*

Progress Made:

Strong progress has already been made on the culture and mindset part of this action – including through equalities actions which have been embedded in the Council Plan and Service Plans, to ensure that equalities is central to the work taking place across the Council, and that a data-driven approach is taken. This is further emphasised by one of the key overarching themes in the Council Plan being equalities. Furthermore, a portion of the LGA Corporate Peer challenge, which took place in late 2022, focused on inequalities within Gloucester's communities. Work has been taking place at a more detailed level too to ensure changes in culture and mindsets, such as a review of items at the museum with a focus on decolonisation. Discussions have begun regarding how to strengthen data collection, likely through county-wide local authorities and public sector bodies creating a plan to share data and co-ordinate to ensure this data can be used effectively across the county. With the recent publication of the 2021 census data, the next step will be to assess how we respond to the changing demographics of the City and County, and how this impacts on our work – with the ONS having recently released demographic breakdowns. This involves a discussion to take place at SMT regarding how to deliver public services to serve our population and consider how the delivery of public services may need to evolve based on our changing demographics.

- 4. Call to Action:** Acknowledge the existence of racism, prejudice and micro-aggressions in Gloucester and Gloucestershire, and commit to and step up individual and organisational leadership to tackle these with confidence and clarity.

Progress Made:

Gloucester City Council acknowledges the existence of racism, prejudice and micro-aggressions in Gloucester and Gloucestershire. Within the Council specifically, we have begun to embed reverse mentoring and other awareness building initiatives, to further develop understanding across the Council of the lived experiences of racially minoritized individuals. This has included an initiative called the "Tea Break", which has been introduced and led by staff. It provides the framework, opportunity and space within the organisation for staff to hear from colleagues and share honest feelings regarding race inequality. All employees are invited to each one-hour themed online discussion about issues that matter. Recent Tea Break topics have included: microaggression, white privilege, appropriate language, inclusion and how to create a more diverse work force that better represents Gloucester. The Council will continue its work to tackle racism, prejudice and micro-aggressions, in Gloucester and beyond.



Meeting:	Cabinet	Date:	5 April 2023
Subject:	Food Equalities Strategy (Nourishing Gloucester Project)		
Report Of:	Cabinet Member for Communities and Neighbourhoods		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
Contact Officer:	Leanne Purnell, Community Wellbeing Officer		
	Email: leanne.purnell@gloucester.gov.uk		Tel: 39-6069
Appendices:	1. 2023-2024 Gloucester City Council ED&I Action Plan 2. 2022 Gloucester City Council Equalities Awareness Calendar 3. O&S Update on Calls to Action Resulting from The Gloucester City Commission to Review Race Relations		

FOR GENERAL RELEASE

1.0 Purpose of Report

- 1.1. To outline the activity in relation to food inequality and seek support for the partnership strategy.

2.0 Recommendations

- 2.1 Cabinet is asked to **RESOLVE** that the approach as outlined in the strategy in appendix 1 be supported.

3.0 Background and Key Issues

- 3.1 As people across the city struggle to cope with the enormity of the cost-of-living crisis following from the pandemic and its impact on their daily lives, the strength of community spirit in Gloucester, and the willingness of people to help and support their neighbours, continues to shine through like a beacon of hope.
- 3.2 During traumatic times such as the current crisis, community organisations have worked together in their neighbourhoods and across the city to ensure the delivery of essential food - and so much more besides - for individuals and families in need. Supported by an army of volunteers, their rapid response in a period of extreme adversity is proof positive that these organisations, with their grassroots knowledge and strong, trusted, local connections, are best placed to deliver services both quickly and effectively within their communities.
- 3.3 The primary aim of this strategy is to ensure that in future everyone in Gloucester has access to nutritious food and no one goes hungry, whilst also acknowledging that there are broader issues affecting our neighbourhoods which are closely interlinked with food insecurity. If we are to create sustainable long-term solutions, we must better understand and address the root causes of both food insecurity and the social,

health and wellbeing inequalities that exist in some of our communities. This can only be achieved through developing and supporting good relationships with the Voluntary and Community Sector, Retailers, Food Producers and other relevant partners.

- 3.4 Gloucester's Holiday Activities and Food Programme (HAF). The Gloucester HAF programme, funded by the Department for Education, offers a range of activities for children and their families including family play days, football camps, music workshops, arts, and craft, with many providing nutritious food, sometimes for the whole family.
- 3.5 A HAF pilot, under the guise of the Holiday Kitchen, was first delivered in Gloucester in 2020 when the impact of COVID-19 on families was considerable, ranging from economic instability to lack of opportunities to connect with family and friends during lockdowns, and resulted in many experiencing mental health issues. HAF offered people the opportunity to come together over food, connect with their local communities, and access much needed support in challenging times.
- 3.6 Since the initial pilot project, now led by [The Venture: White City](#), is a collaboration of 20 community and other organisations in Gloucester, each well-known and trusted in their neighbourhoods and having shown during COVID-19 their ability to respond more quickly, more effectively, and in a more targeted way than external service providers.
- 3.7 The Gloucester HAF Programme was by all measures a stunning success, both in terms of the families supported and the effective organisation of high-quality diverse fun activities at 17 separate locations across the city, all underpinned by the provision of healthy and nutritious food. The community organisations responsible for the delivery of HAF responded to the needs of local communities, listening to the challenges of local neighbourhoods to support households with school children.
- 3.8 In October 2021, the government announced a further investment of over £200 million per year over the next three financial years for the HAF Programme following its successful roll out across England in 2021.

4.0 Proposed arrangements

- 4.1 Conduct a comprehensive assessment that includes analysis of food production, distribution, consumption, waste management, and policy gaps.
- 4.2 Engage stakeholders: Engage with a diverse range of stakeholders, including farmers, food businesses, community organizations, consumers, and policymakers. Seek their input and feedback on the food system assessment and use this information to develop a shared vision for the future of the food system.
- 4.3 Set goals and targets: Based on the assessment and stakeholder input, establish specific, measurable goals and targets for the food system. For example, the council might set a target for increasing the availability of fresh, locally grown produce in underserved neighbourhoods, or reducing food waste by a certain percentage

- 4.4 Once goals and targets have been set, develop a comprehensive set of actions to achieve them. This might include promoting urban agriculture, supporting local food businesses, improving access to healthy food, and reducing food waste.
- 4.5 Communicate and engage with the community: Communicate the food strategy to the wider community and engage with stakeholders on an ongoing basis to build support and momentum for the food system transformation. Use a variety of channels to share updates, solicit feedback, and showcase success stories.
- 4.6 Overall, a successful food strategy requires collaboration, commitment, and ongoing engagement with the community. By adopting these recommendations, we can take important steps towards creating a more sustainable, equitable, and resilient food system.
- 4.7 Consider the possibility of establishing a permanent role of Food Inequalities Officer.

5.0 Social Value Considerations

- 5.1 A council having a food strategy can bring numerous social value benefits to the community. Some of these benefits include:
- 5.2 Improved public health: A food strategy can focus on increasing access to healthy and nutritious food options, which can lead to improved public health outcomes. This can include initiatives such as increasing the availability of fresh fruits and vegetables in local markets, promoting healthier eating habits, and reducing food insecurity.
- 5.3 Increased economic opportunities: A food strategy can support the development of local food systems, which can create economic opportunities for local farmers, food producers, and businesses. This can include initiatives such as promoting local food procurement and supporting the development of community gardens and urban farms.
- 5.4 Enhanced community cohesion: A food strategy can bring together individuals and groups from diverse backgrounds around a shared interest in food. This can include initiatives such as community kitchens, cooking classes, and food festivals, which can help to build social connections and foster a sense of community.
- 5.5 Reduced environmental impact: A food strategy can promote more sustainable and environmentally friendly food production and distribution practices. This can include initiatives such as reducing food waste, promoting sustainable farming practices, and supporting local food production to reduce the carbon footprint of food transportation.
- 5.6 Increased access to food: A food strategy can address issues of food insecurity by ensuring that everyone in the community has access to nutritious and affordable food. This can include initiatives such as food banks, meal programs, and community kitchens, which can help to ensure that no one in the community goes hungry.

Overall, a food strategy can have numerous social value benefits for a community, including improved public health, increased economic opportunities, enhanced community cohesion, reduced environmental impact, and increased access to food.

6.0 Environmental Implications

- 6.1 There is a positive impact on the environment to reduce waste going to landfill through encouraging the redirecting of surplus food supplies (waste food) into communities in need.

7.0 Alternative Options Considered

- 7.1 None

8.0 Reasons for Recommendations

- 8.1 A commitment to continued staff involvement will ensure the collaboration between Feeding Gloucestershire and the Countywide work which is working towards a Sustainable Food Place Award for the County.
- 8.2 Much of the success of a local food partnership can be dependent on gaining recognition, buy-in and support from key local institutions, especially the local authority. Local authorities have levers, planning, land ownership, procurement), infrastructure, policies, and the leadership position to significantly influence local food systems.
- 8.3 An effective cross sector food partnership is therefore likely to involve the engagement of a variety of local authority departments (e.g. public health, economic development, planning, environment, communities and waste) alongside collaborations with VCSE organisations, businesses and food growers and producers to ensure a whole systems approach.

9.0 Future Work and Conclusions

- 9.1 None

10.0 Financial Implications

- 10.1 The current programme is funded until 31 March 2024 through external grants provided by the Integrated Locality Partnership, Household Support Fund (HSF) and the Holiday and Activities Funds (HAF).
- 10.2 Funding from 1 April 2024 will be subject to successful grant applications, if applications are not successful and the programme is to continue, the Council will need to budget a grade G role from April 2024.

11.0 Legal Implications

- 11.1 Officers to liaise with One Legal and Procurement for advice on grant funding arrangements.

12.0 Risk & Opportunity Management Implications

- 12.1 None

13.0 People Impact Assessment (PIA) and Safeguarding:

13.1 Completed no adverse impacts identified

14.0 Community Safety Implications

14.1 None.

15.0 Staffing & Trade Union Implications

14.1 None

16.0 Documents:

16.1 Nourishing Gloucester Draft Strategy Attached for Review.

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Nourishing Gloucester

A food strategy for all

Foreword



Food should be a joy; cooking one of the great expressions of human creativity. And yet our food system is broken. The food we eat is destroying both our bodies and the planet. The food we eat is the biggest cause of non-communicable disease and by far the biggest cause of biodiversity collapse, the destruction of aquatic life, deforestation, the pollution and scarcity of fresh water, and, after energy, the second biggest cause of climate change.

Even more shocking, in one of the world's richest countries, too many people are struggling to put food on the table. Post-pandemic, and in the face of a cost-of-living crisis, food insecurity continues to increase in our towns and cities, harming the lives and prospects of those affected, particularly children.

For most of my adult life I have had connections with food; from my first job as a commis chef to, a few years ago, being invited by the government to write a National Food Strategy.

Along the way I have been a food columnist, established Leon Restaurants, and co-founded two not-for-profit organisations, Sustainable Restaurants Association and Chefs in Schools, each attempting to improve parts of the system.

What I have learned is that there is no 'quick fix' solution to addressing many of these issues. In the National Food Strategy, we argued that while government intervention was necessary, it was not sufficient. Changing the system requires driven, talented people at a local level working in the community to improve things. The government cannot send in the army to improve food education or imprison hospital caterers for serving poor food. Every plate of nutritious delicious food that was ever served to another human, was made by someone in the community who cared.

That is why it is fantastic to read this local plan for Gloucester. A multi-faceted plan for public sector bodies to work in partnership with the commercial sector and alongside local trusted community groups, to make a positive and lasting impact on food insecurity in Gloucester.

Where you lead, I hope many will follow.

Henry Dimbleby

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Index

Section	Page No.
Executive Summary	3
The Wider (UK) Perspective	5
The Gloucester Perspective	7
Recommendations	12
Governance	24
Acknowledgements	25
Appendices:	26
1. The Impact of Food Insecurity and Fuel Poverty on Children and Parents	
2. Inflation on Staple Foods – October 2021 to October 2022	
3. Life Expectancy and Healthy Life Expectancy in England	
4. Food Insecurity in Gloucester - Current issues	
5. Emergency Food Support by Food Bank Gloucester – October 2021 to October 2022	
6. Current Food Provision by Ward (to be added)	
7. HAF Gloucester Programme Statistics 2021 - 2022	
8. Feeding Gloucestershire Operational Structure	
9. Case Study: Fair Shares, Gloucester	
10. Gloucester wards within the 10% and 20% most deprived in England	
11. Healthy life expectancy at birth for females and males in Podsmead 1 and 2, compared to the average for the county and England	
12. Case Study: Enrichment and Community Food Programme at Elmbridge Primary School, Gloucester	
13. Case Study - The Long Table, Matson	
<i>Quotations to be added throughout this document in the designed version are currently listed on page 41.</i>	

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Executive Summary

Food is an essential for life; it is not an option. It plays a vital role in the health and well-being of individuals and communities.

And yet, every day in Gloucester, people worry about not having enough food, struggle to access affordable healthy and nutritious food, and often miss one or more meal(s) a day... In 21st century Gloucester, this is unacceptable.

The primary aim of this strategy is to ensure that in future everyone in Gloucester has access to nutritious food and no one goes hungry, whilst also acknowledging that there are broader issues affecting our neighbourhoods which are closely interlinked with food insecurity. If we are to create sustainable long-term solutions, we must better understand and address the root causes of both food insecurity and the social, health and wellbeing inequalities that exist in some of our communities.

‘Everyone has the right to a standard of living adequate for the health and wellbeing of themselves and their family, including food...’

United Nations Universal Declaration of Human Rights Article 25

In 2019, as people across the world struggled to cope with the enormity of **COVID-19** and its impact on their daily lives, the strength of community spirit in Gloucester, and the willingness of people to help and support their neighbours, shone through like a beacon of hope.

During this most traumatic of times community organisations worked together in their neighbourhoods and across the city to ensure the delivery of essential food - and so much more besides - for individuals and families in need. Supported by an army of volunteers, their rapid response in a period of extreme adversity is proof positive that these organisations, with their grass roots knowledge and strong, trusted, local connections, are best placed to deliver services both quickly and effectively within their communities.

“The greatness of a community is most accurately measured by the compassionate actions of its members.” Coretta Scott King.

The **Cost-of-living crisis**, which has followed immediately on the back of an ongoing global pandemic means that households are now facing the triple threat of increasing energy bills, food costs, and rents.

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Double digit inflation on food prices, especially on staple foods, is putting severe pressure on many people's already over-stretched budgets, which in turn is creating a growing demand within communities for access to emergency food support and affordable food.

We have consulted with many organisations and individuals across the city and recognise that other health and wellbeing issues need to be addressed in many of our neighbourhoods, some of them closely interlinked with food insecurity. We will aim to connect with these broader challenges at every step of our journey to ensure delivery of an integrated solution; these challenges range from giving people the best start in life through to healthy lifestyles, social isolation, and loneliness.

This strategic plan, which aims to take a **sustainable and holistic approach**, sets out our recommendations to tackle the food insecurity and social, health and wellbeing inequalities that exist in some of our communities in Gloucester. We will do this by: -

- Developing and maintaining capacity and sustainability within our communities.
- Building upon, strengthening, and supporting the current network of trusted community-based organisations.
- Working with community partners and others to tackle food insecurity by ensuring access to affordable nutritious food.
- Collaborating with our health and wellbeing and other public sector partners, to identify and deliver coordinated and holistic solutions.
- Fulfilling a constructive role as active members of Feeding Gloucestershire and supporting their Vision and Mission.
- Using food as a 'golden thread' through which to offer people opportunities to meet and chat, take part in activities, and access a broad range of key support services.

Whilst there is strong evidence of the growing existence of food insecurity in Gloucester, we must be mindful that the provision of free food brings with it the **risk of building a dependency culture**; we must strive to avoid this by ensuring ready access to low-cost nutritious food within our communities.

There is no simple solution to resolving the issue of food insecurity, or the broader health and wellbeing challenges we face in Gloucester. By leading on the introduction of the **ambitious recommendations** within this strategy and by working in close collaboration with our community partners and public sector colleagues, we can achieve our aims and address many of the inequalities that exist in some of our communities to bring the food **security** sought by many Gloucester residents.

Appendix 14 comprises an **Action Plan** which sets out how we will deliver the recommendations proposed in this strategy.

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The Wider (UK) Perspective

Food insecurity across the UK

According to the [Family Resources Survey](#), published in March 2022, around 11% of households in the UK experienced some level of food insecurity during 2020 – 2021, with 5 per cent experiencing marginal, 3 per cent low, and 3 per cent experiencing very low food security. Food insecurity has been strongly associated with poor diet quality, which can lead to Type 2 diabetes, mental health issues, cardiovascular disease, stroke, and some types of cancer.

In 2020, [The Food Foundation](#) estimated that households falling within the bottom 10% income bracket would need to spend 74% of their household income on food were they to follow official healthy eating advice. Those at the highest risk of food insecurity were:

- Black and mixed ethnicity households with children, and
- Households with either an adult or child with a long-term health problem or disability.

For children, undernutrition can cause permanent widespread damage to growth, development, and wellbeing; poor diet quality increases the risks of stunted growth, iodine deficiency and iron deficiency anaemia.

In September 2022, [The Food Foundation](#) and [National Energy Action](#) issued a joint briefing with the following headline statement: -

“As the cost-of-living crisis worsens, many more households are struggling to heat and power their homes and put a warm, nutritious meal on the table. There is a growing body of evidence that indicates that, despite parents doing everything they can to protect them from food insecurity and fuel poverty, both issues are having immediate and ongoing impacts on children’s physical and mental health.”

In **Appendix 1** their full briefing describes in more detail the impact of food insecurity and fuel poverty on babies, children, adolescents, lone parent households and those with under 5’s, and parents.

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The effects of inflation on poorer households

In recent years, the UK economy has been buffeted by an extended period of instability caused by: –

- The ongoing effects of Brexit.
- The economic and social impact of COVID-19.
- The war in Ukraine causing huge rises in energy prices.
- A cost-of-living crisis with double digit inflation, especially on staple foods.

According to [Office for National Statistics](#) (ONS) data for the 12 months to October 2022, the cost of the lowest price groceries increased across the UK by 16.2% across all types of food and drink. Some staple foods have seen even more dramatic rises in this same period, as shown in **Appendix 2**.

Overall inflation was 11.1% in the same period. A [Cost of Living: Vulnerable Households Report](#) recognised that the causes of current inflation are complex, and include rising costs linked to the pandemic, and other economic factors, plus the conflict in Ukraine which has dramatically increased energy prices and, as a consequence, supply chain distribution costs.

The report concludes that the cost-of-living crisis will affect all households, but that the impact is likely to be greatest on low-income families, with research by the Economic Observatory suggesting: "***The cost-of-living crisis is disproportionately affecting poorer households....***"

The need to 'level up' on health

The government's [Levelling Up White Paper](#) highlights that the UK has larger geographical differences than many other developed countries on multiple measures, including health, and identifies that disadvantaged areas have the highest levels of community need.

The bar chart in **Appendix 3** from the Levelling Up White Paper highlights the impact this has on both Life Expectancy and Healthy Life Expectancy in England. COVID-19 has made this worse, with hospital admission and mortality rates higher among more disadvantaged groups. The pandemic has also seen disparities in access to healthcare widen in those, with waiting lists in England having increased by 55% in the most deprived 20% of areas, compared to 36% in the most affluent 20%.

The Gloucester Perspective

Food insecurity in Gloucester

Appendix 4 lists just some of the current issues around food insecurity in Gloucester, ranging from the increasing demand for emergency food support to the growing ‘takeaway’ culture which is perceived as providing cheaper and quicker access to food, and the broader health and wellbeing challenges affecting some of our communities.

Evidence of the extent of food insecurity in the UK has been researched and mapped at local authority level by [University of Sheffield](#) who found that in January 2021, in Gloucester, a city with a population of circa 130,000: -

- **10.95% of adults suffered from hunger** - *defined as having skipped food for a whole day or more in the previous month or indicated they were hungry but not eaten because they could not afford or get access to food.*
- **14.59% of adults struggled to access food** - *defined as at least one of the following: -*
 - *Sought help accessing food.*
 - *Skipped or shrank a meal.*
 - *Not having enough food.*
- **13.06% of adults worried about not having enough food** – *defined as very worried or fairly worried about getting food.*

This data supports the need to achieve food security for everyone in Gloucester and move beyond a focus on Food Banks and other temporary or short-period solutions such as the Holiday Activities and Food (HAF) Programme.

Recent Gloucester Food Bank data shown in **Appendix 5** illustrates the growing demand for emergency food support, with year-on-year increases of more than 50% in all measures.

Food provision by ward

The map included as **Appendix 6** identifies, *by ward*, all venues offering free or subsidised meals or food – there is somewhere open every day somewhere across the city, although usually during the day rather than in the evenings; this map also helps to identify potential food deserts where currently no provision exists but is needed.

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Community collaboration: Gloucester's Holiday Activities and Food Programme (HAF)

The [Gloucester HAF programme](#), funded by the Department for Education, offers a range of activities for children and their families including family play days, football camps, music workshops, arts, and craft, with many providing nutritious food, sometimes for the whole family.

A HAF pilot, under the guise of the Holiday Kitchen, was first delivered in Gloucester in 2020 when the impact of COVID-19 on families was considerable, ranging from economic instability to lack of opportunities to connect with family and friends during lockdowns, and resulted in many experiencing mental health issues. HAF offered people the opportunity to come together over food, connect with their local communities, and access much needed support in challenging times.

Since its initial pilot, the project - which is now led by [The Venture: White City](#) – has been a collaboration of 20 community and other organisations in Gloucester, each well-known and trusted in their neighbourhoods and having shown during COVID-19 their ability to respond more quickly, more effectively, and in a more targeted way than external service providers.

The Gloucester HAF Programme was by all measures a stunning success, both in terms of the families supported and the effective organisation of high-quality diverse fun activities at 17 separate locations across the city, all underpinned by the provision of healthy and nutritious food. The community organisations responsible for the delivery of HAF responded to the needs of local communities, listening to the challenges of local neighbourhoods to support households with school children.

The graphics in **Appendix 7** provide a high-level summary of what the HAF Programme delivered in Gloucester over the 4-week summer periods of 2021 and 2022.

HAF continues to generate thousands of connections between local people, community partners and activity opportunities, and helps to maintain the trust that exists between neighbourhoods and their community organisations.

HAF using food as the 'golden thread'

Mindful of the stigma surrounding free school meals and free food in general, promotion of the Gloucester HAF Programme encouraged families to come along to a local space, take part in activities, meet other people to chat and enjoy conversations, and then stay for lunch. The food was available for all family members, not just children, to ensure that the whole family could enjoy a meal. By providing recipe bags with

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nutritious ingredients, and videos of easy-to-follow recipes, it offered families an opportunity to learn to cook and try different foods together at home.

This offer was made available to all families regardless of their circumstances as local community organisations were aware that many families who are not eligible for free school meals still suffer from food insecurity. In this way food was used as the ‘golden thread’ through which to connect people.

The Future of HAF

In October 2021, the government announced a further investment of over £200 million per year over the next three financial years for the HAF Programme following its successful roll out across England in 2021.

Community Collaboration during COVID-19

During COVID-19 Tuffley Court Community Association developed a partnership with Fare Share Southwest who agreed to supply between 10 and 20 pallets of cupboard item foods each week - if TCCA could organise transport, storage, and distribution. Local firm Downton’s (now EV Cargo) agreed to transport the pallets and helped with storage, and with support from around twenty volunteers the food was shared with over 30 community organisations across Gloucestershire for almost 2 years.

Feeding Gloucestershire

Formally launched in September 2022, [Feeding Gloucestershire](#) (FG) is a regional partner of [Feeding Britain](#) and describes its primary aim as *‘creating a network of organisations across the county that are working collectively to identify the issues causing food poverty and develop solutions for a better fairer food system’*.

FG wants to work in partnership with Gloucester City Council, the five other local authorities in Gloucestershire, the county council, and others to *“enhance the countywide conversation around food, including its availability, quality, sustainability, and origin, and be a vehicle to capture insight into the complexities of Gloucestershire’s food landscape, to share and encourage best practice, and opportunities – including funding at grassroots level.”*

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We will collaborate with FG throughout the delivery of our strategy in Gloucester to ensure that we learn from the experiences of other organisations, including our public sector colleagues; share ideas and avoid duplication of effort; and identify any potential funding opportunities FG may be able to access for the benefit of the city. **Appendix 8** shows the Operational Structure of FG.

Areas of Gloucester most at risk to the impact of inflation

A [Cost of Living: Vulnerable Households Report](#), published by Inform Gloucestershire in 2022, and using data from the Oxford Consultants for Social Inclusion (OCSI), concludes that the following Lower Super Output Areas (LSOA's) in Gloucester could be particularly vulnerable to both cost of living and deprivation, with people living here potentially facing higher economic pressures: -

Barton and Tredworth 2

Barton and Tredworth 4

Barton and Tredworth 5

Matson and Robinswood 1

Westgate 5

Appendix 9 is a Case Study by **Fair Shares**, a community organisation based in the Barton and Tredworth area of Gloucester, providing food in their communities, and its impact on individuals and families.

Local health inequalities

According to the 2019 [Index of Multiple Deprivation \(IMD\)](#) Gloucester ranks as 138th out of the 317 districts in England, with nine areas of the city in the 10% most deprived nationally. The NHS framework for tackling health inequalities, [Core20Plus5](#) focuses effort on areas within the top 20% most deprived nationally, which brings in a further 12 areas of Gloucester. Lower ranking numbers equate to greater disadvantage. **Appendix 10** provides a list and map of the wards in Gloucester within the 10% and 20% most deprived in England and shows how the Indices of Deprivation in Gloucester for 2019 compares with 2015.

As can be seen from this data, Podsmead 1 Lower Super Output Area (LSOA) has been ranked as the most generally deprived in the county. Podsmead also experiences health inequalities, with significantly lower **Healthy Life Expectancy** for residents when compared to the average for England, and lower than the average for the county. The bar chart in **Appendix 11** from the Office of National Statistics (2009 – 2013) shows the healthy life expectancy at birth for females and males in Podsmead 1 and 2, compared to the average for the county and England.

This pattern is replicated in other disadvantaged areas of the city.

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The [Gloucestershire Health and Wellbeing Board Strategy](#) (GHWB) sets the direction and priorities for improving health and wellbeing and reducing inequalities in health and wellbeing in the county. There are several strategic 'hooks' within the strategy relevant to the ambitions of Nourishing Gloucester; these include potential interdependencies with work underway to deliver against the following priorities: -

- Best start in life
- Healthy Lifestyles (Healthy Weight)
- Social isolation and loneliness
- Physical activity
- Mental health and wellbeing.

The GHWB strategy is supported by the [Building Back Better Strategy \(2022 – 2026\)](#) of Gloucestershire County Council which outlines their Levelling Up ambition to support communities in the county that fall within the 10% most disadvantaged in England.

The Link between Obesity and Food Insecurity

Tackling food insecurity is fundamental to delivering a whole systems approach to obesity prevention and alleviating the risk of health inequalities. Obesity has long been recognised as a good proxy for where families are struggling; children with obesity are at increased risk of serious health issues including asthma, sleep apnoea and type 2 diabetes, low self-esteem, poor mental health, bullying and stigmatisation, and life-long weight issues.

Paradoxically, there is some evidence of a link between food insecurity and obesity, and we know that levels of childhood obesity in Gloucestershire increased during the pandemic.

For children with severe obesity there is strong evidence of significantly lower physical, social, and school functioning of children.

Data from the [National Child Measurement Programme \(NCMP\) 2020/21](#) highlighted that all Gloucestershire districts saw an increase in the percentage of Reception children with obesity, with obesity rates of 15.6% for children in Gloucester, which is higher than the England average of 14.4% and the highest in the county.

In terms of adults, an [Inform Gloucestershire](#) report on healthy weight shows that the percentage with excess weight in Gloucester was significantly higher than the England average, and a separate [Inform Gloucestershire](#) report, on healthy eating, shows that (a) the availability of fast-food outlets in Gloucester is above the England average at 106 per 100,000 against an England average of 88 and (b) Gloucester has the lowest proportion of population in the county meeting the recommended '5 a day' portions of fruit and vegetables.

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Our recommendations

Our recommendations to tackle food insecurity in Gloucester break down into three delivery timescales: -

Immediate and on-going recommendations

Collaborate with community organisations and other providers to coordinate and support efforts to improve access to affordable healthy and nutritious food for those affected by food insecurity.

By **immediate and on-going** we mean actions that can be introduced now and over the next 12 months with little or no cost implications, and where each action will help to reduce food insecurity on an on-going basis.

Short to medium term recommendations

Collaborate with community organisations and other providers to develop a sustainable programme to reduce food insecurity and reliance on food banks.

By **short to medium term**, we mean actions that can be introduced within the next 1 to 3 years, may have some modest cost implications, and where each action will have a significant, positive, and on-going impact on the reduction of food insecurity.

Longer term recommendations

Collaborate with community organisations and other providers to develop a sustainable programme to eradicate food poverty permanently and remove reliance on food banks.

By **Longer Term** we mean actions that may take 3 to 5 years to be introduced, could have significant cost implications, and where each action will have a significant, positive, and on-going impact on the reduction of food insecurity.

Definition of nourishing: (of food) providing the substances necessary for health and bodily growth.

Immediate and on-going recommendations

Sign-posting access to affordable food in local communities

Identifying and mapping current provision and filling any gaps

- Identifying and mapping when and where people can currently eat for free or at subsidised cost in Gloucester, (*currently under development*) and sharing this within communities, following these examples: -
 - [Coventry City Council - Social Supermarkets and Food Banks Map.](#)
 - [Feeding Liverpool – Community Food Spaces Map.](#)
- Identifying gaps in what is currently available and collaborating with planners, retailers, caterers, supermarkets, farmers and producers, manufacturers, and others, to improve physical access to affordable healthy food and eliminate food deserts.
- Identifying and mapping the wide variety of shopping in the Barton Street area which offers food for many of the nationalities represented in Gloucester, sharing, and celebrating this with communities.

Surplus Food

- Understanding and mapping surplus food supply chains to identify: -
 - Who controls it.
 - The bottlenecks in the current system.
 - What surplus food is not being picked up and how this can be addressed.
- Researching the potential for development of city-wide relationships with supermarkets to achieve greater benefit by: -
 - Seeking more nutritious food from them.
 - Challenging their current performance against their Corporate Social Responsibility credentials.
 - Getting supermarkets to recognising that by accepting their surplus food, with associated packaging, community organisations are resolving a problem for supermarkets and transferring that problem onto their own organisations.
- Ensuring that community organisations recognise the need for surplus food to be stored carefully to avoid infestations, and that cardboard needs to be disposed of regularly to reduce the risk of fire.
- Consulting with **Gloucestershire County Council** to map their tenant farmers, some of whom may be a source of surplus food.

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Enhancing the current availability of food

- Seeking access to surplus locally grown produce, using organisations such as [The Gleaning Network](#) who help to set up networks of independent and self-supporting gleaning hubs, each run by a community organisation, to identify and 'rescue' leftover harvest from farms for redistribution to those in need; and who offer tool kits and grants to assist in their set up.
- Introducing community organisations to people they would not normally meet, such as local farmers, to develop relationships.
- Encouraging self-help through the creation of social supermarkets or pantries that offer a **Hand Up not a Handout** on a 'pay what you can afford' or weekly membership basis - allowing people to retain their dignity and avoid stigma.

Promoting alternative routes to food

- Encouraging people to sign up to food sharing Apps such as: -
 - [OLIO](#) which connects neighbours with each other and with local businesses so surplus food can be shared, not thrown away.
 - [Too Good to Go](#) which enables individuals to track down unsold food from business which would otherwise go to waste.
 - [Neighbourly](#) to connect with Lidl, Aldi, M & S, Sainsburys.
- Promoting Household Voucher schemes and government initiatives such as [Healthy Start Vouchers](#), to achieve maximum take-up.

Supporting the maintenance and development of sustainable communities

Support and collaboration

- Recognising and supporting community organisations through a process of continuous engagement, ensuring their representation in the decision-making process.
- Recognising the strengths of the current delivery networks and building on these, encouraging community organisations to collaborate to identify and reflect on the bigger issues affecting their neighbourhoods, promoting, and encouraging community led solutions.
- Offering advice and guidance to communities on how to set up: -
 - a social supermarket or pantry.
 - a community kitchen that meets food standards.
 - food projects.
 - a Community Interest Company or a Cooperative.

Definition of nourishing: (of food) providing the substances necessary for health and bodily growth.

- Recognising the social value of the provision of food as the ‘golden thread’ to build connections by developing spaces and services that start with food and offer a ‘wrap around support’ e.g., debt advice, mental health support, health advice, GP, combatting social isolation by bringing people together, offering good affordable nutritious food, and the opportunity to eat and chat with someone.
- Seeking solutions to the provision of affordable fresh and/or good quality food from a local retail food store within each community, especially for those without transport.

‘Lived Experience’ Consultation

- A city council representative regularly attending gatherings held by community organisation delivery partners where food is provided, to meet informally with those who have ‘lived experience’ of food insecurity to find out what works and what doesn’t work.

Information sharing and learning

- Asset mapping skills, resources, kitchens, community gardens, and allotments within Gloucester communities and sharing food and asset map data with community organisation and **Feeding Gloucestershire** for them to add to and maintain a county wide map and database of current provision, accessible via their website.
- Engaging with and learning from food initiatives in other cities such as [Brighton and Hove Food Partnership](#) and sharing lessons learned.
- Replicating the Long Table concept in other communities across the city.
- Supporting the creation of pictorial recipe cards which use measures such as ‘cupful’ or ‘spoonful’ rather than ounces or grams.
- Developing a checklist of what makes a ‘good’ food project e.g., community owned, value for money, offers good nutrition, and is inclusive.
- Educating people around how to cost-effectively cook a meal at home, for example: -
 - By using a slow cooker or pressure cooker to keep electricity costs down.
 - By using a microwave to cook a meal rather than to heat up a ‘ready meal.’

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Developing links and working with other sectors, including

Health and wellbeing

- **Prevention, Wellbeing, and Communities at Gloucestershire County Council** – on ways of collaborating to: -
 - Improve health and wellbeing through improved access to good quality affordable food and reduced food insecurity, for example, linking with Children and Young People's Weight Management Service and Gloucestershire Integrated Healthy Lifestyles Service – see [First 1001 Days Project](#).
 - Encourage healthy eating and promoting [The Eat Well Guide](#) - the nationally adopted model for achieving good nutrition, whilst also educating people that it is much cheaper to **make** than **buy** a meal for a family.
 - Develop a pictorial version of the above like the version devised by [Kingsholm Primary School](#).
 - Determine the availability online of alternative versions of The Eat Well Guide in different languages and offering guidance on nutritious food more aligned to food that meets the tastes of other cultures or nationalities.
 - Support achievement of the [Gloucestershire Health and Wellbeing Board Strategy](#) strategic priorities of Healthy Lifestyles (Healthy Weight); Physical Activity; Loneliness and Social Isolation; Mental Health and Wellbeing; and Best start in life.
- [Gloucester City Integrated Locality Partnership](#) - to align with their priorities and plans to improve health and wellbeing and reduce health inequalities.
- Schools, Home Start, and Youth Centres - to encourage referrals to community kitchens, as happens at The Long Table, Matson.

Education

- **Gloucestershire County Council Education:** -
 - To encourage access to school kitchens, school meals provision, and the provision of food education in schools.
 - To encourage easier access to school allotments e.g., at weekends, for both education and community benefit.
 - To ensure Adult Education embed food awareness into courses they run, including within basic skills courses such as literacy and numeracy - for example Multiply – plus IT skills and more targeted courses around employability.

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Access to vulnerable groups

- **Social Housing Landlords** – To help identify vulnerable tenants, both individuals and families.
- **Children and Family Hubs** – To ensure their access to available food provision.
- **Gloucestershire County Council Health and Social Care, and Schools** – To help identify vulnerable adults and children.

Cross-collaboration between and within public bodies: -

- To make better use of existing assets such as school and community kitchens.
- To encourage public sector organisations to recognise and support the use of school facilities such as kitchens as a wider community asset rather than seeing those facilities as being solely for use by schools.
- To help turn negatives issues into positives, such as: -
 - Positioning community raised beds and planters or growing spaces onto paved areas prone to illegal parking.
 - Resolving complaints about overgrown gardens by creating shared garden spaces which help to connect people.

Exploit opportunities to align strategies

- **Gloucester City Council Social Value Policy** – to seek community benefit by ensuring business engagement in the provision of surplus food.
- **Gloucester City Council's Cost of Living Support Hub and Warm Spaces Initiative** – to link with food provision.
- **Gloucester City Council Planning** – to identify ways to discourage approval of more fast-food stores in the city e.g., in proximity to schools.
- **Gloucester City Council Allotments (Neighbourhood Management Services)** to: -
 - Transfer management of allotments to local community organisations who can encourage their use as community spaces.
 - Encourage the creation of new Community allotments such as the [City Farm Allotment](#) run by Fair Shares.
 - Amend allotment tenancy agreements to require the sharing of surplus food with social supermarkets, pantries, or community kitchens.

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Championing change

Lobbying

- Lobbying **Feeding Gloucestershire** to:
 - Commission research to identify the underlying reasons for and barriers to accessing food.
 - Support the policy proposals of [A People's Food Policy](#) in relation to: -
 - Fully integrating healthy food and sustainable farming into the national curriculum for schools.
 - Supporting community food growing projects.
 - Expanding and improving food education programmes in schools to teach the next generation.
 - Explore the potential for development of a Food Insecurity data capture and analysis system in partnership with a local research organisation such as [Campden BRI](#).
 - Develop and support campaigns to raise awareness about the need to reduce surplus food.
 - Lobby central government to: -
 - Support the following recommendations of the [National Food Strategy](#): -
 - Ongoing funding for the Holiday Activities and Food programme.
 - Expansion of the Healthy Start scheme.
 - Automatic enrolment to Free School meals initiative.
 - Launch of a new “Eat and Learn” initiative for schools - bringing food education back into school, including regular ‘cook and eat’ lunchtimes for school pupils; helping children see food as more than fuel by engaging them through accreditation schemes such as [Food for Life](#) by the Soil Association to improve food and food education in schools; consulting with local schools already undertaking initiatives such as this, for example Widden and Elmbridge Primary Schools – see Case Study in **Appendix 12**.
 - Offer Gloucester as an area to trial the “Community Eatwell” programme recommended in the [National Food Strategy](#) and which would give GPs the option to prescribe fruit and vegetables – along with food-related education and social support – to patients suffering the effects of poor diet or food insecurity.
 - Increase the funding and reach of Free School Meals or introduce a Universal Free School Meals approach in Gloucester, which already exists in some areas; examples include:
 - [London Borough of Islington](#) – providing universal free school meals to children.
 - [Sheffield City Council](#) who have, introduced an automatic enrolment scheme for free school meals.

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- Remove or reduce the delay in individuals receiving their benefit payments when first going from work onto benefits.
- Encouraging **Feeding Gloucestershire** to lobby central government, local MP, and Gloucestershire County Council Education & Learning to gain access to school kitchens which lie dormant every evening throughout the year, and all-day during school holidays.
- Supporting **Feeding Gloucestershire**, [Farming and Wildlife Advisory Group Southwest Limited](#) (FWAG), and [Gloucestershire Food and Farming Partnership](#) in their ambition for Gloucestershire to become a **Sustainable Food County** through participation in the Soil Association programme [Sustainable Food Places](#). which focuses on six key issues: -
 - Promoting healthy, nutritious, and sustainable food to the public.
 - Tackling food poverty, diet related ill-health and poor food access.
 - Building community food knowledge e.g., cooking, and growing skills – see The Long Table Case Study in **Appendix 13**.
 - Promoting a vibrant and sustainable food economy.
 - Transforming catering and food procurement.
 - Reducing waste and the ecological footprint of the food system.

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Short to medium term recommendations (1 – 3 Years)

Developing sustainable solutions

Social supermarkets and food pantries

- Consulting with and learning from the experience of other councils such as: -
 - The [Tower Hamlets Food Hub](#), which empowers over 60 Voluntary and Community Sector (VCS) organisations to provide direct food deliveries to vulnerable residents and created a key logistical centre which collates and distributes food items to support local food banks and other food aid organisations.
 - Barnsley Council, who aim to ‘give people a hand up rather than a handout’ and have established a [community food hub](#) to provide access to high quality ingredients for people who may be experiencing food insecurity.
- Working with communities to set up Affordable Food Clubs similar to [The Poet’s Pantry in Podsmead](#) or the [West Cheltenham Community Pantry](#), offering good quality fresh, frozen, chilled, and long life food, including fruit and vegetables through social supermarkets/Food Pantries, operating on a membership scheme basis offering donated and in-date surplus food to members who pay a modest weekly fee and providing approximately £15 worth of non-perishable and fresh food plus household items.
- Consulting with and learning from the experience of other councils such as the introduction by [Kirklees Council](#) of a **mobile** food pantry that increases access to affordable, healthy and nutritious food, including culturally appropriate food for refugees.

“The Poets Pantry project has been very successful. It started out as part of the evolution of work done with public health in Podsmead. It was inevitable that the effect of the pandemic would accelerate the need to develop support to help combat food poverty. It worked because we were able to offer a range of items that were not readily available in our locality, at a cost that was affordable, that helped to reduce surplus food. This approach did not stigmatise those who used the pantry and helped prevent or at least reduce food poverty. The relationships established ensured support without judgement and access to other levels of help.”

Les Jevins @ Podsmead Big Local

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Community allotments

- Identifying and engaging with individuals who want to grow fresh food for their communities, such as [Granton Community Gardeners](#) who create and cultivate community gardens or allotments, host community meals and events, support anyone in the area who wants to grow food and think creatively about how best to make sure everyone in the area is fed well.
- Working with [The Conservation Volunteers \(TCV\)](#) who will support community organisations to:
 - Develop food growing amongst communities who have limited experience and knowledge in community food growing.
 - Develop a network of food growing Champions to promote the benefits of food growing and assist others in developing skills.
 - Deliver free training and resources to communities to help their growing experience.
 - Enable groups to meet and share their growing ideas, tips, learning and achievements.
 - Invite growers to our growing events.
 - Assist groups to apply for grants and funding to develop their projects.
- Collaborating with Feeding Gloucestershire in achievement of the Soil Association's [Sustainable Food Places Awards](#).

Reducing surplus food

- Consulting with **Gloucestershire County Council** to identify the potential to source surplus food from their tenant farmers in the county.
- Developing connections with local businesses, farmers, supermarkets, bakeries, greengrocers, butchers, restaurateurs, market traders and stall holders to seek regular surplus food donations for distribution at Affordable Food Clubs e.g., through **Gloucestershire Gateway Trust** and **Gloucester Services**, seeking surplus food donations from their suppliers.
- By **Gloucester City Council** having conversations with local cafés, and restaurants regarding the provision of their surplus food to communities, supported by a 'Nourishing Gloucester' accreditation scheme for businesses who sign up.
- Developing and maintaining links with local organisations such as BITC, and Round Table to source surplus food.
- Consulting with and learning from the surplus food reduction experience of other councils such as the [London Borough of Merton's Community Fridge Network](#).
- In partnership with the [Real Farming Trust's Ready Healthy Eat](#) project, organising a workshop of key stakeholders across Gloucester, to understand, explore, and plan for improvements in surplus food supply chains.

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Re-creating a consortium of community organisations

- Building upon the relationships developed across neighbourhoods during COVID-19 lockdown, the HAF Programme, and wider partnerships such as the [GEM Project](#).
- Developing a coordinated approach, sharing best practice, and collaborating with each other.
- Using shared facilities and resources (people and produce) wherever possible.
- Building capacity and sustainability within communities through this collaborative approach.

'Alone we can do so little; together we can do so much.' Helen Keller

Championing change

Food and education

- Collaborating with communities to provide access to food education through community cookery clubs – basic ‘how to cook’ in small classes, and recipe packs with ingredients and easy recipe cards.
- Encouraging the use of community and school facilities to develop Children’s Kitchens to operate within nurseries and children’s centres in areas with high levels of food insecurity, working with families with children aged between two and five, on themes such as cooking, growing produce, recycling, and surplus food; see [The Children’s Kitchen Final Evaluation Report](#).
- Ensuring that community organisations recognise the importance of Food Safety Standards and the need for awareness of allergens and supporting them to achieve the required standards.

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Longer term recommendations (3 – 5 Years)

Developing sustainable solutions

- Developing a centralised storage facility and Dark Kitchen, potentially in a warehouse, run by an existing or new Charitable Community Benefit Society, Community Interest Company, or Cooperative.
- Working alongside and in partnership with community organisations to ensure continuity and maintain local connections.
- **The storage facility** to function as an alternative supply chain, as a central point for surplus food deliveries and collections, and for distribution to community hubs for the storage and delivery of fresh and ambient food.
- **The Dark Kitchen** to produce and distribute ready meals and recipe boxes to community hubs.
 - Targeting primary schools for the provision of free school meals, taking over contracts from current outsourced businesses such as Apetito, as they fall due for renewal.
 - Funded by Gloucestershire County Council.
- Both the storage facility and Dark Kitchen developing into a city-wide offering, and ultimately achieving critical mass by extending into: -
 - Secondary schools.
 - A ‘meals on wheels’ offering to individuals in their homes.
 - The food element of Care Packages funded by the Social Care sector.

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Governance

We will develop the following Governance Structure: -

Steering group

It is recommended that a Steering group is established, comprising key stakeholders from across the city and including representation from community organisations directly involved in service delivery to those experiencing food insecurity.

Risk

A risk register will be developed, shared with the Steering Group and elsewhere as appropriate, and regularly monitored. The Risk Register will help us to identify, monitor, and mitigate potential risks in key areas such as Strategic, Financial, Reputational, Operational, and Fraud.

Monitoring and evaluation

A robust and effective monitoring and evaluation framework will be established by which to assess performance against this plan, including Benchmarking. There is a range of data sources available by which to benchmark Gloucester in terms of Food Insecurity; these include: -

- DWP's annual Family Resources Survey.
- Food Insecurity Research by University of Sheffield.
- Comparison with local data sources from across Gloucestershire as measured by each of the six local authorities.
- Other proxy measures could include Free School Meal eligibility, Healthy Start Voucher uptake, and Universal Credit claims.

We will collaborate with public health bodies to ensure relevant sharing of data and to create a joint framework for monitoring and evaluating the impacts on food insecurity, including regular dialogue with affected communities and vulnerable groups.

Definition of nourishing: (of food) providing the substances necessary for health and bodily growth.

Acknowledgements

Our grateful thanks go to the following for their support and help in developing this Strategy: -

Elmbridge Primary School	Matson Robinswood and White City Community Partnership
Fair Shares	Podsmead Big Local
Feeding Britain	Prevention, Wellbeing and Communities, Gloucestershire County Council
Feeding Gloucestershire	Read with Me
GL Communities	Real Farming Trust
Gloucester City Homes	Roots Coffee and Community Social Enterprise and CIC
Gloucester Community Building Collective	St. Catharine's Church, Gloucester
Gloucester Feed the Hungry CIC	The Grace Network
Gloucester Food Bank	The Long Table
Gloucestershire Action for Refugees and Asylum Seekers (GARAS)	The Venture: White City
Gloucestershire Gateway Trust	Together in Matson
Grange Baptist Church	Tuffley Court Community Association
Kingsholm Church of England Primary School	Westmorland Family
Matson Baptist Church	Windrush Community

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Appendix 1

The impact of food insecurity and fuel poverty on children and parents

“As the cost-of-living crisis worsens, many more households are struggling to heat and power their homes and put a warm, nutritious meal on the table. There is a growing body of evidence that indicates that, despite parents doing everything they can to protect them from food insecurity and fuel poverty, both issues are having immediate and ongoing impacts on children’s physical and mental health.”

Babies living in colder temperatures require more calories for growth and, without this additional nourishment, they are more likely to have lower than average weight gain and dietary deficiency as young children.

Children living in households experiencing food insecurity and fuel poverty have higher rates of asthma, as well as other severe respiratory problems.

Children who are unable to access a healthy diet also have an increased risk of obesity or medical issues like headaches, stomach-aches, and backaches, as well as having difficulties sleeping.

Children growing up hungry are also twice as likely to be anxious compared to their peers who get enough to eat.

Adolescents growing up cold and hungry face stigmatisation, social isolation, and feelings of helplessness, which can negatively impact on educational attainment and social mobility.

Teenagers that are going hungry and live in a cold home are more likely to suffer severe depression or attempt suicide.

Lone parent households and households where the age of the youngest member is under 5 are at the highest risk of experiencing fuel poverty. Households where the age of the youngest member is 11-15 live in the deepest fuel poverty.

Parents living in fuel poverty are much more likely to develop depression compared to parents who live in a warm home.

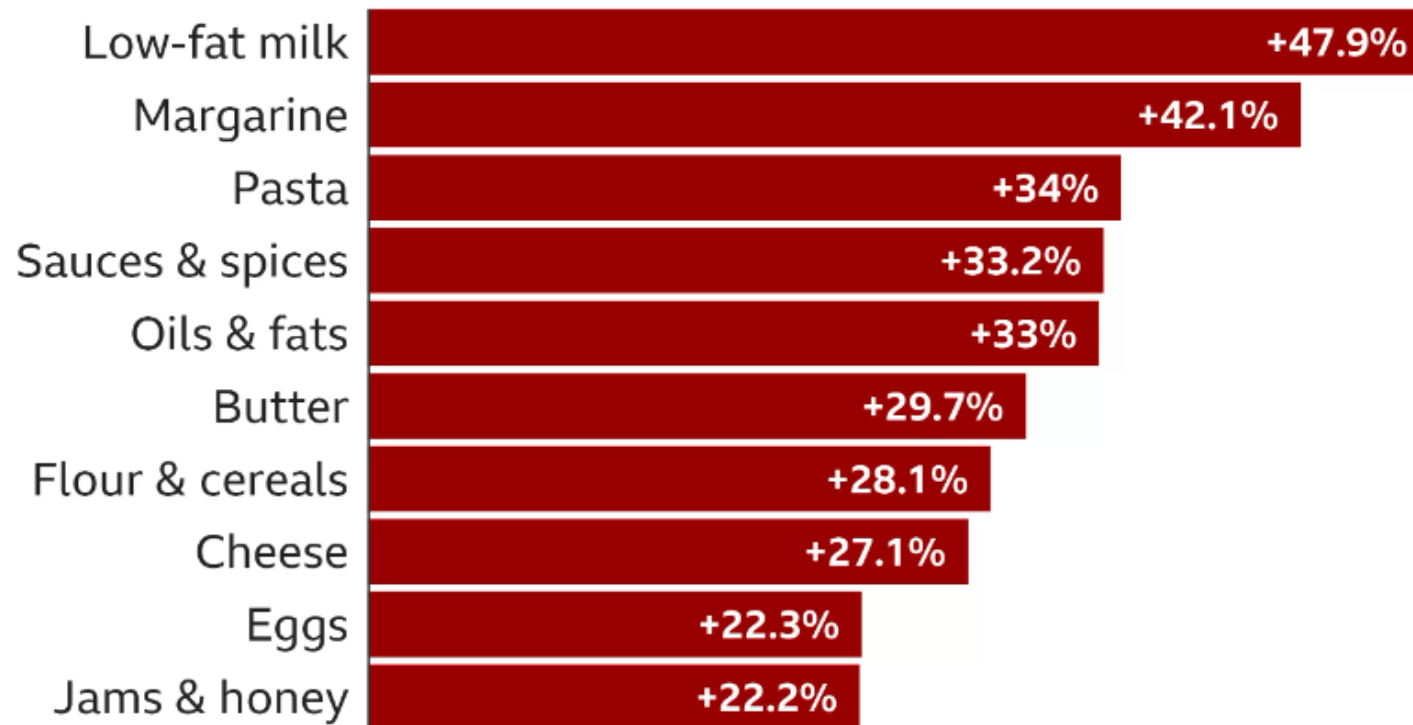
Adults who are trying to cope with food insecurity and economic hardship may be extremely stressed; this can affect the way they interact with and are able to care for their children.

Source: The Food Foundation and National Energy Action Joint Briefing: September 2022

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Appendix 2

Inflation on Staple Food – October 2021 to October 2022



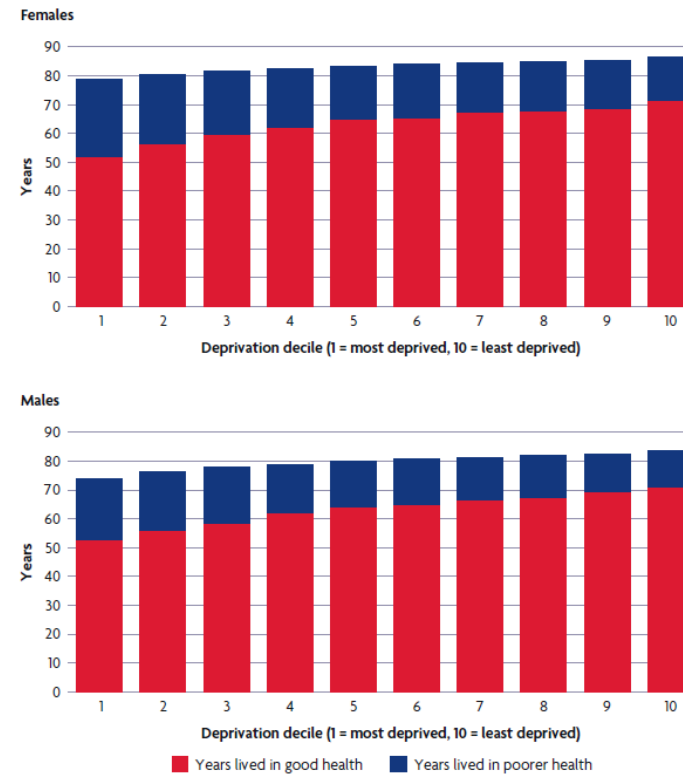
Source: Office for National Statistics

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Appendix 3

Life Expectancy and Healthy Life Expectancy in England

Figure 3.5 Life Expectancy and Healthy Life Expectancy, England neighbourhoods by deprivation decile, 2017-2019⁴²¹



Source: [Levelling Up White Paper](#)

Appendix 4

Food Insecurity in Gloucester - Current issues

- The increasing demand for emergency food support is not sustainable.
- The current emergency and subsidised food support is fragmented and patchy and lacks coordination.
- There is need for an alternative supply chain for delivery of emergency food support beyond the local Food Bank.
- Those most disadvantaged are worst affected by the current double digit increases in food costs, especially in staple foods.
- Each ward within the city is unique, with its own ethnic and cultural mix and different food needs.
- Access to food that meets cultural tastes is limited and tends to be concentrated around the Barton and Tredworth area.
- Language difficulties bring additional barriers in some communities.
- Lack of both gardening knowledge and commitment to ownership of allotments, meaning a lack of continuity.
- Supplies of surplus food from supermarkets and Fare Share Southwest are welcome but often lack nutrition.
- Increasing frustration of VCS organisations who face competing priorities with limited resources and funding, especially for food projects.
- Those reliant upon limited public transport offering or without their own transport struggle to access affordable good quality fresh food.
- Negative attitudes towards food by some parents - “my child doesn’t like...” when in fact children can be the more adventurous.
- Access to free food can create a lack of motivation to make changes in life, remove personal accountability, and create dependency.
- Community support post-HAF and post-COVID-19 has waned as people return to work following furlough.
- Gloucester is an urban area surrounded by countryside, much of which is farming; this potential opportunity is under-used.
- There are major challenges around individuals and families cooking at home; these include: -
 - Lack of knowledge of what is meant by nutritious food - and how to cook it - with resulting lack of confidence and motivation.
 - Lack of food storage e.g., freezer, means inability to cook in bulk and freeze.
 - Lack of suitable equipment, sometimes as basic as saucepans and cutlery.
 - Lack of a family role model (parent/grandparent).
 - Lack of familiarity with some foods and ingredients, and lack of local shops selling them, either at reasonable cost or at all.
 - Lack of time, especially for those with two jobs and/or single parent families.
- A growing ‘takeaway’ culture which is perceived as providing cheaper and quicker access to food.
- The culture of cooking and then eating together has been lost in some families.
- Food Banks are often considered the last line of defence against hunger and food insecurity and their use can bring with it a stigma and a lack of self-esteem for being given something for nothing.
- The broader health and wellbeing challenges affecting some of our communities are inter-related with issues of food insecurity.

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Appendix 5

Emergency Food Support – October 2021 to October 2022

Source: Gloucester Food Bank			
	October 2021	October 2022	% Increase
No. of Referrals by household	343	534	56%
Food distributed (tonnes)	6.2 tonnes	10 tonnes	61%
No. of meals	14,000	23,000	64%
No. of people fed	680	1175	73%

Areas of Gloucester most affected
Barton & Tredworth
Kingsholm & Wotton
Matson & Robinswood
Moreland
Westgate

Areas of Gloucester where demand is increasing most
Coney Hill
Quedgeley Severn Vale

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Appendix 6

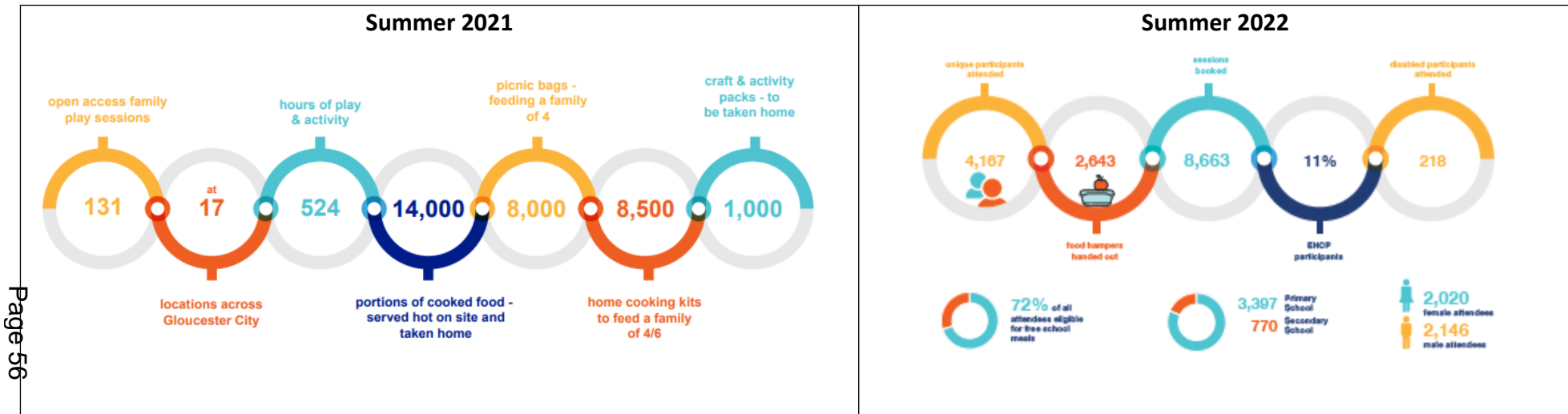
Current Food Provision by Ward

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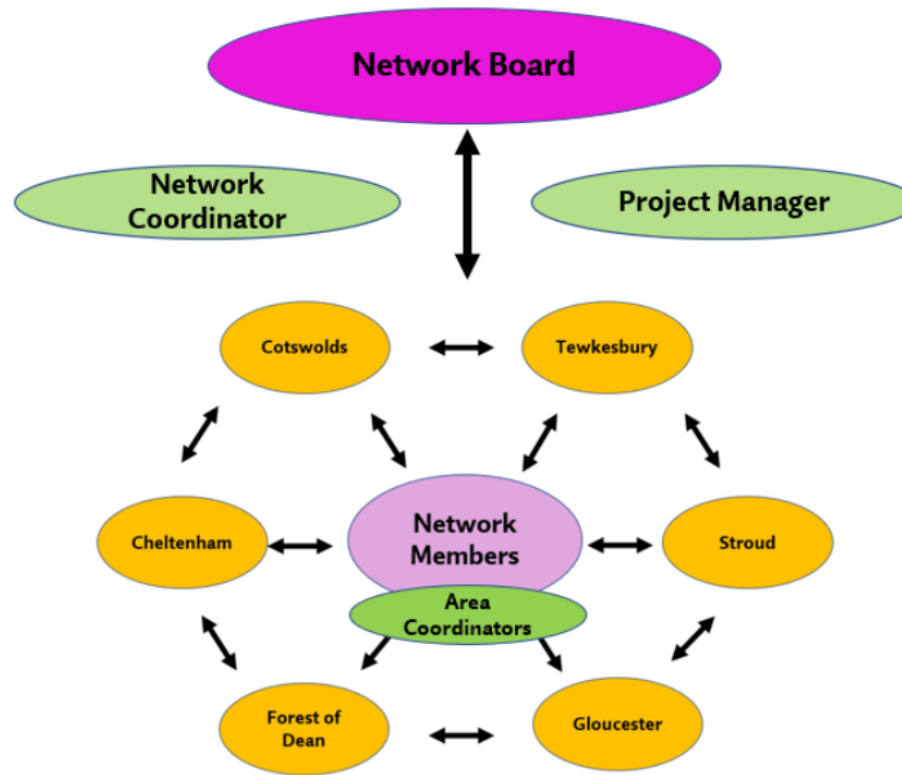
Appendix 7

HAF Gloucester Programme Statistics 2021 - 2022



Appendix 8

Feeding Gloucestershire Operational Structure



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Appendix 9

Case Study: Fair Shares, Gloucester

Each week for almost 2 years Fair Shares has been receiving a delivery of fresh vegetables and fruit from a fine food company who work directly with growers. The amount and quality of the food is excellent, in most cases surpassing that of local supermarkets. They share the food with struggling families in the local community either through several community cafes or by inviting families known to be struggling to come and pick up enough for their needs. They also use a small amount to support their own lunch group, often making a delicious fruit salad to serve following a cooked main meal. Recently they have seen the number of people attending the lunch group increase and there are now often around 30 people attending each week.

Each week around 8-10 families and 3-4 other community kitchens come to collect. One person collects for her family of 4 children, and for her friend who also has 4 children. She said *"the fruit and vegetables are amazing, I can collect enough for both our families, which means I can save some money and put a bit more on the electricity. Thank you."*

Another person who comes regularly collects on behalf of a group of older people who live at a local supported housing association and said, *"the residents make soup each week which they then share and eat together."*



Someone who collects on behalf of Emmaus residents, all of whom have previously been homeless, said *"I never really ate vegetables when I was growing up and as a result, I suffered a vitamin deficiency. With encouragement from my support worker, I now eat a much healthier diet which is having a positive impact on my health".*



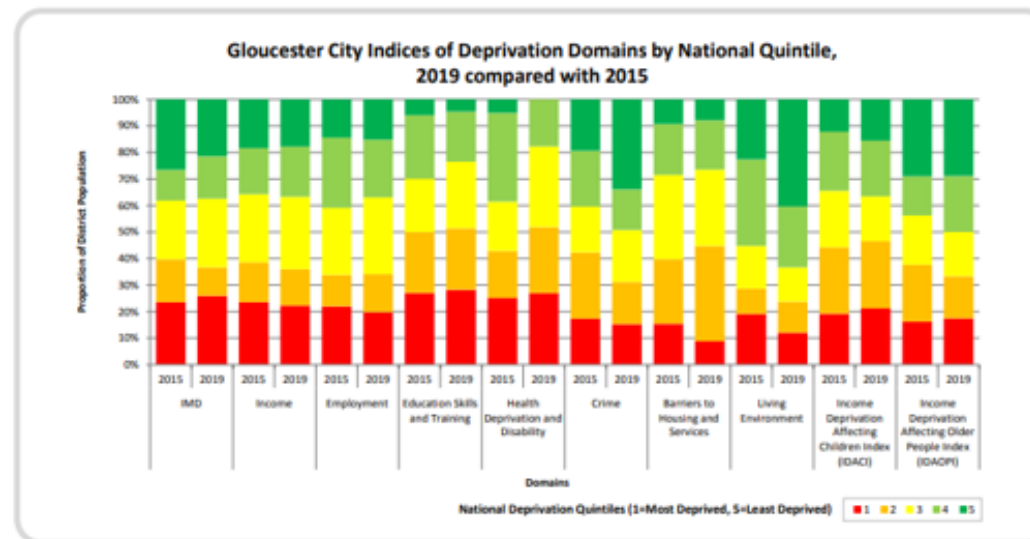
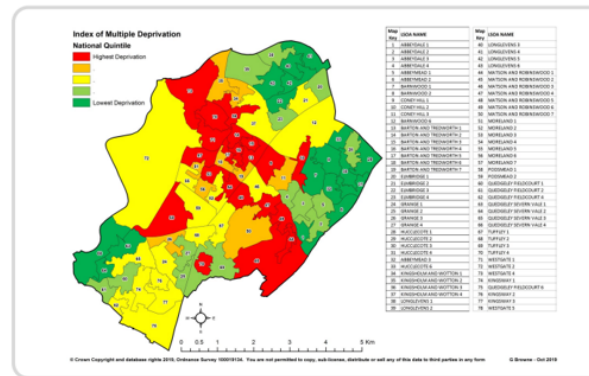
Definition of nourishing: (of food) providing the substances necessary for health and bodily growth.

Appendix 10

Gloucester wards within the 10% and 20% most deprived in England

GLOUCESTER WARDS IN 10% MOST DEPRIVED NATIONALLY	NATIONAL RANKING OUT OF 32,844	GLOUCESTER WARDS IN 20% MOST DEPRIVED NATIONALLY	NATIONAL RANKING OUT OF 32,844
PODSMEAD 1	621	MATSON AND ROBINSWOOD 6	3508
MATSON AND ROBINSWOOD 1	735	MATSON AND ROBINSWOOD 4	3800
WESTGATE 1	1183	BARTON AND TREDWORTH 2	4101
KINGSHOLM AND WOTTON 3	1456	MORELAND 7	4897
WESTGATE 5	1579	CONEY HILL 2	5091
MORELAND 4	2221	WESTGATE 4	5109
TUFFLEY 4	2801	BARTON AND TREDWORTH 5	5136
MATSON AND ROBINSWOOD 5	2948	MORELAND 3	5238
BARTON AND TREDWORTH 4	3126	BARTON AND TREDWORTH 3	5660
		MATSON AND ROBINSWOOD 2	5681
		BARTON AND TREDWORTH 1	5747
		CONEY HILL 1	6076

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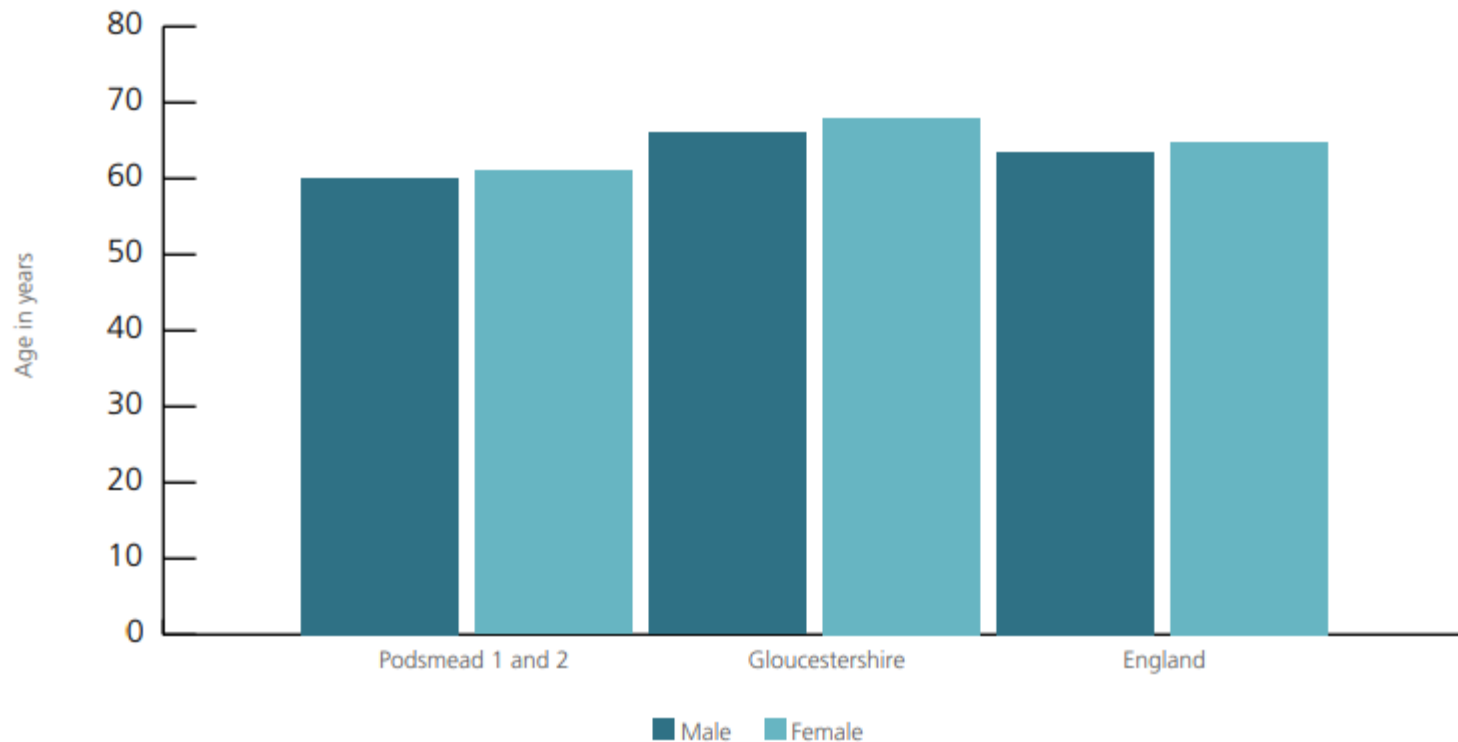


Source: [Index of Multiple Deprivation \(IMD\) 2019](#)

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Appendix 11

Healthy life expectancy at birth for females and males in Podsmead 1 and 2, compared to the average for the county and England



Source: Office of National Statistics (2009 – 2013)

N.B. This pattern is replicated in other disadvantaged areas of the city.

Definition of nourishing: (of food) providing the substances necessary for health and bodily growth.

Appendix 12

Case Study: Enrichment and Community Food Programme at Elmbridge Primary School, Gloucester

This project uses good quality fresh fruit and vegetables donated to Fair Shares by a large farm producer and supplier, which would otherwise go to waste.

“Here at Elmbridge Primary School, we have been educating the children about the importance of healthy eating and wellbeing, using surplus food that we pick up each week from Fair Shares.

We are providing all the children with healthy snacks and introducing them to new fruit and vegetables that they may not have had tried before. We understand that not all children have access to healthy snacks or the means to be able to source their own, so with this programme we can reach a wider sector within our school.

*“I love tasting new things
and learning the names of
things I haven’t seen
before”*



“This is giving me courage to try new food”

Here you can see a group of our Year 3 and Year 4 children enjoying some mange tout.

Definition of nourishing: (of food) providing the substances necessary for health and bodily growth.

We are also running an after-school Cookery Club and additional cooking via our enrichment programme. Using the food donated the children can take part in a number of lessons which will help encourage a healthier lifestyle. We are teaching them ways to use up the food in their cupboards by using food donated to us that would otherwise have been wasted. The children thoroughly enjoy these sessions and have a great understanding of the benefits these will bring.”



“It will benefit us in life because we will know how to cook for ourselves.”

“The lessons teach us new skills and how to cook independently and safely”

In addition to the enrichment and cookery lessons provided for the children, we are also supporting our families who may need extra help due to the rise in the cost of living, with weekly collections of fresh produce made available for all families in need. We advertise this extra support via our school newsletter and make weekly calls to families, inviting them into school every week to collect the produce on offer. This also gives us an opportunity to offer any further help and advice discreetly and confidentially.

Di Howard @ Elmbridge Primary School

Definition of nourishing: (of food) providing the substances necessary for health and bodily growth.

Appendix 13

Case Study - The Long Table, Matson

The Long Table, Matson, runs a weekly **Slow Cooker Group** and attracts eight to ten people at each session. Each week the group try new recipes and learn how to prepare the ingredients and cook a nutritious family meal using a **very low-cost** Slow Cooker.

Emma Wilson, who manages The Long Table in Matson and runs the sessions, is also producing a recipe book for those attending to take home with them.

Emma said *"It's great to see how someone's confidence grows when they learn a new skill, and of course slow cookers are so cost effective to use, costing about 18p for 8 hours, which is a real bonus right now."*

'Give a man a fish, and you feed him for a day; show him how to catch fish, and you feed him for a lifetime.' Proverb



Definition of nourishing: (of food) providing the substances necessary for health and bodily growth.

Anonymous quotes from people experiencing food insecurity in Gloucester will be ‘peppered’ throughout final version

<p><i>"I receive shopping vouchers at the hotel. This has been very important to my family because when we first arrived in the UK and while we were waiting for our money from the Home Office, we were able to go to Asda and buy fresh fruit and some food for the children that we were not able to get at the hotel.</i></p> <p><i>The hotel gives us food, but sometimes the children will not eat it and I find this a great worry, so we buy vegetables such as carrots and other things that do not need cooking."</i></p>	<p><i>"I get food every Friday from GARAS which helps me to pay my bills. I have 3 children and when we arrived in Gloucester, I needed to buy school uniforms and some kitchen items.</i></p> <p><i>I mostly spend my money on food. The food at GARAS is so useful and my children look forward to seeing what I have as sometimes there are different things that we have not tried before. There are often vegetables that are great."</i></p>
<p><i>"I am a single Mum with two girls. My income has dropped considerably, and I have fallen behind on my rent.</i></p> <p><i>One of my daughters is at school while the other is still at home. I am finding myself going without food to ensure my daughter takes a healthy lunchbox to school. I have never found myself in such a difficult situation before and have never had to reach out for help until now."</i></p>	<p><i>"I'm a mum of five kids and live with my husband who works. I struggle with my mental health but before COVID-19 I always managed to stay on top of things. Recently, with the cost of everything going up week by week, it's hard to make ends meet.</i></p> <p><i>We went to the food bank a few times, but it made me feel like we had nothing, and left me feeling really low.</i></p> <p><i>I go to a local community group and when I was there, I heard about how I could collect some fresh fruit and vegetables every week from them. I now try to go each week to pick some up for our family and, because it's a community project, it doesn't make me feel the same.</i></p> <p><i>It's making a massive difference to us - it's awful thinking you have nothing, everyone needs someone they can go to for help."</i></p>
<p><i>"I feel guilty getting food, it's embarrassing to walk in and see the food laid out in bags in the hall. I have pride issues with this. Also, my kids wouldn't eat the food on offer, and I didn't want to waste it."</i></p>	<p><i>"Vouchers take the strain off, you can buy what the family will eat, and don't feel labelled or stigmatised. Even the supermarket staff don't judge you, as the voucher doesn't identify anything."</i></p>

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Meeting:	Cabinet	Date:	5 April 2023
Subject:	Nominations to the Gloucester City Homes Board		
Report Of:	Cabinet Member for Planning and Housing Strategy		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
Contact Officer:	Neil Coles, Housing Innovation Manager		
	Email: neil.coles@gloucester.gov.uk	Tel: 396534	
Appendices:	None		

FOR GENERAL RELEASE

1.0 Purpose of Report

- 1.1 The purpose of this report is to review the current approach to nominating Members to sit on the Gloucester City Homes Board.

2.0 Recommendations

- 2.1 Cabinet is asked to **RESOLVE** that

- (1) the Council agrees to surrender their right to appoint up to two Council Board Members to the Gloucester City Homes Board.

3.0 Background and Key Issues

- 3.1 The Gloucester City Homes (GCH) Board consists of between 5 and 12 Board Members including: no more than 2 Council Board Members (appointed by the Council) no more than 2 GCH Tenants and up to 9 Independent Board Members.
- 3.2 GCH Board Members usually serve for a three-year period however they may stand for a further term.
- 3.3 Historically, the Council has nominated representatives to the GCH Board through its annual process of making appointments to Outside Bodies. In the past, these have been elected Member appointments, but in more recent years they have been non-Councillor appointments and the Council has worked with GCH to identify individuals that meet the skillset required. Currently, only one of the two appointments made at Annual Council in May 2022 remains on the Board.
- 3.4 GCH have advised that they are seeking to develop their Board to be more inclusive of their local communities while also providing a wider range of skillsets to further improve the effectiveness of the Board moving forward. As part of this new approach, GCH have asked the Council to review its nominations to the GCH Board.

3.5 The Council does not currently nominate Board members for any other registered housing providers who operate in Gloucester.

3.6 In 2018, changes to the regulations governing the operation of registered providers reduced the level of influence local authorities had over private registered providers of social housing through Board appointment and Membership/Shareholding voting rights.

4.0 Social Value Considerations

4.1 There are no relevant social value considerations.

5.0 Environmental Implications

5.1 There are no relevant environmental implications.

6.0 Alternative Options Considered

6.1 The Council could maintain its membership on the Board. However, it is considered that it would be in the best interests of GCH to enable it to appoint Independent Board Members who are likely to be better equipped to meet the future ambitions of the Association.

7.0 Reasons for Recommendations

7.1 The Council does not appoint members to the Boards of any other Registered Housing Providers in the City.

7.2 The regulations governing the operation of registered provider's has reduced the proportion of Board Members who can be nominated by councils.

7.3 By ceasing to nominate to the GCH Board, GCH can expand the breadth of experience and skills of their Board Members to better meet their ambitions to support their business and customers.

8.0 Future Work and Conclusions

8.1 If the resolution to cease to nominate individuals to the GCH Board is agreed, the Council will have no presence on the GCH Board and GCH will be able to recruit replacement Board Members.

8.2 The remaining GCH Board Member who has been nominated by the Council is due to leave their role on 31st December after which GCH will be able to fill this role independently.

8.3 It is not anticipated that surrendering nomination rights to the GCH Board will hamper the existing strong working relationship that exists between both organisations.

9.0 Financial Implications

9.1 There are no financial implications associated with this report.

(Financial Services have been consulted in the preparation of this report.)

10.0 Legal Implications

10.1 Following previous amendments to the Rules of Gloucester City Homes (the Rules) the Council is no longer a Shareholder in GCH.

10.2 If Cabinet approve this Recommendation One Legal will liaise with GCH to agree amendments to the Transfer Agreement dated 17th March 2015 to remove the obligation on the Council to nominate GCH Board Members and obligations on GCH to seek the approval of the Council to amend their constitution. GCH will need to follow its own internal procedures to amend the Rules to remove the requirement for it to appoint up to 2 Council Board Members.

(One Legal have been consulted in the preparation of this report.)

11.0 Risk & Opportunity Management Implications

11.1 There are no risks or opportunities associated with this report.

12.0 People Impact Assessment (PIA) and Safeguarding:

12.1 The PIA Screening Stage was completed and did not identify any potential or actual negative impact; therefore a full PIA was not required.

13.0 Community Safety Implications

13.1 There are no Community Safety implications.

14.0 Staffing & Trade Union Implications

14.1 There are no staffing or Trade Union implications.

Background Documents: None

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