



# Equality Impact Assessment

How does your service proposal support the outcomes in [the Community Vision for Surrey 2030](#)?

This is aligned to the organisational principles set out in the Surrey Way that:

## 2. Service Users / Residents

### Who may be affected by this activity?

There are 9 protected characteristics (Equality Act 2010) to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships

Though not included in the Equality Act 2010, Surrey County Council recognises that there are other vulnerable groups which significantly contribute to inequality across the county and therefore they should also be considered within EIAs. If relevant, you will need to include information on the following vulnerable groups (Please **refer to the EIA guidance** if you are unclear as to what this is).



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## DISABILITY

**Describe here the considerations and concerns in relation to the programme/policy for the selected group.**

Pupil's with a disability who are aged between 7 to 11 years and attend schools where Twelve15 is the catering provider, may be impacted by the price uplift in the event that they are not entitled to a means tested free school meal.

Positive impacts:

Enables Twelve15 to offer a compliant school meal service to schools

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## RACE including ethnic or national origins, colour or nationality

**Describe here the considerations and concerns in relation to the programme/policy for the selected group.**

Pupil's who are aged between 7 to 11 years and attend schools where Twelve15 is the catering provider, may be impacted by the price uplift in the event that they are not entitled to a means tested free school meal. Pupils of differing religions and beliefs or non beliefs be affected by the price uplift.

**Is there any data on how many KST2 pupils in the schools are identified in this group?**

*Details on the service users/residents that could be affected. What information (data) do you have about them? How might they be impacted in a positive or negative way? (try to be as specific as possible)*

**Describe here suggested mitigations to inform the actions needed to reduce inequalities.**

To maintain access to a school meal, all families with children of differing religions and beliefs or non beliefs are encouraged through their school setting to apply for free school meals where the eligibility criteria are met. Schools regularly remind parents of the application process as in addition to receiving free school meals, schools also receive a pupil premium for all pupils who are eligible in support of their education. Surrey County Council offer to schools a free school meal eligibility checker service to support them with this process.

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Pupil's who are aged between 7 to 11 years and attend schools where Twelve15 is the catering provider, may be impacted by the price uplift in the event that they are not entitled to a means tested free school meal. Pupils of differing race including ethnic or national origins, colour or nationality may be affected by the price uplift.

Positive impacts:

Enables Twelve15 to offer a compliant school meal for some pupils

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Automated registration will ensure all families who are eligible for free school meals are captured and therefore minimise impact.

**What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?**

None that are known.

**Any negative impacts that cannot be mitigated?**

Some paying customers may be impacted if their circumstances do not meet the eligibility criteria for a free school meal and therefore the cost of the school meal will rise by 10 pence per day/50 pence per week for these children in September 2025.

## **RELIGION or belief including lack of belief**

**Describe here the considerations and concerns in relation to the programme/policy for the selected group.**

Pupil's who are aged between 7 to 11 years and attend schools where Twelve15 is the catering provider,



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None that are known.

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None that are known.

**Any negative impacts that cannot be mitigated?**

Some paying customers may be impacted if their circumstances do not meet the eligibility criteria for a free school meal and therefore the cost of the school meal will rise by 10 pence per day/50 pence per week for these children in September 2025.

## LOOKED AFTER CHILDREN

**Describe here the considerations and concerns in relation to the programme/policy for the selected group.**

Pupil's who are aged between 7 to 11 years and attend schools where Twelve15 is the catering provider, may be impacted by the price uplift in the event that they are not entitled to a means tested free school meal. Pupils who are cared for by Surrey County Council as Corporate Parent may be affected by the price uplift.

Positive impacts:

- Enables Twelve15 to offer a compliant school meal service to schools
- Ensures quality marks of the food served are maintained to the highest standards thus benefiting pupils receiving a healthy, balanced school meal
- Enables Surrey County Council to deliver a commercially viable service

Negative impacts:

- Limit or prevent access to a health school meal for some pupils
- Impact education & learning if hunger is not satisfied at lunchtime
- Impact overall health and wellbeing of child

Data on pupils who are looked after children is currently being sought for the 27,788 pupils in KST2.

**Describe here suggested mitigations to inform the actions needed to reduce inequalities.**

To maintain access to a school meal, all families with children who have a registered disability are encouraged through their school setting to apply for free school meals where the eligibility criteria are met. Schools regularly remind parents/carers of the application process as in addition to receiving free school meals, schools also receive a pupil premium for all pupils who are eligible in support of their education. Surrey County Council offer to schools a school meal eligibility checker service to support them in this.

Legislation is currently being considered to make provision about the automatic registration of all children eligible for free school meals and to provide for an opt-out where the family wishes. Further information

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on this matter can be found via the following link: [Free School Meals \(Automatic Registration of Eligible Children\) Bill - Parliamentary Bills - UK Parliament](#)

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None that are known.

**Any negative impacts that cannot be mitigated?**

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None that are known.

**Any negative impacts that cannot be mitigated?**

Some paying customers may be impacted if their circumstances do not meet the eligibility criteria for a free school meal and therefore the cost of the school meal will rise by 10 pence per day/50 pence per week for these children in September 2025.

## THOSE EXPERIENCING SOCIOECONOMIC DISADVANTAGE

**Describe here the considerations and concerns in relation to the programme/policy for the selected group.**

Residents with children aged between 7 to 11 years old whose children attend schools where Twelve15 is the catering provider, may be impacted by the price uplift. Only those pupils who are not entitled to a means tested free school meal may be impacted. The increase in price of the meal may impact affordability for some families who pay for a school meal. The current daily price of the school meal is £2.80/£14 per week rising to £2.90/£14.50 in September 2025.

Positive impacts:

- Enables Twelve15 to offer a compliant school meal service to schools
- Ensures quality marks of the food served are maintained to the highest standards thus benefiting pupils receiving a healthy, balanced school meal
- Enables Surrey County Council to deliver a commercially viable service

Negative impacts:

- Potential to limit or prevent access to a health school meal for some pupils
- Possible impact on education & learning if hunger is not satisfied at lunchtime
- Impact overall health [Botton08871 0 595.32 841.92 re92 reW\* nBT/F2 11.04b2 Tm0 g/F2 1BT/F2841.92 re

# Equality Impact Assessment

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None that are known.

**Any negative impacts that cannot be mitigated?**

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## CHILDREN WITH SPECIAL EDUCATION NEEDS & DISABILITIES

**Describe here the considerations and concerns in relation to the programme/policy for the selected group.**

Pupil's who are aged between 7 to 11 years and attend schools where Twelve15 is the catering provider, may be impacted by the price uplift in the event that they are not entitled to a means tested free school meal. Pupils with special education needs and disabilities may be affected by the price uplift.

Positive impacts:

- Enables Twelve15 to offer a compliant school meal service to schools
- Ensures quality marks of the food served are maintained to the highest standards thus benefiting pupils receiving a healthy, balanced school meal
- Enables Surrey County Council to deliver a commercially viable service

Negative impacts:

- Potential to limit or prevent access to a health school meal for some pupils
- Possible impact on education & learning if hunger is not satisfied at lunchtime
- Impact overall health and wellbeing of child

Of the 27,788 pupils in KST2, 5% of pupils have an Education, Health & Care Plan and 14% receive support in SEN settings.

**Describe here suggested mitigations to inform the actions needed to reduce inequalities.**

To maintain access to a school meal, all families are encouraged through their school setting to apply for free school meals where the eligibility criteria are met. Schools regularly remind parents/carers of the application process as, in addition to receiving free school meals, schools also receive a pupil premium

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None that are known.

**Any negative impacts that cannot be mitigated?**





## 3. Staff

There is no impact on staff through the implementation of a school meal price uplift in September 2025.

## 4. Recommendation

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## Explanation:

The provision of free school meals to all pupils in KST1 and means tested in KST2, seeks to ensure that access is made available to many of those identified in the groups above. Twelve15 will continue to work closely with schools to promote access to families eligible to free school meals wherever possible to mitigate the identified negative impacts.

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## 5. Action plan and monitoring arrangements

Insert your action plan here, based on the mitigations recommended.

Involve you Assessment Team in monitoring progress against the actions above.

| Item | Initiation Date                                | Action/Item  | Person Actioning          | Target Completion Date | Update/Notes | Open/ Closed |
|------|--|--|---------------------------|------------------------|--------------|--------------|
| 1    | As needed throughout the 2025/26 academic year | Regular updates with school customers regarding local arrangements for checking eligibility status for free school meals | Client Account Management | 2025/26 academic year  |              |              |
| 2    | As needed throughout the 2025/26 academic year | Promotion of free school meals to all parents & carers via marketing activity  | Customer support team     | 2025/26 academic year  |              |              |
| 3    | As needed throughout the 2025/26 academic year | Offer of information to schools on ways to improve awareness and eligibility to free school meals                        | Customer support team     | 2025/26 academic year  |              |              |

# Equality Impact Assessment

## 6a. Version control

| Version Number | Purpose/Change | Author | Date |
|----------------|----------------|--------|------|
| 1              |                |        |      |

The above provides historical data about each update made to the Equality Impact Assessment.

Please include the name of the author, date and notes about changes made – so that you can refer to what changes have been made throughout this iterative process.

For further information, please see the EIA Guidance document on version control.

## 6b. Approval

Secure approval from the appropriate level of management based on nature of issue and scale

# Equality Impact Assessment

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