

# Equality Impact Assessment



The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	<b>E&amp;T 27</b> – Introduce new rates for cemeteries and cremation.
<b>Brief Service Profile</b>	<p>This service:</p> <ul style="list-style-type: none"> <li>• Provides a burial and cremation service for the bereaved including the maintenance of appropriate memorials.</li> <li>• Operates the crematorium and manage 5 cemeteries and 2 gardens of remembrance.</li> <li>• Undertakes funerals on behalf of the community for people die alone and in poverty (the council has a statutory duty to arrange funerals for people who die where no arrangements have been made).</li> <li>• Maintains historic and current cemetery and grave records and provide a Genealogy service relating to them.</li> </ul>
<b>Summary of Impact and Issues</b>	There is a risk that an increase in fees, due to local competition, could reduce demand and therefore overall income. However, having assessed the competition it is felt that this increase could be applied whilst maintaining demand.
<b>Potential Positive Impacts</b>	
<b>Responsible Service Manager</b>	Linda Francis, Bereavement & Registration Services Manager
<b>Date</b>	26 <sup>th</sup> October 2015

<b>Approved by Senior Manager</b>	Mitch Sanders, Head of Regulatory & City Services
<b>Date</b>	26 <sup>th</sup> October 2015

## Potential Negative Impacts

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
<b>Age</b>	No identified negative impacts.	N/A
<b>Disability</b>	No identified negative impacts.	N/A
<b>Gender Reassignment</b>	No identified negative impacts.	N/A
<b>Marriage and Civil Partnership</b>	No identified negative impacts.	N/A
<b>Pregnancy and Maternity</b>	No identified negative impacts.	N/A
<b>Race</b>	No identified negative impacts.	N/A
<b>Religion or Belief</b>	No identified negative impacts.	N/A
<b>Gender</b>	No identified negative impacts.	N/A
<b>Sexual Orientation</b>	No identified negative impacts.	N/A
<b>Community Safety</b>	No identified negative impacts.	N/A
<b>Poverty</b>	Would impact on those already under financial pressure, especially those on benefits, to fund funeral arrangements.	The council has a statutory duty under the Public Health Act 1984 to provide a funeral for those where there is no one able or willing to make the necessary arrangements.
<b>Other Significant Impacts</b>		