

## South Staffordshire Council Equality Impact Assessments (EIA)

### Introduction

As functions or policies are reviewed, or new ones developed, an Equality Impact Assessment (EIA) should be carried out to address the following legislation:

- The Race Relations (Amendment) Act 2000;
- Disability Discrimination (Amendment) Act 2006;
- Sex Discrimination Act 1975; and
- To help implement the Employment Equality Regulations on Sexual Orientation and Religion and Belief and Age.

EIAs can help South Staffordshire Council to meet the various stages of the Equalities Standard for Local Government and increasingly service inspections are asking questions about the findings of EIAs.

An EIA is a process to determine whether a policy or function has any "*differential impacts*" that could have an adverse (negative) implication on the basis of a person's race, gender, disability, sexual orientation, religion/belief or age. It is a method to ensure that a function or policy will not create any barriers that could prevent access to services or employment opportunities.

<b>Equality Impact Assessment</b>	
<b>1</b>	<b>Title of Function or Policy to be assessed:</b>  Provision of Cemetery and Burial Service
<b>2</b>	<b>Date:</b> 27.02.2009
<b>3</b>	<b>Name of Lead Officer:</b>  Howard Medicott
<b>4</b>	<b>EIA Team</b> Director of Environmental Services; Landscape Manager; Diversity Reference Group.
<b>5</b>	<b>Director/Head of Service/Service Manager:</b>  Dave Stockton/Howard Medicott
<b>6</b>	<b>Existing, new or review:</b>  New
<b>7</b>	<b>Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided:</b> To provide a facility for the disposal of human remains at Sytch Lane Wombourne by the end of 2009. To provide a burial service, administered by staff of Architectural and Landscape Services in the council offices. To provide information to the general public about the service and other associated matters. To liaise with Funeral Directors and Stonemasons who offer a service to the public regarding the use of the cemetery. To ensure that correct procedures are met by Stonemasons

If you have any queries or comments about Equality Impact Assessments or about the toolkit, please contact:

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Or email: [b.harris@sstaffs.gov.uk](mailto:b.harris@sstaffs.gov.uk)

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	<p>and Funeral Directors in their cemetery function. To invoice Stonemasons and Funeral Directors for the costs associated with burials which they have carried out To instruct our term contractors to carry out all tasks associated with the burial on site. To monitor standards and procedures carried out by our term contractors. To instruct and monitor maintenance standards carried out by our term contractor. To manage and update all burial associated data on bespoke software.</p>																														
<b>8</b>	<p><b>Linked policies, functions: Are there any other functions, policies or services which might be linked with this one for the purposes of this exercise?</b></p> <p>The development of the site links with the principle aims and objectives of the council. The existing grounds maintenance contractors will be carrying out the maintenance of the site and works associated with burials. We are currently developing a policy regarding safety testing memorial headstones, this policy will in due course be executed on this facility.</p>																														
<b>9</b>	<p><b>Who is it intended to affect or benefit (the target population):</b></p> <p>Residents and non residents of South Staffordshire.</p>																														
<b>10</b>	<p><b>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 15%;">Positive Impact</th> <th style="width: 15%;">Negative Impact</th> <th style="width: 40%;">Comments</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td style="text-align: center;"><b>y</b></td> <td style="text-align: center;"><b>n</b></td> <td>The facility will be available regardless of age. Arrangements for child burials/interments are in place.</td> </tr> <tr> <td>Disability</td> <td style="text-align: center;"><b>y</b></td> <td style="text-align: center;"><b>n</b></td> <td>The facility will be available regardless of disability. Disabled parking bays are provided.</td> </tr> <tr> <td>Gender</td> <td style="text-align: center;"><b>y</b></td> <td style="text-align: center;"><b>n</b></td> <td>The facility will be available regardless of Gender.</td> </tr> <tr> <td>Race</td> <td style="text-align: center;"><b>y</b></td> <td style="text-align: center;"><b>n</b></td> <td>The facility will be available regardless of Race.</td> </tr> <tr> <td>Religion/belief</td> <td style="text-align: center;"><b>y</b></td> <td style="text-align: center;"><b>n</b></td> <td>The site will be secular (non consecrated ground).Burial plots will be available for Muslim burials which have to be orientated facing Mecca.</td> </tr> <tr> <td>Sexuality</td> <td style="text-align: center;"><b>y</b></td> <td style="text-align: center;"><b>n</b></td> <td>The facility will be available regardless of sexuality.</td> </tr> </tbody> </table>				Positive Impact	Negative Impact	Comments	Age	<b>y</b>	<b>n</b>	The facility will be available regardless of age. Arrangements for child burials/interments are in place.	Disability	<b>y</b>	<b>n</b>	The facility will be available regardless of disability. Disabled parking bays are provided.	Gender	<b>y</b>	<b>n</b>	The facility will be available regardless of Gender.	Race	<b>y</b>	<b>n</b>	The facility will be available regardless of Race.	Religion/belief	<b>y</b>	<b>n</b>	The site will be secular (non consecrated ground).Burial plots will be available for Muslim burials which have to be orientated facing Mecca.	Sexuality	<b>y</b>	<b>n</b>	The facility will be available regardless of sexuality.
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<b>11</b>	<p><b>What evidence do you have for the statements you have made above?</b></p> <p>The Cemetery will be secular so that all faiths and religions may be buried or interred there. An arterial tarmac road provides access with parking for disabled. Should we receive any enquiries from people who do not speak English as their first language we have an interpretation facility we can call upon. Consultation has been carried out with neighbouring authorities and professional organisations (ICCM,NAMM,BRAMM).</p>
<p><b>12. From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:</b></p>	
<p><b>Disability:</b> None</p>	
<p><b>Race:</b> None</p>	
<p><b>Gender:</b> None</p>	
<p><b>Age:</b> None</p>	
<p><b>Religion/belief:</b> None</p>	
<p><b>Sexuality:</b> None</p>	
<p><b>13. Briefly explain how the policy or function contributes to Community Cohesion by answering the following questions:</b></p> <p style="padding-left: 40px;">How will it provide equality of access to services, information and employment?</p> <p style="padding-left: 40px;">Access to services will be available by telephone, internet and visits to the council offices. Potential employment may be available from our term contractors.</p> <p style="padding-left: 40px;">Physical access improvements and additional interpretative information.</p> <p style="padding-left: 40px;">Access to the site is provided by the main entrance off Sytch Lane. Access around the site is provided by an arterial road and approximately 12 parking bays on site including disabled parking. Interpretation boards will be on site to identify specific burial sections and give guidance for visitors.</p> <p style="padding-left: 40px;">Does it or could it celebrate diversity?</p> <p style="padding-left: 40px;">The cemetery will be secular.</p>	

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Will it or could it promote good relationships within and between communities?

The provision of the cemetery may well further promote good relations with other Parishes who use the facility.

How will it help to prevent social exclusion?

The site will be secular and have provision for public graves.

Will it help to reintegrate those who have become excluded?

Not specifically.

How will it provide good quality, inclusive services?

Through involving a number of key partners in the provision of the site and burial service.

**14. Consultation:**

Describe what consultation has been undertaken on this function or policy, who was involved and the outcome.

Consultation has taken place with the following-  
Institute of Cemetery and Crematorium Management (design and function of the site)  
Funeral Directors (meetings to discuss design and function)  
Stonemasons (meetings to discuss design and function)  
Director of Environmental Services, Mr D Stockton (development of the site)  
Director of Finance Mr P Cooper (funding, fees and charges)  
Landscape Planning Manager Mr H Baugh Jones (development of the site)  
Wombourne Parish Council (general principles of the site)  
Staffordshire University Equality and Diversity Officer Hifsa Haroon-Iqbal

The initial site design was changed as a result of comments from some of the consultees.

**Director/Head of Service:**

I am satisfied with the results of this EIA

I have seen the Councils (3) Equality Schemes or Equality Action Plan and am satisfied with the contribution it can make.

I agree to review the Action Plan after 12 Months with the Directorate's Equality representative.

**Signature of Head of Service:**