

# Equality Impact Assessment Record

Date of EIA                      March 2009  
 Directorate                      Environment, Culture and Communities

<b>Initial Screening Record</b>		
Activity to be assessed	<b>Cemetery and Crematorium Services</b>	
What is the activity?	<input type="checkbox"/> Policy/strategy <input checked="" type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input checked="" type="checkbox"/> Service <input type="checkbox"/> Organisational change	
Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing	
Aim / objective / purpose of the activity – who is the activity designed to benefit/target?	<p><b>The purpose of the activity is to: Provide a Cemetery and Cremation Service for Borough residents</b></p> <p><b>The activity is designed for: Bereaved families and to meet statutory functions with respect to disposal of remains</b></p>	
Who is responsible for the activity?	Rob Sexton, Head of Trading Standards & Licensing	
Did Step 1: Initial Screening indicate that a full EIA was necessary?	<input checked="" type="checkbox"/> Yes – full EIA completed and recorded below. <input type="checkbox"/> No – full EIA not completed therefore record ends here.	
<b>Full EIA Record</b>		
Who are the members of the EIA team?	Rob Sexton, Head of Trading Standards & Licensing & Paul James, Cemetery & Crematorium Supervisor	
What evidence has been found to indicate that the activity might need to be amended? (Include any consultation undertaken)	The disposal or burial of people varies with different cultures. If Easthampstead Park is to provide a service for the community it must consider and where possible meet the demands of those cultures.	
With regard to the equalities themes, which groups might be <b>impacted</b> by the activity? Might any of these groups be impacted <b>adversely</b> ?	<b>Groups Impacted</b>	<b>Groups impacted adversely</b>
	<input checked="" type="checkbox"/> Race and ethnicity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Race and ethnicity <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Age <input type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/> Religion or belief
What evidence is there to suggest an impact/adverse impact?	<p>The building has been made accessible to people with disabilities and other works have been completed and are planned to improve access to the grounds for people with disabilities.</p> <p>Different races have different needs and requirements for the remembrance, disposal or burial of remains often based upon religious beliefs.</p>	
On what grounds can impact or adverse impact be justified?	If a particular Group's requirement significantly impacts other Groups or creates high maintenance costs or Health & Safety issues, then a request could be rejected. At present no request has had to be rejected under these criteria.	
Is there any current action that addresses issues for any of the groups impacted/adversely impacted?	A range of actions including service arrangements, timing of funerals, location/positioning of graves have been implemented to meet a variety of different cultural needs. Different burial facilities are made available for Muslims and	

	<p>Bahas.</p> <p>Different Ethnic Groups have visited on a regular basis with a Muslim Group visiting in 2009.</p> <p>Annually a meeting for Funeral Directors and Faith Group representatives is held every April.</p> <p>Changes are made for different services by removal of specific symbology and the addition of others.</p> <p>Whilst information on denomination, when provided is held upon the database this data has not been interrogated due to a lack of a suitable report to access the information.</p>
What changes will you make to the activity reduce or remove any differential/adverse impact?	<p>The service is very responsive to requests from specific groups and will continue to meet regularly with representatives of different faiths to discuss any issues of concern raised as part of the work carried out by the service.</p> <p>We will Investigate the reporting and recording of religion from current computer system to establish the profile of those using the service to compare to the population as a whole. If Groups appear to be not using our facilities consideration of making direct contact with these religions representatives will be conducted to see if there are proportionate changes we can make.</p>
Into which action plan/s will these actions be incorporated?	Cemetery and Crematorium Business Plan and the Performance & Resources Workplan.
Who is responsible for the action plan?	Cemetery and Crematorium Manager
Have any examples of good practise been identified as part of the EIA?	Regular meetings with different faiths and arrangements for specific service /burial and cremation practices, disabled access demonstrate that the service is actively communicating with a range of people with different cultural and access needs within the Borough.
Has the EIA been published on the Council website?	Yes
Who is the relevant Chief Officer and have they signed off the EIA?	Steve Loudoun, Chief Officer Environment & Public Protection, Environment, Culture & Communities
Which PMR will this EIA be reported in?	Q1 2009/10