



**East Staffordshire Borough Council
Equality and Health Impact Assessment (EHIA)**

This EHIA documents how you have taken into account health impacts and the requirements of the Public Sector Equality Duty in the decision making process for this function, policy or service.

1	Title of function, policy or service to be assessed: Cemetery Pricing & Operations
2	Date: 18/8/17
3	Name of EHIA author: Mike Hovers
4	EHIA team: Jackie Morris
5	Head of Service: Mark Rizk
6	Is the policy, function or service existing, new or being reviewed? Review
7	State the aims, objectives and purpose of the function, policy or service and provide a summary of the service provided: The Cemetery provides burial services for residents within East Staffordshire. This includes traditional burial, cremated remains, erection of memorial and use of the cemetery chapel to highlight a few services
8	Are there any other functions, policies or services which might be linked with this one for the purpose of this EHIA? No
9	Who is it intended to affect or benefit (the target population)? Residents of East Staffordshire and other cemetery users that are residents in neighbouring authorities

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Equality impacts

The Public Sector Equality Duty requires public bodies, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Within this table, state whether the policy, function or service will have a positive or negative impact across the following protected characteristics and provide any comments.

	Positive Impact	Negative Impact	Comments
Age			
Disability			
Sex / gender reassignment / pregnancy or maternity			
Race			
Religion or belief	x	x	Removing the on call system will impact greater upon Muslim communities but the creation of weekend working will offset this move and ensure service quality is maintained Pre-dug and bricked graves represents a change in service for Muslim communities. This is replacing pre-dug and bricked on the day service
Sexual orientation			
Other	x		All communities well benefit from being able to visit the cemetery and speak with an officer at the weekend

11.	<p>What evidence do you have for the statements made in question 10?</p> <p>Muslim communities require burial within 24 hours. The on call service is predominantly used by these communities.</p> <p>Pre-dug and pre-bricked graves are normal practice within cemeteries that cater for larger Muslim communities</p> <p>Changing habits of resident make visiting during normal weekday working increasingly difficult. Expanding opening hours will increase the opportunities for residents to speak with an officer</p>										
12	<p>Consultation:</p> <p>Describe what consultation has been undertaken on this function, policy or service, who was involved and the outcomes.</p> <ul style="list-style-type: none"> • CIPFA and nearest neighbour prices • Visits, telephone calls and web based research on cemeteries that cater for larger Muslim communities • Local Muslim Welfare Associations 										
13	<p>Briefly explain how the policy, function or service contributes to community cohesion by answering the following questions:</p> <ul style="list-style-type: none"> • How will it provide equality of access to services, information and employment? Weekend working opening will provide equality of access for all communities • Does it or could it promote good relationships within and between communities? n/a • How will it help to prevent social exclusion? All cemetery services are open to East Staffs residents • Will it help to reintegrate those who have become excluded? n/a • Will this assist with communities feeling that they are connected to decision making that affects them? Yes • How will it provide good quality, inclusive services? By ensuring that all residents can access services 										
14	<p>Health impacts – screening question</p> <p>Will the subject of this EHIA:</p> <table border="1" data-bbox="236 1787 1490 2024"> <thead> <tr> <th data-bbox="236 1787 730 1921"></th> <th data-bbox="735 1787 1107 1921">No (provide a brief explanation of your response)</th> <th data-bbox="1112 1787 1490 1921">Yes (Is this impact positive or negative? provide a brief explanation of your response)</th> </tr> </thead> <tbody> <tr> <td data-bbox="236 1928 730 1995">Have a direct impact on health, mental health and wellbeing?</td> <td data-bbox="735 1928 1107 1995">No</td> <td data-bbox="1112 1928 1490 1995"></td> </tr> <tr> <td data-bbox="236 2002 730 2024">Have an impact on social,</td> <td data-bbox="735 2002 1107 2024">No</td> <td data-bbox="1112 2002 1490 2024"></td> </tr> </tbody> </table>			No (provide a brief explanation of your response)	Yes (Is this impact positive or negative? provide a brief explanation of your response)	Have a direct impact on health, mental health and wellbeing?	No		Have an impact on social,	No	
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Have a direct impact on health, mental health and wellbeing?	No										
Have an impact on social,	No										

	economic and environmental living conditions that would indirectly affect health?		
	Have an effect on an individual's ability to improve their own health and wellbeing?	No	
	Affect access to, and the quality of, health, mental health or wellbeing services?	No	
	Please refer to the EHIA guidance document. If you answer yes to any of these questions a health impact assessment is required, please complete section 16.		
15	Head of Service signature: I am satisfied with the results of this EHIA.		
	Mark Rizk		

16. HEALTH IMPACT ASSESSMENT¹

To be completed if you have answered yes to any of the health impact screening questions.

A. Describe the health impact(s). Please refer to the screening questions in Q14.	B. Answering yes to these questions indicates an important health impact. Be explicit and include the evidence that has been considered.			C. Are the health impacts significant?
Identify the health impact(s)	Will the health impacts affect the whole population? Will it affect particular groups of people differently?	Will the health impacts be difficult to remedy or have an irreversible impact? Are they likely to cause public concern?	Will the health impacts be medium to long term? Are they likely to create cumulative impacts?	Does this health impact have a significant positive or negative impact? (based on your responses to section B)
n/a				

¹ Adapted from 'Health Impact Assessment of Government Policy, a guide to carrying out a Health Impact Assessment of new policy as part of the Impact Assessment process.' Department of Health, July 2010 p.13

17. EQUALITY AND HEALTH IMPACT ASSESSMENT RECOMMENDATIONS AND ACTION PLAN

Please describe the actions, if any, you will take to mitigate against negative health or equality impacts identified in this assessment, or to maximise the benefits of the policy or service. If significant action is required it should be included in Service Plans.

Is it a Health or Equality action?	Issue/impact identified	Recommendation / action required	Lead officer and timescale	Resource allocation
Equality	On call service	Replace on call service with weekend/bank holiday opening	April 2018	Part time officer