



Oversight and Governance

Chief Executive's Department

Plymouth City Council

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Published 28/08/24

Delegated Decisions

Delegated Executive/Officer Decisions

Delegated Executive and Officer decisions are published and are available at the following link - <https://tinyurl.com/ms6umor>

Cabinet decisions subject to call-in are published at the following link - <http://tinyurl.com/yddrql6>

Notice of call-in for non-urgent decisions must be given to the Democratic Support Team by 4.30 pm on Wednesday 4 September 2024. Please note – urgent decisions and non-key Council Officer decisions cannot be called in. Copies of the decisions together with background reports are available for viewing as follows:

- on the Council's Intranet Site at <https://modgov/mgDelegatedDecisions.aspx>
- on the Council's website at <https://tinyurl.com/jhnax4e>

The decisions detailed below may be implemented on Thursday 5 September 2024 if they are not called-in.

Delegated Decisions

I. Councillor Sally Haydon (Cabinet Member for Community Safety, Libraries, Events, Cemeteries and Crematoria):

- I.a. CSLCC02 24/25 - Ending of cremation processes at Efford and Weston Mill Crematoria **(Pages 1 - 22)**

EXECUTIVE DECISION

made by a Cabinet Member



REPORT OF ACTION TAKEN UNDER DELEGATED AUTHORITY BY AN INDIVIDUAL CABINET MEMBER


Executive Decision Reference Number – CSLCC02 24/25

Decision	
1	Title of decision: Ending of cremation processes at Efford and Weston Mill Crematoria
2	Decision maker: Councillor Sally Haydon (Cabinet Member for Community Safety, Libraries, Events, Cemeteries & Crematoria)
3	Report author and contact details: Graham Smith (Head of Bereavement Services) graham.smith@plymouth.gov.uk
4	Decision to be taken: 1. To cease the use of Efford and Weston Mill crematoria for cremation processes no earlier than the 4 October 2024
5	Reasons for decision: The decision to relocate cremation processes to the new Plymouth Crematorium at the Park was taken through Executive Decision reference L10 18/19. A further decision is required to formally cease cremation processes at Weston Mill and Efford as this was not included in the original decision. It should be noted that this decision does not impact on Efford and Weston Mill, other than the cremation processes, and they will remain open for burial (whilst space remains) and memorialisation. The decision L10 18/19 was taken to; 1. Ensure continued provision of cremation (and burial) for the city with enhanced facilities that meet 21 st century expectations. 2. Safeguard capacity for effective disposal (burial and cremation) of remains to meet the needs of the population now and into the future 3. Meet environmental requirements and contributing to reduction in carbon emissions. The only change to Efford and Weston Mill Crematoria will be that cremation processes will no longer occur on site; there is no change to the use of Efford and Weston Mill cemeteries that will continue to be available for burial and memorialisation.
6	Alternative options considered and rejected: 1. Do nothing This option has been rejected as Executive Decision L10 18/19 already agreed to authorise the change in cremation processes to The Park on completion of the new location.
7	Financial implications and risks: There is no negative impact forecast on the baseline net revenue position due to operating cost efficiencies. In the event of unforeseen revenue costs these will be fed into the preparation of the MTFP as part of the 2025/26 budget process.

8	<p>Is the decision a Key Decision? (please contact Democratic Support for further advice) Please type an X into the relevant boxes</p>	Yes	No	<p>Per the Constitution, a key decision is one which:</p>
			X	<p>in the case of capital projects and contract awards, results in a new commitment to spend and/or save in excess of £3million in total</p>
			X	<p>in the case of revenue projects when the decision involves entering into new commitments and/or making new savings in excess of £1 million annually</p>
			X	<p>is significant in terms of its effect on communities living or working in an area comprising two or more wards in the area of the local authority.</p>
<p>If yes, date of publication of the notice in the Forward Plan of Key Decisions</p>		N/A		
9	<p>Please specify how this decision is linked to the Council's corporate plan/Plymouth Plan and/or the policy framework and/or the revenue/capital budget:</p>	<p>The Council is committed to delivering quality public services and as part of that the Bereavement Service seeks to ensure it provides high quality remembrance and cremation service fit for the future.</p> <p>The Bereavement Service delivers on the Corporate Plan values and priorities in the following ways:</p> <ul style="list-style-type: none"> • Through Co-operation by engaging with the funeral industry and increasing community engagement opportunities through open days and events as well as strengthening work with local schools and charities. • Showing Responsibility by caring about its impact on the customers and the funeral industry retaining the choice of funeral service locations. • Showing Fairness by creating a variety of opportunities for remembrance across a range of locations and costs • Demonstrating that Plymouth City Council is committed to Co-operation by working with our partners in the funeral industry and developing stronger ties with local bereavement charities • Seeking to make Plymouth a great place to grow up and grow old by reducing health inequality by providing a modern facility that is fit for purpose meeting the needs of the whole city with sensitivity to differing faith requirements • The project supports economic growth by spending money wisely that benefits as many people as possible • Providing quality public services by creating a green and sustainable funeral service by providing modern cremators with the latest abatement technology that meets emission requirements and reduction in fuel requirements and carbon emissions. 		

		The Plymouth Plan sets out a single vision for the city to 2034 with a clearly stated ambition to grow Plymouth's population as well as new developments on our urban fringes. Crematoria and burial capacity are recognised as a key infrastructure requirement for a growing city.		
10	Please specify any direct environmental implications of the decision (carbon impact)	<p>The current and future cemetery and crematoria provision can contribute to Policy 25 Reducing Carbon Emissions by replacing old cremators with modern technology.</p> <p>Furthermore the cemeteries maintained by the Bereavement Service total 40 hectares of green space and are integral to the achievement of Policy 24 Delivering Plymouth's Natural Network providing for the needs of people, wildlife and businesses from funeral directors, florists and masons and their associated supply chain</p>		
Urgent decisions				
11	Is the decision urgent and to be implemented immediately in the interests of the Council or the public? Please type an X into the relevant box	Yes		(If yes, please contact Democratic Support (democraticsupport@plymouth.gov.uk) for advice)
		No	X	(If no, go to section 13a)
12a	Reason for urgency:			
12b	Scrutiny Chair Signature:		Date	
	Scrutiny Committee name:			
	Print Name:			
Consultation				
13a	Are any other Cabinet members' portfolios affected by the decision? Please type an X into the relevant box	Yes		
		No	X	(If no go to section 14)
13b	Which other Cabinet member's portfolio is affected by the decision?	N/A		
13c	Date Cabinet member consulted	N/A		
14	Has any Cabinet member declared a	Yes		If yes, please discuss with the Monitoring

	conflict of interest in relation to the decision? Please type an X into the relevant box	No	X	Officer				
15	Which Corporate Management Team member has been consulted?	Name		Ruth Harrell				
		Job title		Director of Public Health				
		Date consulted		18 July 2024				
Sign-off								
16	Sign off codes from the relevant departments consulted:	Democratic Support (mandatory)			DS35 24/25			
		Finance (mandatory)			DJN.24.25.066			
		Legal (mandatory)			LS/00001312/1/AC/2 3/8/24			
		Procurement (if applicable)			N/A			
		Corporate property (decisions involving Council owned land or facilities) (if applicable)						
		Human Resources						
Appendices								
17	Ref.	Title of appendix						
	A	Briefing report for publication						
	B	Equalities Impact Assessment						
Confidential/exempt information								
18a	Do you need to include any confidential/exempt information? Please type an X into the relevant box	Yes		If yes, prepare a second, confidential ('Part II') briefing report and indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box in 18b below. (Keep as much information as possible in the briefing report that will be in the public domain)				
		No	X					
		Exemption Paragraph Number						
		1	2	3	4	5	6	7
18b	Confidential/exempt briefing report title:							
Background Papers								

19	Please list all unpublished, background papers relevant to the decision in the table below. Background papers are <u>unpublished</u> works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based. If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.							
Title of background paper(s)		Exemption Paragraph Number						
		1	2	3	4	5	6	7
Cabinet Member Signature								
20	I agree the decision and confirm that it is not contrary to the Council's policy and budget framework, Corporate Plan or Budget. In taking this decision I have given due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act (2010) and those who do not. For further details please see the EIA attached.							
Signature				Date of decision	28/08/2024			
Print Name	Councillor Sally Haydon (Cabinet Member for Community Safety, Libraries, Events, Cemeteries & Crematoria)							

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EFFORD AND WESTON MILL CREMATION PROCESSES

Bereavement Services



1. EXECUTIVE SUMMARY

- 1.1. Executive Decision L10 18/19, signed by the Leader of the Council on 23 July 2018 authorised the change in cremation processes to the new crematorium from Efford and Weston Mill crematoria on completion of the new facility.
- 1.2. The new crematorium is now complete and operational. However, to complete the enactment of the decision L10 18/19, authority is sought to officially end the use of the cremation processes at Efford and Weston Mill in a phased approach following the change in cremation processes to The Park.
- 1.3. The Cremation Regulations 2008 require the cremation authority (Plymouth City Council) to write to the Secretary of State to give one month advance notice of any formal closure of a crematorium, in addition to publishing public notices via local newspapers and signage.
- 1.4. There will be no change to the use of Efford and Weston Mill cemeteries. These spaces will continue to be available for burial and memorialisation. The chapels at Efford and Weston Mill will remain active for memorial services.

2. BACKGROUND

- 2.1. The Plymouth Crematorium at The Park will provide the citizens of Plymouth with a new, purpose built crematorium with associated facilities off Haye Road, Plympton. This investment was needed to provide a full upgrade to the equipment and to deliver quality facilities that meet 21st century customer expectations and capacity to meet future demands.
- 2.2. The new facilities include three ceremony spaces, designed to meet the varying needs to suit the number of mourners and the desired style of the ceremony; along with high quality audio-visual equipment for the ceremony and to allow those who cannot be present to take part.
- 2.3. The waiting areas, along with the flow of people throughout the building and outside spaces, have been designed to ensure that each funeral party receives the highest quality of experience when saying goodbye to their loved ones.
- 2.4. Behind the scenes, the crematory has new cremators with the latest abatement equipment, and the required space and facilities to improve all elements of care for the bereaved as well as health and safety improvements for our staff.
- 2.5. Outside of the buildings, the grounds have been designed to sit sympathetically in the environment, in the full awareness of the wellbeing benefits of green spaces. As well as landscaping including memorial gardens, there is appropriate car parking, road access, pathways and other appropriate external spaces.
- 2.6. In addition – and in excess of the initial designs – there is a café and wake facility. Our market research tells us that people value somewhere to meet in the warm and dry either before ceremonies or when visiting the memorials of loved ones; as well as giving us the opportunity to join in initiatives such as Compassionate Friends. The space is flexible, and would allow for either larger wakes, or smaller, more intimate, gather.
- 2.7. Plymouth's existing cremators which are located at Efford and Weston Mill are beyond their life expectancy. New cremators require added abatement technology to meet the

Government's emissions requirements, and these will not fit in the existing buildings. An extension is not possible in either location due to proximity of graves to the buildings. Both facilities are over 100 years old and do not provide the people of Plymouth with the type of facility that meets modern requirements.

- 2.8. Therefore, a new crematorium facility has been built at Merafield Road, Plymouth located within the City boundary adjacent to the Drake Memorial Park which will transfer to the Council in 2050. Since approval in 2018, all of the design, build and commissioning requirements have taken place and the new site, Plymouth Crematorium at the Park, opened operationally on 12th August 2024.
- 2.9. The Leader of the Council approved the business case for the Bereavement Infrastructure Project on 23 July 2018 through Executive Decision reference L10 18/19. As part of that decision, authority was granted for a change in cremation processes to a new location (from Efford and Weston Mill cemeteries) on completion of the new crematorium. The decision also authorised continued operation of the active cemeteries at Efford and Weston Mill for burial, memorialisation and chapel bookings.
- 2.10 Having now opened Plymouth Crematorium in The Park, we are now looking at ending cremation processes at the two sites of Efford and Weston Mill. To do this, there are additional steps required by Plymouth City Council as a cremation authority. Under the Cremation Regulations (1930) incorporated into the Cremation Regulations (2008) the cremation authority is required to write to the Secretary of State and provide public notice of the opening or closure of a crematorium.

3. PROPOSED CHANGES AND REASONS

- 3.1 The decision to relocate cremation processes to the new Plymouth Crematorium at the Park was taken through Executive Decision reference L10 18/19. Now that the new Crematorium is fully operational, a further decision is required to formally cease cremation processes at Weston Mill and Efford.
- 3.2 It should be noted that this decision does not impact on Efford and Weston Mill, other than the cremation processes, and they will remain open for burial (whilst space remains), memorialisation and chapel bookings.

Decision to be taken: To cease the use of the Efford and Weston Mill for cremation processes from xxx

4. ALTERNATIVE OPTIONS

- 4.1. Do nothing: this is not possible as the policy decision to move cremation processes to the Park has already been taken under Executive Decision L10 18/19.

5. FINANCIAL IMPLICATIONS AND RISK

- 5.1. There is no negative impact forecast on the baseline net revenue position due to operating cost efficiencies.
- 5.2. In the event of unforeseen revenue costs these will be fed into the preparation of the MTFP as part of the 2025/26 budget process.


6. TIMESCALES

- 6.1. Plymouth Crematorium at The Park is now operational (as at 12th August 2024), and is replacing our previous sites for cremation processes
- 6.2. As the cremation authority, Plymouth City Council has to give at least one months notice of closure of crematoria.

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EQUALITY IMPACT ASSESSMENT – CLOSURE OF CREMATORIA: BEREAVEMENT SERVICES PROJECT

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Andrew Binding	Department and service:	Public Health Bereavement Services	Date of assessment:	August 2024
Lead Officer: Head of Service, Service Director, or Strategic Director.	Ruth Harrell	Signature:		Approval date:	27/08/2024
Overview:	<p>The decision to relocate cremation processes to the new Plymouth Crematorium at the Park was taken through Executive Decision reference L10 18/19. A further decision is required to formally cease cremation processes at Weston Mill and Efford as this was not included in the original decision.</p> <p>It should be noted that this decision does not impact on Efford and Weston Mill, other than the cremation processes, and they will remain open for burial (whilst space remains) and memorialisation.</p> <p>The decision L10 18/19 was taken to;</p> <ol style="list-style-type: none"> 1. Ensure continued provision of cremation (and burial) for the city with enhanced facilities that meet 21st century expectations. 2. Safeguard capacity for effective disposal (burial and cremation) of remains to meet the needs of the population now and into the future 3. Meet environmental requirements and contributing to reduction in carbon emissions. <p>The only change to Efford and Weston Mill Crematoria will be that cremation processes will no longer occur on site; there is no change to the use of Efford and Weston Mill cemeteries that will continue to be available for burial and memorialisation.</p>				
Decision required:	To cease the use of Efford and Weston Mill crematoria for cremation processes no earlier than the 4 October 2024.				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<p>Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?</p>	<p>Yes</p>	<p>X</p>	<p>No</p>	
<p>Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?</p>	<p>Yes</p>		<p>No</p>	<p>X</p>
<p>Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)</p>	<p>Yes</p>	<p>X</p>	<p>No</p>	
<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>				

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

<p>Protected characteristics (Equality Act, 2010)</p>	<p>Evidence and information (e.g. data and consultation feedback)</p>	<p>Adverse impact</p>	<p>Mitigation activities</p>	<p>Timescale and responsible department</p>
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<p>Age</p>	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p> <p>Efford and Weston Mill crematoria are used by people in the City of all ages and accessibility requirements. It is easily accessible by public transport. Challenges are that the current chapel is not fully DDA compliant. The enhanced facilities provided at The Park will be used by people in the City of all ages and accessibility requirements, and will be more suitable to a wider range of accessibility requirements.</p>	<p>The Park is in a more rural area that is not centrally located for easy access, particularly in relation to pedestrians (currently not serviced by public transport).</p> <p>The Park will provide accommodation that is suitable for use by all ages in terms of accessibility, welfare, and use of the facilities.</p>	<p>The Park will provide car parking with disabled spaces. Drop-off points will be provided for easy access to the main crematorium.</p> <p>Ongoing discussions with the Transport Team in relation to a bus route to serve The Park.</p> <p>Design of the ceremony spaces and facilities at The Park have considered the accessibility of all.</p> <p>Accessible toilets will be provided at The Park for customers and staff, including baby changing facilities.</p> <p>Toilets will be retained at Efford and Weston Mill cemeteries for customers and staff.</p> <p>Existing parking including disabled spaces will be retained at Efford and Weston Mill</p> <p>Customers will be able to use Efford and Weston Mill cemeteries</p>	<p>2024: Programme Manager / Responsible Officer</p>
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	<p>Parking is provided close to both crematoria, however the number of spaces and disabled spaces is insufficient for the capacity and number of services per day.</p>		<p>for burial, memorialisation and chapel bookings.</p>	
<p>Care experienced individuals (Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p> <p>Efford and Weston Mill crematoria are used by people in the City of all ages and accessibility requirements.</p>	<p>No adverse impact anticipated.</p>	<p>No action required.</p>	

<p>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited ‘a little’ because of a physical or mental health problem (2021 Census)</p> <p>Efford and Weston Mill crematoria are used by people in the City of all ages and accessibility requirements. It is easily accessible by public transport. Challenges are that the current chapel is not fully DDA compliant. The enhanced facilities provided at The Park will be used by people in the City of all ages and accessibility requirements, and will be more suitable to a wider range of accessibility requirements.</p> <p>Parking is provided close to both crematoria, however the number of spaces and disabled spaces is insufficient for the capacity and number of services per day.</p>	<p>The Park is in a more rural area that is not centrally located for easy access, particularly in relation to pedestrians.</p> <p>The Park will provide accommodation that is suitable for use by all ages in terms of accessibility, welfare, and use of the facilities.</p>	<p>The Park will provide car parking with disabled spaces. Drop-off points will be provided for easy access to the main crematorium.</p> <p>Ongoing discussions with the Transport Team in relation to a bus route to serve The Park.</p> <p>Design of the facilities at The Park have considered the accessibility of all.</p> <p>Accessible toilets will be provided at The Park for customers and staff, including baby changing facilities.</p> <p>Existing car parking (including disabled spaces) and accessible toilet at Efford and Weston Mill cemeteries will be retained.</p>	
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Gender reassignment	<p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).</p> <p>Efford and Weston Mill crematoria currently have gender-specific facilities located immediately outside the main chapels.</p>	<p>No adverse impact</p>	<p>Non-gender specific facilities will be provided within The Park including accessible toilets and showers.</p> <p>The existing gender-specific facilities will be retained at Efford and Weston Mill chapels for use by customers and staff.</p>	
Marriage and civil partnership	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p> <p>Efford and Weston Mill crematoria are used by people in the City of all ages and accessibility requirements.</p>	<p>No adverse impact</p>	<p>No action required.</p>	
Pregnancy and maternity	<p>The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.</p>	<p>No adverse impact</p>	<p>No action required.</p>	

<p>Race</p>	<p>In 2021, 94.9 per cent of Plymouth’s population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p> <p>Efford and Weston Mill crematoria are used by people in the City of all ages and accessibility requirements.</p> <p>However, not all visitors understand English.</p>	<p>No adverse impact</p>	<p>New signage at The Park proposed to be accessed for ease of understanding and shall incorporate appropriate language.</p>	
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<p>Religion or belief</p>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p> <p>Efford and Weston Mill crematoria can be made accessible for customers of other faiths and religions, but is overtly designed for the Christian faith with non-removable iconography (although coverable).</p> <p>The Park will be used by a mixture of staff and customers with a variety of different faiths, religions and beliefs. The Park will be open to all.</p>	<p>No adverse impact. Colleagues will continue to follow guidance</p>	<p>The Park will be faith neutral with the flexibility to cater for a variety of faiths, religions and beliefs.</p> <p>Ensure that we can consider how best to meet the needs of other burial practices in the city as part of the service delivery model.</p>	
<p>Sex</p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p> <p>Efford and Weston Mill crematoria are used by people in the City of all ages and accessibility requirements.</p>	<p>No adverse impact</p>	<p>No action required</p>	

<p>Sexual orientation</p>	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).</p> <p>Efford and Weston Mill crematoria are used by people in the City of all ages and accessibility requirements.</p>	<p>No adverse impact</p>	<p>No action required</p>	
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>The Park will support and respect the right for private and family life. Staff will be trained to recognise, address and promote this philosophy, while the facilities will include private area away from general visitors, a private area and specialist areas for families to mourn privately.</p> <p>Our charging policy will continue to be fair and accessible, and not differentiate on any grounds that cannot be justified objectively.</p>	<p>No actions required.</p>	<p>N/A</p>

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<p>Work together in partnership to:</p> <ul style="list-style-type: none"> ▪ promote equality, diversity and inclusion ▪ facilitate community cohesion ▪ support people with different backgrounds and lived experiences to get on well together 	<p>Reassure the communities around Efford and Weston Mill cemeteries that the cemetery will continue to be looked after and respected, and that PCC has a plan for the future.</p> <p>Seek opportunities to identify ways of promoting The Park and establishing its own community.</p>	<p>Establishment of volunteer provision at Efford and Weston Mill cemeteries to engage the local community, and provide a space for community members to come together.</p>	<p>2024: Responsible Officer</p>
<p>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</p>	<p>No adverse implications</p>	<p>No action required</p>	<p>N/A</p>
<p>Build and develop a diverse workforce that represents the community and citizens it serves.</p>	<p>No adverse implications</p>	<p>No action required</p>	<p>N/A</p>
<p>Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome.</p>	<p>Positive impact: faith / religion neutral facility will be provided which has the flexibility to meet the requirements of different people. Promoting the fact that everyone is different and ensuring that the service meets the needs of individuals at a sensitive time.</p> <p>Ensuring that staff are appropriately trained as a customer focused service to meet the requirements of a diverse set of customers.</p>	<p>The Park will be faith neutral with the flexibility to cater for a variety of faiths, religions and beliefs.</p> <p>Ensure that we can consider how best to meet the needs of other burial practices in the city as part of the service delivery model.</p> <p>Design of the facilities at The Park have considered the accessibility of all.</p>	<p>2024: Responsible Officer</p>

		Ensuring that staff are appropriately trained as a customer focused service to deal with these types of issues	
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