

# EQUALITY IMPACT ASSESSMENT

## Bereavement Infrastructure Project



### STAGE 1: What is being assessed and by whom?

What is being assessed - including a brief description of aims and objectives?	New crematorium facilities on a new site within the City to include crematory and new cremators, two chapels, offices, car parks, memorial gardens, new road, new pathways and café/function suite
Responsible Officer	Katrina Houghton
Department and Service	Public Health, Bereavement Service
Date of Assessment	15 March 2018

### STAGE 2: Evidence and Impact

Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Age	We do not have a detailed age profile of our customers from our surveys but 2011 Census data % of Population is: -  0-4 years 6  5-9 years 5	The facility will provide accommodation that is suitable for use by all ages in terms of accessibility, welfare and use of the facilities.	Planning and Building control approval to be obtained.  Consultation to take place with stakeholders, staff and customers.  Accessible toilets will be	2018 – Project Manager  2018 – Project Manager/ Responsible Officer

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	10-14 5	Due to the topography of the site some external areas may be more difficult to access and may be some distance from the main entrance, car parks and main buildings.	provided for customers and staff. Baby changing facilities will be provided on site.	
	15-19 7			
	20-24 10			
	25-29 7		The site will have accessible pedestrian access which will be suitable for all ages along with wheelchairs, buggies and pushchairs. This will include appropriate paving, benches for rest points and appropriate signage.	
	30-34 6			
	35-39 6			
	40-44 7			
	45-49 7			
	50-54 6			
	55-59 5			
	60-64 6			
	65-69 5			
	70-74 4			
	75-79 3			
	80-84 2			
	85+ 2			

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	The enhanced facilities will be used by people in the City of all ages and will have differing requirements.			
Disability	30,000 people in Plymouth will have some form of Mental Health issue.	The new facility is in a more rural area that is not centrally located for easy access, particularly in relation to pedestrians.	The new facility will provide car parking with disabled spaces. Drop off points will be provided for easy access to the main crematorium.	2020 – Responsible Officer
	0.8% (2118) of those registered with a GP is listed on the mental health register.		Favourable early discussions have taken place with the Transport Team in relation to diverting a bus route via the site.	2020 – Responsible Officer
	A total of 31164 people declared themselves as having a long-term health problem or disability in the 2011 Census.			
	1224 adults currently registered with a GP in Plymouth have some form of a Learning Disability.  The new facility will be accessible to all.	No adverse impact	The design of the facilities will take into account the accessibility requirements of all and ensure that appropriate design is included.	2020 – Responsible Officer

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
			<p>The design of the new facility will take into account improvements in relation to the movement of coffins to improve the impact on staff. This will include increased space for turning, reduced amount of turning required, level access etc</p> <p>Hearing loops are to be provided in the public areas.</p>	<p>2020 – Responsible Officer</p> <p>2020 – Responsible Officer</p>
Faith, Religion or Belief	<p>92.9% of Plymouth's population identify themselves as White British. The other ethnic groups are a mixture of religions.</p> <p>The facility will have a mixture of staff and customers with a variety of different faiths, religions and beliefs. The facilities will be open to all.</p>	No adverse impact	The new facility will need to be faith neutral with the flexibility to be able to cater for a variety of faiths, religions and beliefs.	2020 – Responsible Officer

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
Gender - including marriage, pregnancy and maternity	The facilities are to be open to all.	No adverse impact	The completed building will be accessible for all.	2020 – Responsible Officer
Gender Reassignment	The facilities are to be open to all.	No adverse impact	Non-gender specific facilities will be provided within the building including accessible toilets and showers.	2020 – Responsible Officer
Race	The racial composition of the City is changing and not all residents and visitors understand English.	No adverse impact	New signage where proposed to be assessed for ease of understanding and shall incorporate appropriate	Dec 2020 – Responsible Officer
Sexual Orientation - including Civil Partnership	The facilities are to be open to all.	No adverse impact	No action required	N/A

<b>STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken</b>		
<b>Local Priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible?</b>
Reduce the gap in average hourly pay between men and women by 2020.	Construction works are anticipated to create a number of jobs locally. In addition changes to staffing of the facility may change over time. In all instances genders are to be paid the same rate.	2018 to 2020 - Responsibility for ensuring this takes place is with the Project manager and the Main Contractor when appointed.

**STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken**

Local Priorities	Implications	Timescale and who is responsible?
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	<p>Positive Impact – Faith/Religion neutral facility to be provided which has flexibility to meet the demands 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 deal with these types of issues.</p>	<p>2020 – Responsible Officer</p> <p>2020 – Responsible Officer</p>
Good relations between different communities (community cohesion).	<p>Positive impact – improved public spaces within the City will promote increased use by all sectors of the community</p> <p>Reassure the communities of the existing facilities that those facilities 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 new facility and establishing its own community. To be started as part of the consultation.</p>	<p>2020 - Responsible Officer.</p> <p>2020 – Responsible Officer</p> <p>2018 – Responsible Officer</p>
Human Rights	<p>The facility 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 areas away from general visitors, a private viewing area and specialist areas for families to mourn privately.</p> <p>Contractors will be assessed against Human Rights</p>	<p>2020 – Responsible Officer</p> <p>2018 – Project Manager</p>

**STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken**

Local Priorities	Implications	Timescale and who is responsible?
	compliance in relation to modern slavery, degrading treatment of others and equalities.  Our charging policy will continue to be fair and accessible and not differentiate on any grounds that we cannot objectively justify.	2020 – Responsible Officer

**STAGE 4: Publication**

Director, Assistant Director/Head of Service approving EIA.		Date	29 <sup>th</sup> January 2018
---	--	------	-------------------------------