

EQUALITY IMPACT ASSESSMENT TEMPLATE AND GUIDANCE


Policy and Intelligence Team



PLYMOUTH
CITY COUNCIL

EQUALITY IMPACT ASSESSMENT TEMPLATE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Cheryl Spear	Department and service:	Customer & Corporate Services – Coroner’s Service	Date of assessment:	1 May 2022
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Andy Ralphs	Signature:		Approval date:	1 May 2022
Overview: Please use this section to provide a concise overview of the proposal being assessed including: <ul style="list-style-type: none"> ▪ Aims and objectives (including rationale for decision) ▪ Key stakeholders ▪ Details of any engagement activities 	<p>The project will look to renew a Contract for contractors to provide a service to transport deceased persons between the place of death to the Coroner’s chosen destination(s). The majority of bodies are currently transported to the Department of Anatomical Pathology at University Hospitals Plymouth NHS Trust in Plymouth. In some cases, bodies may need to be transported to other locations including long distance transfers within the UK for forensic and non-forensic post mortems.</p> <p>The Coroner for Plymouth, Torbay and South Devon is required to arrange the removal of bodies from the place of death or body holding area to the designated mortuary in order to allow the investigation of sudden unexpected death, unnatural deaths and those required to be reported to the Coroner under the Coroner’s Act. This service is a statutory service in which the Coroner needs to work closely with police and other statutory agencies such as the Health and Safety Executive to preserve the evidence and establish the identity of the deceased to an appropriate level, and establish the cause of death. Removal of the body by an undertaker to a public mortuary or designed holding place is required by the Local Authority to comply with Public Health legislation especially where it is a destitute body.</p> <p>The new service arrangements will provide continuity of service to the Coronial function and it is proposed to effectively mirror the current arrangements in terms of specification and outputs.</p>				
Decision required: Within this section, you must be clear on any decision being made and how/when, it will be taken.	A joint procurement exercise with Torbay Council will ensure that any new contract for the transportation of bodies reflects the whole Coroner area (Plymouth, Torbay and South Devon) and supports the Service Level Agreement arrangement.				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts:	Yes		No	√
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Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?				
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	√
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 two)	Yes		No	√
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
	<p>Provide examples of the data that you have used to inform your decision. Examples include census data, service feedback, consultation responses and information collected via demographic monitoring etc.</p> <p>The boxes below provide examples of the types of data you may wish to use.</p>	<p>Please use this column to identify where your decision may cause an adverse impact on those with protected characteristics. You can read the EIA Toolkit for guidance on how to make judgement.</p> <p>Where there is no adverse impact, please type 'not applicable'.</p>	<p>Please use this column to detail any mitigation action you plan to take to limit any identified adverse impacts. Where it is not possible to mitigate against an adverse impact you must make this clear. You can read the EIA Toolkit for guidance.</p>	<p>Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.</p>
Age	The average age in Plymouth (39 years) is about the same as the rest of England (40 years) but less than the South West (44 years).	No adverse impact. The service is provided regardless of age.		
Disability	10 per cent of our population have their day-to-day activities limited a lot by a long-	No adverse impact. The service is provided regardless of disability.		

	term health problem or disability (2011 Census).			
Gender reassignment	<p>There are no official estimates for gender reassignment at either national or local level.</p> <p>However, in a study funded by the Home Office, the Gender Identity Research and Education Society (GIRES) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.</p>	<p>No adverse impact.</p> <p>The service is provided regardless of gender reassignment.</p>		
Marriage and civil partnership	<p>There were 234,795 marriages in England and Wales in 2018.</p> <p>In 2020, there were 7,566 opposite-sex civil partnerships formed in England and Wales, of which 7,208 were registered in England and 358 were registered in Wales.</p> <p>There were 785 civil partnerships formed between same-sex couples in England and Wales in 2020, of which 745 were registered in England and 40 were registered in Wales.</p>	<p>No adverse impact.</p> <p>The service is provided regardless of marriage.</p>		
Pregnancy and maternity	<p>There were 640,370 live births in England and Wales in 2019, a decrease of 2.5 per cent since 2018. The mid-year 2019 population estimates show that there were 2,590 births in Plymouth.</p> <p>The total fertility rate (TFR) for England and Wales decreased from</p>	<p>No adverse effect.</p> <p>The service is provided regardless of gender, marriage, pregnancy or maternity.</p>		

	1.70 children per woman in 2018 to 1.65 children per woman in 2019.			
Race	<p>92.9 per cent of Plymouth's population identify themselves as White British. 7.1 per cent identify themselves as Black, Asian or Minority Ethnic.</p> <p>Census data suggests at least 43 main languages are spoken in the city, showing Polish, Chinese and Kurdish as the top three.</p>	<p>No adverse effect.</p> <p>The service is provided regardless of race.</p>		
Religion or belief	<p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917). 32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p> <p>Those who identified as Muslim were just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p>	<p>No adverse impact.</p> <p>The service is provided regardless of faith/religion or belief</p>	<p>Wherever possible, Coroners will take into account your faith and cultural needs and preferences.</p>	
Sex	<p>50.2 per cent of our population are women and 49.8 per cent are men.</p>	<p>No adverse impact.</p> <p>The service is provided regardless of gender.</p>		
Sexual orientation	<p>There are no official estimates for sexual orientation at a local level. There is no precise local data on sexual orientation in Plymouth.</p> <p>Data based on the ONS Annual Population</p>	<p>No adverse effect.</p> <p>The service is provided regardless of sexual orientation.</p>		

	Survey 2017 estimates, approximately 1.7 per cent of the UK population is lesbian, gay or bisexual (LGB).			
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
If your proposal may impact on the Council's ability to ensure human rights, please specify the relevant article in the boxes below – add more rows if required. Only complete this section if it is relevant to your decision. If it is not relevant, please type 'not applicable'.	Please use this column to identify where your decision may cause a negative impact on the Council's ability to ensure human rights. Where there is no impact, please type 'not applicable'.	Please use this column to detail any mitigation action you plan to take to limit any negative impacts. Where it is not possible to mitigate against a negative impact you must make this clear.	Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.
	Not applicable		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
	Please use this column to identify where your decision may cause a negative impact on the Council's ability to meet its equality objectives. Where there is no impact, please type 'not applicable'.	Please use this column to detail any mitigation action you plan to take to limit any negative impacts. Where it is not possible to mitigate against a negative impact you must make this clear.	Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.
Celebrate diversity and ensure that Plymouth is a welcoming city.	Not applicable		

Pay equality for women, and staff with disabilities in our workforce.	Not applicable		
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	Not applicable		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	Not applicable		
Plymouth is a city where people from different backgrounds get along well.	Not applicable		