


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

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes	X	No	
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
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)	Yes	X	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>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>	No adverse impact	<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>	No adverse impact	No action required.	
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>	No adverse impact	No action required.	

<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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