

Disability Equality Impact Assessment Questionnaire

Policy/Service/Change being assessed: Reduce the Cemeteries Team by 1 FTE	Department: Services for Place
Person Responsible for Assessment: Brian Graham	Date of assessment: 19.01.12

Brief description of service and to whom provided/available:

There are currently 7 FTE's within the Cemeteries and 1 Apprentice. This team looks after West Cemetery, East Cemetery and North Cemetery and includes grass cutting and general grounds maintenance, cleaning and leaf removal, burials, floral displays and general cemetery maintenance. Potential risk of maintenance standards within Cemeteries being reduced.

The following financial saving has been identified against this proposal.

2012/13	2013/14	2014/15	2015/16
£000	£000	£000	£000
£23,000	£23,000	£23,000	£23,000

Introduction

This template should be used with the Disability Equality Scheme 2006-2009. Completing this template without following the rest of the disability equality impact assessment process outlined in the Scheme does not comprise a disability equality impact assessment.

Q.1 Is your service/policy/change accessible to all disabled people? Bear in mind any economic, social, environmental, physical, intellectual, cultural, linguistic, technological or other barriers.

This proposal relates to Reducing the Cemeteries Team by 1 FTE the service will still be available.

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Physical or mobility impairment	✓		This group have been accessing Cemeteries previously without issue	
Sensory impairment	✓		This group have been accessing Cemeteries previously without issue	
Learning disability or mental impairment	✓		This group have been accessing Cemeteries previously without issue	
Other disabilities and health conditions covered by the Equality Act 2010 (eg. diabetes, HIV, multiple sclerosis, depression and cancer)	✓		This group have been accessing Cemeteries previously without issue	
Any other disability issue (e.g. frail/vulnerable people, people with mild impairments who do not perceive themselves as disabled, people with multiple impairment)	✓		This group have been accessing Cemeteries previously without issue	

Q.2 (a) For whatever reason, does your service treat any group of disabled people differently from its other service users?

Yes
No

✓

If you have answered 'yes', please specify those individuals or groups affected and whether the impact has the potential to be adverse.

(b) What needs to be done to prevent any potentially adverse impact?

Duties within the Cemeteries need to be absorbed by remainder of team to maintain current high standards of maintenance. Monitoring by the in-house service team and the Council's Quality & Environment section will be undertaken to ensure satisfactory standards of maintenance are sustained within Cemeteries.

To mitigate against any potential arising impact monitoring by the in-house service team and the Council's Quality & Environment section will be undertaken to ensure satisfactory standards of maintenance are sustained within Cemeteries

Q.3 (a) Do you promote disability equality within your service? (e.g. through departmental equalities group, innovative marketing or community engagement techniques)

Yes
No

✓

If you have answered 'yes', please give examples of how equality is promoted.

In addition to the Council commitment to promote equality of opportunity in all services and policies, this is a key function of the team Disability Equality is promoted in all areas of service delivery.

(b) Do you promote positive attitudes towards disabled people? (e.g. through customer care training, cultural issues awareness training, the use of images of disabled people in your publicity material)

Yes
No

✓

If you have answered 'yes', please give examples.

All staff working within the section have Customer Care and Equalities training. The Council as a whole promotes a positive attitude to disabled people in both the recruitment, employment and providing services to disabled members of the community.
Employees are made aware of disability issues including access to services, buildings and information. The Council is committed to ensuring that information available to the public is in an easy read format and accessible in various methods and in multiple locations

Q.4 Are there any plans in place within your Service to promote disability equality more effectively?

Yes

✓

No

If yes, please outline what you intend to do (including details, if known, of timescales and areas to be covered, etc.)