

EQUALITY IMPACT ASSESSMENT

STRATEGY/ACTION: Reduce the Cemeteries Team by 1 FTE	Department: Services for Place
Person responsible for assessment: Brian Graham Person responsible for strategy where different from above:	Date of assessment: 12 January 2012

Brief description of strategy, partners and those who will be affected by its delivery:

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

Q.1 Is your strategy and the actions it proposes accessible to everyone within the community? Bear in mind any economic, social, environmental, physical, intellectual, cultural, linguistic, technological or other barriers.

This proposal relates to maintenance arrangements.

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?
Equality Act 2010 Protected characteristics:				
Age	✓		This group have been accessing Cemeteries previously without issue	
Disability	✓		This group have been accessing Cemeteries previously without issue	
Gender reassignment	✓		This group have been accessing Cemeteries previously without issue	
Pregnancy and Maternity	✓		This group have been accessing Cemeteries previously without issue	
Race	✓		This group have been accessing Cemeteries previously without issue	
Religion or belief	✓		This group have been accessing Cemeteries previously without issue	
Sex	✓		This group have been accessing Cemeteries previously without issue	
Sexual orientation	✓		This group have been accessing Cemeteries previously without issue	
Marriage and Civil Partnership	✓		This group have been accessing Cemeteries previously without issue	
Local Priorities:				
Geographical impacts	✓		This group have been accessing Cemeteries previously without issue	

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?
Carers	✓		This group have been accessing Cemeteries previously without issue	
Young People leaving care	✓		This group have been accessing Cemeteries previously without issue	
Gypsies & Travellers	✓		This group have been accessing Cemeteries previously without issue	
Refugees & Asylum Seekers	✓		This group have been accessing Cemeteries previously without issue	
Unemployed or low income	✓		This group have been accessing Cemeteries previously without issue	
People with spent criminal convictions	✓		This group have been accessing Cemeteries previously without issue	

Q.2 (a) For whatever reason, does your strategy and the actions it proposes treat any group differently from others?

Yes	
No	✓

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

N/A

(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..

Potential Impact arising from this proposal identified at the Communities Partnership meeting 19.01.12

The partnership representatives highlighted the reduction in staff at North Road Cemetery which has occurred; they and their community members feel that there has been a change in maintenance standards. The partnership is concerned that this proposal could further negatively impact, as they feel the maintenance standards around pruning and grass cutting cannot slip further.

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

Email Contact has been made with a sample of Street Champions with regard to the proposal.

Hello Street Champions,

As part of our ongoing consultation I have been asked to contact you to take part in a short Equality Impact Assessment exercise. This can be completed on line or by telephone and consists of a few simple questions regarding proposed changes to Street Scene services.

If you would be interested in taking part could you please contact me by Thursday 26th January 2012

No specific feedback or impacts were identified through this mechanism.

Q.3 (a) Does your strategy promote equality? (e.g. does it contain actions that demonstrate a consideration of community cohesion and the needs of Darlington's diverse communities)

This proposal relates to the removal of 1FTE from the Cemeteries Team.

Yes	
No	

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

Q.4 In the past three years, have you consulted with any of the following groups regarding the development of your strategy?

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Age	✓		<p>Consultation events have taken place as part of the 2011/2012 MTFP budget consultation events, these include;</p> <ul style="list-style-type: none"> • Public consultation events specifically targeted for disabled, young people and older people • Town Crier publications • Online forums • Talking Together Events • Attendance at local community groups and action groups (i.e. DAD) 	
Disability	✓		Please refer to details above.	

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Gender reassignment	✓		Please refer to details above.	
Pregnancy and Maternity	✓		Please refer to details above.	
Race	✓		Please refer to details above.	
Religion or belief	✓		Please refer to previous information regarding MTFP proposals consultation and impact sessions and reference to Interfaith forum contained within Geographical Impacts.	
Sex	✓		Please refer to details above.	
Sexual orientation	✓		Please refer to details above.	
Marriage and Civil Partnership	✓		Please refer to details above.	Yes
Geographical impacts	✓		Consultation over Cemetery provision in recent years undertaken with the Interfaith Forum. This proposal was specifically identified at the meeting on 19.01.12 with the community partnerships around the MTFP.	

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Carers	✓		Please refer to previous information regarding MTFP proposals consultation and impact sessions.	
Young people leaving care	✓		Please refer to details above.	
Gypsies & Travellers	✓		Please refer to details above.	
Refugees & asylum seekers	✓		Please refer to previous information regarding MTFP proposals consultation and impact sessions.	
Unemployed or low waged	✓		Please refer to details above.	
People with spent criminal convictions	✓		Please refer to details above.	