

Cambridge City Council Equality Impact Assessment



Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 457174 or email suzanne.goff@cambridge.gov.uk or from any member of the Joint Equalities Group.

1. Title of strategy, policy, plan, project, contract or major change to your service:

Review of Bereavement Services Business Model (committee report)

2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

To deliver a more sustainable business model for bereavement services

3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

- Residents
- Visitors
- Staff

A specific client group or groups (please state):

4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

- New
- Revised
- Existing

5. Responsible directorate and service

Directorate: Environment

Service: Specialist Services

6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?

No

Yes (please give details):

Finance

7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

(a) Age (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

The profile of users of this service is broadly representative of the Cambridge population and consequently any benefits arising from this change will be reflected across all groups to a similar extent.

(b) Disability (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

The profile of users of this service is broadly representative of the Cambridge population and consequently any benefits arising from this change will be reflected across all groups to a similar extent.

(c) Gender

The profile of users of this service is broadly representative of the Cambridge population and consequently any benefits arising from this change will be reflected across all groups to a similar extent.

(d) Pregnancy and maternity

The profile of users of this service is broadly representative of the Cambridge population and consequently any benefits arising from this change will be reflected across all groups to a similar extent.

(e) Transgender (including gender re-assignment)

The profile of users of this service is broadly representative of the Cambridge population and consequently any benefits arising from this change will be reflected across all groups to a similar extent.

(f) Marriage and Civil Partnership

The profile of users of this service is broadly representative of the Cambridge population and consequently any benefits arising from this change will be reflected across all groups to a similar extent.

(g) Race or Ethnicity

The profile of users of this service is broadly representative of the Cambridge population and consequently any benefits arising from this change will be reflected across all groups to a similar extent.

(h) Religion or Belief

The profile of users of this service is broadly representative of the Cambridge population and consequently any benefits arising from this change will be reflected across all groups to a similar extent.

(i) Sexual Orientation

The profile of users of this service is broadly representative of the Cambridge population and consequently any benefits arising from this change will be reflected across all groups to a similar extent.

(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):

A pricing strategy will be developed and this will be structured to consider the impact of changes on prices on low income groups or those experiencing the impacts of poverty, and include a cheaper rate for burials and cremations.

8. If you have any additional comments please add them here

9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website.
Email suzanne.goff@cambridge.gov.uk

10. Sign off

Name and job title of assessment lead officer: Paul Necus, Head of Specialist Services

Names and job titles of other assessment team members and people consulted:
Barbara Scruby, Deputy Manager, Carina O'Reilly, Executive Councillor for Community Services.

Date of completion: 23 June 2014

Date of next review of the assessment: 23 June 2015

Action Plan

Equality Impact Assessment title:

Date of completion:

Equality Group	Age
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Disability
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Gender
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Pregnancy and Maternity
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Transgender
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Marriage and Civil Partnership
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Race or Ethnicity
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Religion or Belief
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Sexual Orientation
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Other factors that may lead to inequality	
Details of possible disadvantage or negative impact	Potential increased cost of cremations and burials
Action to be taken to address the disadvantage or negative impact	Consider the opportunity include a cheaper rate in the pricing strategy
Officer responsible for progressing the action	Paul Necus
Date action to be completed by	1 April 2015