

Equality Impact Assessment / Equality Analysis

(Version 4)

Item name	Details
Title of service or policy	Haycombe Cremator Replacements
Name of directorate and service	PLACE – Bereavement Services
Name and role of officers completing the EqlA	Vincent Young – Bereavement Services Manager
Date of assessment	10/04/2025

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on people and different groups within our community. The main aim is to identify any adverse impacts (i.e. discriminatory or negative consequences for a particular group or sector of the community, and to identify areas where equality can be better promoted). Equality impact Assessments (EqIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EqIA) or Equality Analysis. **Not all sections will be relevant – so mark N/A any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council's website following relevant service lead approval.

1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> • How the service/policy is delivered and by whom • If responsibility for its implementation is shared with other departments or organisations • Intended outcomes 	<p>Bereavement Services operate and provide cremation services for the B&NES population and people residing in other areas of the country.</p> <p>Responsibility for this provision is essentially facilitated by Bereavement Services, however, the logistics and legislative monitoring are shared with Corporate Estates and Environmental Protection. The installation will involve collaboration with Facultatieve Technologies, Environmental Protection, Corporate Estates & The National Grid.</p> <p>Intended outcomes are to ensure an efficient and reliable service along with equipment that is as technologically advanced, cost effective, less polluting and the best resource for local residents.</p>
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> • Is it a new service/policy or review of an existing one? • Is it a national requirement?). 	<p>The crematorium has been operating since 1962, however, the cremators have had to be replaced at given intervals since this time.</p> <p>There is a national requirement in that the cremators have to be assessed annually to ensure they comply with emissions testing along with the fact that nearly all cremators have a 20 year life expectancy.</p>

<ul style="list-style-type: none"> How much room for review is there? 	The cremators are reviewed at regular intervals throughout the year for servicing and efficiency. Any recommendations following this are acted upon as required.
1.3 Do the aims of this policy link to or conflict with any other policies of the Council?	The aim of this policy is to link to the Council's goal to tackle the Climate & Ecological Emergency by ensuring the most efficient and technologically advanced equipment is sourced and installed.

2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
2.1 What equality focussed training have staff received to enable them to understand the needs of our diverse community?	All staff have completed the Equalities Training, and one has also completed the Neurodiversity Training too.
2.2 What is the equality profile of service users?	By virtue of the service that is offered through Bereavement Services – it is likely that the equalities profile of our service users will be extremely diverse. Although it would be impossible to accurately identify the characteristics of each user.
2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	All customers that are looked after through Bereavement Services are sent a customer survey. Those who respond are almost always positive and complimentary and the overall score received is ordinarily Strongly Agree for the different categories. Requests are often made for wake facilities and for a florist on site – whilst the service would relish having these options available, financially and logistically these are not an option.
2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	No formal consultation or engagement has taken place.
2.5 If you are planning to undertake any consultation in the	There are no plans to undertake a consultation for this specific facility as it is an internal operational decision giving due regard to the Council's objectives and service needs.

future regarding this service or policy, how will you include equality considerations within this?	
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3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or could help promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups

Key questions	Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1 Issues relating to all groups and protected characteristics	Individual needs are considered and accommodated wherever possible. Requests to witness the cremation of a loved one are always accommodated should that be the wish of a particular group or person. Each cremation is managed in a sensitive and supportive way, recognising the importance to family members and friends.	There are no perceived issues relating to groups and or protected characteristics.
3.2 Sex – identify the impact/potential impact of the policy on women and men.	N/A	The facility is available to all regardless of sex

3.3 Pregnancy and maternity	N/A	There are no perceived issues relating to pregnancy and maternity
3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people	N/A	There are no perceived issues relating to this group.
3.5 Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration of physical, sensory and mental health needs/differences)	Entrance to the crematorium chapel (The Valley Chapel) is readily accessible as it is relatively flat. The exit from the chapel has steps with handrails and parallel to this is a ramp system to allow egress for wheelchair users or those unable to manage the steps.	There are no perceived issues relating to this group.
3.6 Age – identify the impact/potential impact of the policy on different age groups	N/A	There are no perceived issues relating to this group.
3.7 Race – identify the impact/potential impact on across different ethnic groups	N/A	There are no perceived issues relating to this group.
3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual, questioning people	N/A	There are no perceived issues relating to this group.
3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	N/A	There are no perceived issues relating to this group.
3.10 Religion/belief – identify the impact/potential impact of the policy on	Certain faith groups do not believe in cremation and only accept burial, as such	There are no perceived issues relating to this group.

people of different religious/faith groups and also upon those with no religion.	there are currently ample options within Haycombe to accommodate their wishes.	
3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).	Funerals can be costly, and some people are impacted by financial constraints. To assist with these three options have been made available: <ul style="list-style-type: none"> • Unattended Direct Cremation • Attended Direct Cremation • A price Sensitive Option with our in-house Celebrant. 	There are no perceived issues relating to this group.
3.12 Rural communities* identify the impact / potential impact on people living in rural communities	N/A	There are no perceived issues relating to this group.
3.13 Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).	N/A	There are no perceived issues relating to this group.
3.14 Care Experienced *** This working definition is currently under review and therefore subject to change:	N/A	There are no perceived issues relating to this group.

In B&NES, you are 'care-experienced' if you spent any time in your childhood in Local Authority care, living away from your parent(s) for example, you were adopted, lived in residential, foster care, kinship care, or a special guardianship arrangement.		
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*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

***The Equality Act does not cover care experienced people. B&NES adopted this group as a protected characteristic in March 2024 alongside over 80 other Local Authorities. Although we have data for care leavers and children/young people who are currently in the care of B&NES we do not have wider data on disadvantage experienced through being in care.

4. Bath and North East Somerset Council Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equality Team (equality@bathnes.gov.uk), who will publish it on the Council's website. Keep a copy for your own records.

Signed off by: Chris Major
Date: 06/06/25

(Divisional Director or nominated senior officer)