

## Herefordshire Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal	Review of Bereavement & Registrars Income (S20)
Directorate and Service Area	Economy and Place, Technical Services
Saving £k	£270k
Name of Lead Officer (s)	Chris Jenner / John Gibbon

### Step 1: What is the proposal?

Please explain your proposal in plain English, avoiding acronyms and jargon.

This section should explain how the proposal will impact service users, staff and/or the wider community.

#### 1.1 What is the proposal?

To review the current charges within Bereavement Services associated with cremation and burial services.

To review the current non-statutory charges with Registration Services associated with weddings.

To ensure charges are in line with market rates and full cost recovery is achieved.

### Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

#### 2.1 What data or evidence is there which tells us who is, or could be affected?

All potential service users in particular those on lower incomes  
Bereavement families / Funeral Directors / Couples seeking to get married / wedding venues

2.2 Who is missing? Are there any gaps in the data?

Not applicable

2.3 How have we involved, or will we involve, communities and groups that could be affected?

No consultation has been carried out at this stage for either proposal.

### **Step 3: Who might the proposal impact?**

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

Increased cremation and burial or wedding charges will impact on service users on low incomes.

3.2 Can these impacts be mitigated or justified? If so, how?

Reduced charges are currently offered at specific times for cremation, with a similar arrangement in place for weddings, however this is not possible for burial.

Charges for both services are benchmarked with neighbouring authorities in order to ensure charges remain reasonable.

3.3 Does the proposal create any benefits for people with protected characteristics?

No.

3.4 Can they be maximised? If so, how?

Not applicable.

#### **Step 4: So what?**

4.1 How has the equality impact assessment informed or changed the proposal?

No change to the proposal but raised awareness.

4.2 What actions have been identified going forward?

Continue to highlight the existing discounted options.

4.3 How will the impact of your proposal and actions be measured moving forward?

Service usage and income will be monitored in the following 12 months.

**Service Director sign-off:**

**Date:** 30 January 2021

Richard Ball  
Director of Economy & Place