

## Herefordshire Council Equality Impact Assessment Form

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

Name of proposal	Introduction of natural burials and pet burials and cremations (S26)
Directorate and Service Area	Economy and Place, Technical Services
Saving £k	£80k
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?

Increase the scope of trading services available from the councils Bereavement Service to the public, this could include the feasibility for the provision of natural burials and for the provision of pet crematorium.

### 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?

There is no evidence that this proposal will have any impact on people with protected characteristics.

#### 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?

Early involvement with local communities would be advantageous on both schemes. Both projects would be subject to environmental and planning requirements therefore providing options for community comments.

### **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?

There is no evidence to suggest that a pet crematorium would have any adverse impact. A natural burial ground would need to consider access and religious requirements for all service users without compromising the overall ethos of the project.

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

Part of any feasibility study would carefully consider all aspects.

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

Not applicable.

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?

It hasn't, however, Bereavement Service will ensure existing controls are implemented for any extended service provision.

4.2 What actions have been identified going forward?

Natural burials will be subject to the current service equality provisions.

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

Ongoing review to ensure that the service meet the expectations of the service user.

**Service Director sign-off:**

**Date:** 30 January 2021

Richard Ball

Director of Economy and Place