

SSDC Equality Analysis Template (2017)

Page 1: What is Equality Analysis?

Q1. Q1.1 Please describe the change that is the subject of this EqA i.e. the introduction of a new, or significant change to an existing, policy strategy, service or function .

This EqA considers the report on the proposal to refurbish/update Yeovil Crematorium with the construction of a new chapel, a new waiting room (created from the old chapel), improved parking and other associated facilities. This follows a review by the Rose Project Management consultants of the existing facilities and an assessment of future demand for crematory services in the Yeovil area for the next 25-50 years.

Page 2: EQUALITY ANALYSIS (EA)

Q2. Q2.1 What information have you used to analyse the effects on equality, particularly in relation to protected groups?

When considering the design of a new crematorium we have started off by using the considerable knowledge and experience of our own officers. We have very many years' experience working with protected groups and have been building their needs into the new crematorium design. We are also meeting with funeral directors, faith ministers and non-denominational celebrants to discuss the needs of protected groups. Where practicable we will also consult with protected groups as well. We have also used information on demographic trends/ethnicity from the Somerset Intelligence Network(SINE).

Q3. Q2.2 What has this information told you about the potential effect on equality, particularly in relation to the protected groups?

It has enabled us to plan and build into our new chapel designs, facilities for protected groups.

The final design of the new chapel/crematorium etc has not been agreed but will incorporate such things as areas to view the actual charging of the coffin into the cremator as practised by some faith groups as well as a private viewing area in the chapel for people who cannot join the main congregation for reasons of estrangement or because they have been granted leave to attend from prison under guard. There will be facilities for disabled people and audio visuals systems (the Wesley system) to assist people who have hearing difficulty, or indeed are unable to attend. The new chapel will be non- denominational to facilitate the use by all groups. There will for instance be no display of Christian crosses etc.

Q4. Q2.3 The Equality Act Aims to: Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity Foster good relations With these three aims in mind, what is your assessment of the likely impact of the policy, strategy, service or function on the following?:

	Likely to benefit (Positive Impact)	Likely to disadvantage (Negative Impact)	No specific impact
People from different age groups	X		
Men or women			X
Women who are pregnant or have recently given birth	X		
People who have undergone, are proposing or are undergoing gender reassignment			X
People with disabilities or carers	X		
People from different religions, belief or faith (including those with no belief)	X		
People of different race or ethnicity	X		
People who are lesbian, gay or bisexual			X
Marriage/Civil Partnership			X
People who are serving or have served in the armed forces and their families* (* this group is not protected by the Equality Act but are still potentially vulnerable or at risk of exclusion)			X

Q5. Q2.4 Where you have indicated a Positive or Negative Impact in Q2.3, please describe in more detail what the specific Impacts are.

We are aiming to provide a new facility that meets the needs of all users, no matter what denomination and/or ethnic or other group they belong to. It is to be a facility for use by all the whole community without discrimination.

Q6. Q2.5 What actions will be, or have been taken to either mitigate any negative impacts or create a positive impact as identified in Q4?

No negative impacts

Q7. Q2.6 If there is a need to review the EqA, when do you propose to do this?

* 01/05/2020

Q8. Q2.7 How will you monitor the impact that the decision or policy has had on protected groups?

There will be on going monitoring by the crematorium manager of all users

Q9. Q3.1 Date and name of Officer Completing the EqA

* 03/05/2017

Name of Officer Completing the EqA and Date Completed
Alasdair Bell

Q10. Q3.2 Date and name of the Line Manager/Senior Manager approving the EqA

* 01/06/2017

Name of the Line Manager approving the EqA
Laurence Willis

Q11. Q3.3 Date and Name of the Equality Coordinator signing off the EA

* 02/06/2017

Name of the Equality Coordinator
David Crisfield

Q12. Q3.4 Any Comments

This is an on going design process and we will incorporate the wishes of all protected groups when we come to finalise the design.

Reviewing the EqA will be carried out throughout the refurbishment/development project and completely reviewed to reflect the new facilities by 01/05/2020.