Equality Impact Assessment (EIA) Tool

Please ensure you have read the guidance pages prior to completing this tool

Document Control

Control Details:	
Title of EIA/ Decision (DDM): Budget booklet code (if applicable): **If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet**	Fees and Charges review - Cemetery and Cremation Services.
Name of author (Assigned to Pentana):	Dave Stretton Cemetery, Cremations and Horticultural Service Manager
Department:	Residents Services
Director:	Mary Lester
Division:	Communities, Environment & Residents Services
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Strategic Budget EIA:	Yes
Exempt from publication:	No
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Document Amendment Record

Version	Author	Date
1	Dave Stretton	16/12/2022
2	Eddie Curry	21/12/2022

Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Nasreen Miah	Equality & Employability Consultant	21/12/2022

Glossary of Terms

Term	Description
DWP	**Department of Work and Pensions**
Local Authorities	**Local Councils within the East Midlands**

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

Nottingham City Council provides crematorium and burial services from 3 active cemeteries and 1 crematorium. The service is also responsible for maintaining 17 closed cemeteries located within the City. The service provides Burials and Cremations for both our residents and for people from out of the City. The 3 active cemeteries are located at Wilford Hill Cemetery in Rushcliffe , Bulwell Cemetery in Bulwell and Highwood Cemetery in Broxtowe. The service delivers 543 burials and over 1600 cremations per year. The proposed fee increases have been benchmarked against the current in year 2022/23 fees at our Neighbouring and core / large cities.
The proposed fee increase will affect the follow service charges:-

1. Increase in cremation fees: 3%
2. Increase in direct cremation: (20%)
3. Increase in cemetery fees: 5% in area and 7% out of area
4. Increase in space surcharge: 5%

1. b. Information used to analyse the equalities implications

All the fee increases have been benchmarked against nearest neighbouring and core city authorities as follow:-

1. Increase in cremation fees: 3% - £0.050m. This will see the fees for Cremations change from £750 to £772 in 2023/24.The 2022/23 fees at Gedling £850 , Broxtowe £748, Derby £755, Leicester £940, Birmingham £833

2.Increase in direct cremation: (20%) - £0.005m. The fee will change from £375 to £450. This fee is competitively priced to help secure a greater market share from the new Direct Cremations companies. There is no service, no fuss just direct to the cremator. 2022/23 fees at Gedling £700, Broxtowe £600, Leicester £550, Birmingham £580.

3.Increase in cemetery fees: 5% - £0.030 Burial plot 50yr lease In Area fees will change £1442 to £1514, The additional interment fee will also increase from £772 to £810. out of area fees 7% change from £2575 to £2755 with interment increasing from £1537 to £1644. 2022/23 fees at Gedling In area £980+ Interment fee £980.50, Broxtowe fees £795 + interment £785. Birmingham fee £2270 + interment £1065.

4.Increase in space surcharge: 5% - £0.002m. This fee is attached to burial plots at Wilford Hill and Bulwell cemeteries. The fee is charged because these cemeteries are running out of space and therefore the remaining plots are charged at a premium rate. There is no surcharge at Highwood cemetery as there is over 80years supply of burial space. The fees will change for in area £375 to £395, out of area £425 to £446.

Note:- The proposed fees are all benchmarked and priced to remain competitive and reasonably priced against the nearest competing authority. The fees will continually be reviewed and alternative cremation and burial options will be developed to ensure that there is always an affordable option available.

1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
		X	X	X			
	People from different ethnic groups	x			There may be some impact on city and non-city residents as the fee for a Cremation is set at one fee across all areas. There may be some impact of city and non – city residents related to a 5% increase in interment fees. This may adversely affect the all the	No action is required as those that cannot afford to pay the fees can make a claim to the DWP or utilise the Nottingham Funeral package – currently available via Cooperative Funeralcare, the service will promote this information to all citizens. The Nottingham Funeral is advertised on the city Web site. In addition, the service has a new	Carry out an annual review and bench marking of fees against local authorities.
	Men	x					
	Women	x					
	Trans	x					
	Disabled people/ carers	x					
	Pregnancy and maternity	x					
	Marriage/Civil Partnership	x					
	People of different faiths/ beliefs and those with none	x					

					groups and particularly those family groups who are struggling during the current financial challenges and may struggle to pay funeral fees.	reduced fee direct cremation option of which is a direct cremation where there is no attendance at the Crematorium by the family and no service. This new fee is highly competitive and as such does offer another alternative affordable option. These types of funerals are becoming more popular, with popularity increased in recent years Fees and charges will be will be advertised on the councils web pages	
	Lesbian/ Gay/ Bisexual people	**x**					
	Older	**x**					
	Younger	**x**					
	Other (e.g. looked after children, cohesion/ good relations, vulnerable children/ adults), socio-economic background. ***Please underline the group(s) /issue more adversely affected or which benefits.***						

1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

The fee increase have all been fully benchmarked and whilst they represent an increase In costs of a burial or cremation the services remains competitive with other neighbouring authorities. The Service has also worked hard to develop other low costs options those being the direct cremation

or Nottingham funeral package. The new fees will be advertised on the councils website. Further update of the EIA will be carried out if any further changes are made during the year.

Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	**on going review and engagement with faith groups will be carried out in order to ensure that services meet the needs of the community. The Service will continue to development alternative burial and cremation options provides a full range of services at lower costs both on terms of burials and cremations**	**Dave Stretton**	**December 2023**	
Advance equality of opportunity between those who share a protected characteristic and those who don't				
Foster good relations between those who share a protected characteristic and those who don't				

(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)				

Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

The assessment must be approved by the manager responsible for the service /proposal. **Approving Manager details** (name, role, contact details): **Eddie Curry Head of Green Space and Natural Environment** **eddie.curry@nottinghamcity.gov.uk**	**Date sent for advice:** **16/12/22**
Approving Manager Signature: 	**Date of final approval:** **21/12/2022**

For further information and guidance, please visit the Equality Impact Assessment Intranet Pages
Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.