

**Equality analysis is a valuable tool to help embed equality into everything we do**

**Policy / procedure / function / project / decision:**

Increase in cremation fee to a level where it is comparable with charges made by other local crematoria in order to help achieve cost recovery in the provision of the crematoria and cemeteries service.

**Main aims, purpose and outcomes and how does it fit in with the wider aims of the organisation:**

Providing value for money by helping achieve cost recovery of service provision.

**Lead officer:** Sarah Armstrong

**Stakeholders:** Head of Service (acting) Vanessa Griffiths; Julie Proctor (Team Leader, Cemeteries & Crematoria).

**High impact** – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium impact** –some potential impact exists, some mitigating measures are in place, poor evidence

**Low impact** – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

	<b>Neutral</b>	<b>Positive</b>	<b>Negative</b>
Target group / area			
<b>Race and Ethnicity</b> <i>(including Gypsies and Travellers; migrant workers, asylum seekers etc.)</i>	x		
<b>Disability</b> <i>(as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)</i>	x		
<b>Gender/Gender Reassignment</b>	x		
<b>Religion and Belief</b>	x		
<b>Sexual Orientation</b> <i>(including heterosexual, lesbian, gay, bisexual)</i>	x		

<b>Age</b> ( <i>children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older older people 81+.</i> The age categories are for illustration only as overriding consideration should be given to needs).	x		
<b>Rural communities</b>	x		
<b>Areas of deprivation</b>			Medium impact. The cremation fee is met by the Funeral Director who subsequently recovers payment from client. Facility to accommodate repayment of fees over a fixed term by the client is provided by Funeral Director. Similarly there are payments plans and insurance policies which can be set up to help cover the costs of disposal of deceased. In cases where there are no existing relatives or where relatives have no facility to meet the costs they are met by the Local Authority.
<b>Human Rights</b>	x		
<b>Health and Wellbeing</b> ( <i>consider both the wider determinants of health such as education, housing, employment, environment, crime and transport, as well as the possible impacts on lifestyles and the effect there may be on health and care services</i> )	x		
<b>Procurement/Partnership</b> ( <i>if project due to be carried out by contractors/partners etc, identify steps taken to ensure equality compliance</i> )	x		

## Evidence

The average charge for a cremation across Great Britain (2011) is £ 538.28. The existing cremation fee is the 11th cheapest out of all 261 crematoria in Great Britain. The charge is also the cheapest of the 5 local crematoria, with the 2nd cheapest fee in the region being £72 more than CWAC's current charge of £420. It is proposed that the cremation fee is increased by £47 /11.2% to £467 to bring the fee nearer to that charged by other crematoria. The proposed fee would still be lower than the fees charged by local crematoria and would place CWAC in the lowest/cheapest 14% of all cremation fees.

**Action plan:**

<b>Actions required</b>	<b>Key activity</b>	<b>Priority</b>	<b>Outcomes required</b>	<b>Officer responsible</b>	<b>Review date</b>
Review impact of policy	In order to facilitate review, note details of reported difficulty by clients in meeting costs of cremation	medium	Client feedback of adverse affect captured. Review of feedback to establish extent/nature of impact.	Julie Proctor (Team Leader) Sarah Armstrong	January 2014

<b>Sign off</b>	
Lead Officer:	Sarah Armstrong
Approved by Head of Service:	Vanessa Griffiths
<b>Moderation and/or Scrutiny</b>	
Date:	
<b>Date analysis to be reviewed based on rating</b> (high impact – review in 1 year, medium impact - review in 2 years, low impact in 3 years)	2 years

**Please forward the completed Equality Analysis to the Equality and Diversity Managers for publishing on the Council's website**