

# Fairness and Equalities Impact Assessment (FEIA)

Version 3.6 Jan 2021

The purpose of this assessment is to provide balanced information to support decision making and to promote better ways of working in line with equalities (Equalities Act 2010), Welsh language promotion (The Welsh Language (Wales) Measure 2011), sustainable development (Wellbeing of Future Generations (Wales) Act 2015), and the four parameters of debate about fairness identified by the Newport Fairness Commission (NFC Full Report to Council 2013).

**Completed by:** Jennie Judd      **Role:** Parks & Cemeteries Team Manager

**Head of Service:** Paul Jones      **Date:** 06/01/2021

**I confirm that the above Head of Service has agreed the content of this assessment**

**Yes**

**When you complete this FEIA, it is your responsibility to submit it to**  
impact.assessments@newport.gov.uk

**1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.**

To introduce new fees and charges to the Cemetery Services, which will offer and provide a wider range in public services to both residents and non-residents of Newport.

Detailed in the table below are a list of the new services and charges which will be made available.

Public Health Funerals undertaken by NCC plus cremation or interment fees	£800.00
Traditional Graves (allowing the installation of full kerb sets). Additional cost on top of the purchasing of a grant of exclusive right.	£400.00
Double Depth Grave	£200.00
Triple Depth Grave	£300.00
Test Dig of a Grave	£140.00
Bricking up a Single Grave	£650.00
Bricking up a Double Grave	£1,300.0
Exhumation of a child under the age of 3 years	£525.00
Exhumation of a child aged 3 - 8 years	£725.00
Exhumation of a child aged 8 - 14 years	£925.00
Exhumation of a child aged 14 -18 years	£1,144.00


**2. Outline how you have/ will involve stakeholders who will be affected by the policy/proposal**

As part of the council's budget proposal consultation, a public survey was made available from the 8th of January to the 12th of February. The proposals and survey was made widely available in both Welsh and English, as well as being available on request in other formats. The information has been posted on the council's website, shared in the One Newport newsletter and on council social media platforms regularly. Proposals have also shared directly across BAME, disability and Welsh language networks and well as organisations who form part of the Public Services Board in Newport. The council's Fairness Commission and Youth council have also been consulted on proposals.

Ordinarily the council would look to facilitate focus groups and engagement sessions face to face at community level to ensure understanding, relay information and receive feedback, however this has not been feasible due to current COVID-19 restrictions. The council has been able to print and send documents and provide alternative versions of the proposal and survey if requested, for those unable to access the details online. Participation has been encouraged regularly from residents across Newport to ensure all members of the community, including those from marginalised or under-represented groups or those sharing protected characteristics as set out in the Equality Act are able to contribute.

**3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.**

Feedback has been provided from stakeholders such as the bereaved, local Funeral Directors that Newport City Council is failing in its duty to offer an improved burial service to the residents and non-residents of Newport.

This feedback has been tried and tested against other services which are available through other neighbouring Local Authorities.

**Equality information – consultation respondents**

*Data correct at time of writing (4<sup>th</sup> February 2021)*

Considering the consultation data received, the following summarises equality information that we know about people who completed the consultation survey:

A total of 192 people completed the survey, 2 responses were received through the medium of Welsh.

### **Age**

Of the participants to the surveys, 25-64 year olds made up the largest percentages, with no participants under the age of 18 taking. Less than 1% of people were aged over 75 and 4.61% preferred not to state their age range.

### **Gender**

Over 52% of participants were female, 41% were male, less than 1% were non-binary and over 5% preferred not to state their gender.

### **Disability**

More than 11% of people said that they were disabled and 5.56% preferred not to give this information.

### **Race**

More than 88% of people who responded to this survey were of a range of White ethnic backgrounds. 3.7% of people were from a range of Black, Asian or Minority Ethnic backgrounds (compared to a population figure of more than 10%), and more than 7% preferred not to say.

### **Sexual orientation**

77% of participants were heterosexual/straight, with 3.7% identifying as gay. Less than 3% stated they were lesbian, bisexual or identified in 'another way' and 16% preferred not to provide the information.

### **Religion / belief**

Christian participants and those of 'no religion' made up the largest groups responding; over 39% in each group. No participants stated they were Hindu or Jewish. Less than 3% were humanist, Buddhist or Muslim and just over 5% were Agnostic or 'any other' religion.

### **Gender identity**

Over 86% of people identified as the same gender that they were assigned at birth and 1.4% did not. More than 11% preferred not to give this information.

### **Outcome and results of consultation**

Over 87% of people completing the consultation survey indicated a preference for Option 1 – to introduce new fees and charges. Almost 60% of respondents agreed that the business case and proposal was fully explained.

### **Feedback and impact**

Feedback from the consultation process highlighted a number of key themes including:

1. The proposal was unclear about the exact change or implementation of services and the terminology used in description (e.g. Public Health Funerals)

2. No comparative data and financial information was provided for 'benchmarking'
3. That the timing of this proposal during the pandemic was insensitive and the council was trying to make more money from the bereaved
4. Emotive language should be avoided

Participants said:

- I don't understand what the services are (terminology used)
- Costs upfront would benefit everybody
- Be good to see the (local mentioned) comparison
- 'sensible' and 'essential'
- The difference between a 'saving of £25k' and a new additional service is contradictory

#### 4. Equalities and Welsh language impact

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: <ol style="list-style-type: none"> <li>1. Promote equal opportunity</li> <li>2. Promote community cohesion</li> <li>3. Help eliminate unlawful discrimination/ harassment/ victimisation?</li> </ol>
	Positive	Negative	Neither	
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	From listening and taking on board the requirements and service needs raised by our facility users and local funeral directors, we believe that our new improved and inclusive services will have a positive impact upon all protected characteristics.
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	From listening and taking on board the requirements and service needs raised by our facility users and local funeral directors, we believe that our new improved and inclusive services will have a positive impact upon all protected characteristics.
<b>Gender reassignment/ transgender</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	From listening and taking on board the requirements and service needs raised by our facility users and local funeral directors, we believe that our new improved and inclusive services will have a positive impact upon all protected characteristics.
<b>Marriage or civil partnership</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	From listening and taking on board the requirements and service needs raised by our facility users and local funeral directors, we believe that our new improved and inclusive services will have a positive impact upon all protected characteristics.

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
<b>Pregnancy or maternity</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	From listening and taking on board the requirements and service needs raised by our facility users and local funeral directors, we believe that our new improved and inclusive services will have a positive impact upon all protected characteristics.
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	From listening and taking on board the requirements and service needs raised by our facility users and local funeral directors, we believe that our new improved and inclusive services will have a positive impact upon all protected characteristics.
<b>Religion or Belief or non-belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	From listening and taking on board the requirements and service needs raised by our facility users and local funeral directors, we believe that our new improved and inclusive services will have a positive impact upon all protected characteristics.  People who share a range of religious beliefs/non-beliefs will benefit from the transparent inclusion of upfront fees and kerb set availability. This will enable them to make informed decisions about burials, plot location and future decoration, commemoration and memorabilia permitted at the cemeteries.
<b>Sex/ Gender Identity</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	From listening and taking on board the requirements and service needs raised by our facility users and local funeral directors, we believe that our new improved and inclusive services will have a positive impact upon all protect characteristics.
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	From listening and taking on board the requirements and service needs raised by our facility users and local funeral directors, we believe that our new improved and inclusive services will have a positive impact upon all protect characteristics.
<b>Welsh Language</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The fees & charges report will be published bilingually which will help to promote the use of the Welsh language.

## 5 How has your proposal embedded and prioritised the sustainable development principle in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Long Term</p> <p>Balancing short term need with long term needs</p>	<p>The Council must achieve a balanced budget and maintain the best public services to its customers. Customers who access and use the Council's burial services will be offered a full range in services, similar to other Local Authorities, which have been benchmarked for price comparison.</p> <p>By generating additional income through the cemetery services, will help to contribute towards the Council's annual budget which is set to deliver services across the Council.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>To continue to work closely with the Local Funeral Directors and the South Wales Bereavement Forum, which is made up of other local burial boards, ensures that services provided within Newport are in keeping with other burial boards.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>All budget proposals will be consulted upon appropriately with key stakeholders, using the approved democratic process with all feedback being considered by the Cabinet Member.</p> <p>Consultation has taken place as part of the MTFP process. The council provided consultation via a number of methods when requested and launched the consultation on website, via social media, through partnerships and received local media coverage</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The Council must achieve a balanced budget and maintain the best services for its customers. This budget proposal prevents a further disproportionate funding reduction to wider Council services, but more importantly ensures that it meets the needs and demands of the bereaved who access our services.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="244 981 338 1003">Integration</p> <p data-bbox="140 1019 375 1198">Considering impact on all wellbeing goals together and on other bodies</p>	<ul style="list-style-type: none"> <li data-bbox="438 336 1455 526"> <p>• <i>A prosperous Wales</i> This proposal offers a diverse range in burial services to the residents and non-residents of Newport. Services have been carefully considered with a full range of charges which reflects fairly upon the resources required to carry out each function.</p> </li> <li data-bbox="438 571 1455 795"> <p>• <i>A resilient Wales</i> This proposal demonstrates the flexibility of the burial services which are available to the bereaved, which meets the needs and demands of those which we serve. Failure to listen and provide inclusive burial services, could lead to the Council being deemed as acting inappropriately in failing to deliver a statutory function.</p> </li> <li data-bbox="438 840 1455 996"> <p>• <i>A healthier Wales</i> Helping to support and provide bereaved families with an inclusive burial services, goes some way of helping to support people's physical and mental well-being in coming to terms with their grief and loss.</p> </li> <li data-bbox="438 1041 1455 1220"> <p>• <i>A more equal Wales</i> Providing additional services to the bereaved which have been financially benchmarked, against other Local Authorities of a similar size and demographic, ensures that the residents of Newport are being treated equally and fairly.</p> </li> <li data-bbox="438 1265 1455 1422"> <p>• <i>A Wales of more cohesive communities</i> Providing services which the community need and requests, demonstrates the Councils commitment to working and listening to the people of Newport.</p> </li> <li data-bbox="438 1467 1455 1579"> <p>• <i>A Wales of vibrant culture an thriving Welsh Language</i> The Cemeteries Fees &amp; Charges policy will be published bilingually, which will help to develop and promote the Welsh language.</p> </li> <li data-bbox="438 1624 1455 1769"> <p>• <i>A globally responsible Wales</i> This proposal will help to ensure that income generated will be used to support continuation of burial services, and other service functions with Newport.</p> </li> </ul>

**6 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?**

There is no evidence that shows that this proposal will have a negative impact upon a specific geographical area of Newport, through the delivery of a statutory function of burials.

## **7 How does the proposal/policy relate to the parameters of debate about Fairness identified by the Newport Fairness Commission**

All persons accessing the burial services provided by Newport City Council can be assured, that our fees & charges proposals have been benchmarked against other Local Authorities of a similar size and demographic, to ensure fairness to all persons.

## 8. Equality Impacts and Actions

Please complete the below action plan which sets out steps that will/will not be taken in order to mitigate any negative impacts that your assessment has identified.

<b>Impact identified</b>	<b>Who does it affect?</b>	<b>What will you do to mitigate the impact? If you plan to take no action, please justify your rationale</b>	<b>Who is responsible?</b>

## **9 Monitoring, evaluating and reviewing**

Continuing to listen to the needs of the bereaved who access our facilities, meet regularly with Local Funeral Directors and attend the South Wales Bereavement Forum is instrumental in evaluating our burial performance and reviewing our services which we provide.

## **10 Involvement**

This proposal is being made as part of the council's 2021/22 budget process which will include consultation and engagement with relevant key stakeholders.