

Derbyshire Dales District Council Equality Impact Assessment



1. Outline

Information required	Detail
a. Title of policy, practice, service or function being assessed	Memorial Bench Policy
b. Links to Service and/or Corporate Plan Ref/s	Service Plan action NHP17
c. Name and Role of Officers conducting assessment	Vikki Hatfield / Ros Hession / Elizabeth Wilson
d. Date of assessment	16.1.23
e. Reason for assessment	To accompany new revised policy
f. What is the purpose of this policy, practice, service or function? (specify aims and objectives)	<p>The Memorial Bench Policy outlines opportunities for placing memorial benches in memory of loved ones in District Council land across the district (eg recreation grounds, cemeteries)</p> <p>There are currently 205 benches sited across 29 sites and a waiting list of 37 requests</p>
g. Are there any other organisations involved in its implementation?	The bench supplier TDP, Wirksworth
h. Likely customer groups to be impacted	<p>None specifically</p> <p>The policy is open for sponsors (residents or non-residents) to apply for benches in memory of their loved ones who may be residents or non-residents (charged double fees)</p>
i. Other stakeholders likely to be impacted	No

Information required	Detail
Which District Council departments are affected by the policy, practice, service or function?	Community & Environmental Services (Neighbourhoods, Clean & Green) and Legal
Do any of the objectives directly support or hinder another Council activity?	No

2. Assessing Relevance to the General Equality Duty

The General Equality Duty has three aims which require the District Council to have due regard to the need to:	Tick those which are relevant <input type="checkbox"/>
1. Eliminate unlawful discrimination (both direct or indirect), harassment and victimisation	
2. Advance equality of opportunity between all persons by <ul style="list-style-type: none"> • removing or minimising disadvantages suffered by protected groups; • taking steps to meet the needs of people from protected groups where these are different from the needs of other people • encouraging people from protected groups to participate in public life or other activities where participation is disproportionately low 	<input type="checkbox"/>
3. Foster good relations between different groups	

3. What existing information / data do you have / monitor about different diverse groups in relation to this policy, practice, service or function?

For example: previous EIA's, reports, consultation, surveys, demographic data etc.

Information / Data	Data source and date	Information relevant to proposed policy/service/function
<p>Office National Statistics 2021 Census https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationandhouseholdestimatesenglandandwalescensus2021</p>	<p>Office National Statistics population datasets – age, sex, households etc</p>	<p>e.g. Derbyshire Dales population has increased by 0.5% from 71,116 to 71,500</p> <p>27.8% of the population in the Derbyshire Dales are over 65</p> <p>The number of households has increased by 5.1%, from 30,744 to 32,300</p>
<p>Derbyshire Observatory https://observatory.derbyshire.gov.uk/wp-content/uploads/reports/documents/census/2021_census/Census2021_FirstReleaseDerbyshire.html#derbyshire-dales</p> <p>Infographic of data</p> <p>https://observatory.derbyshire.gov.uk/wp-content/uploads/reports/documents/census/2021_census/2021%20Census%20Infographic%20v5_DDales%20V1.0.png</p>	<p>Population figures by age, number of households, sex - Derbyshire Observatory; taken from Census 2011 - national survey of all households</p>	<p>The Derbyshire Dales has less people aged under 35 than the average for England, in all 5 year age bands</p>

<p>Derbyshire Dales Equalities Profile https://observatory.derbyshire.gov.uk/wp-content/uploads/reports/profiles/area_profiles/district/Derbyshire_Dales_Area_Profile.pdf</p>	<p>Derbyshire Observatory; taken from Census 2020 - national survey of all households</p>	<p>e.g 19.7% of households are deprived in 2 or more areas</p>
<p>Population figures – estimated for 2020 by the ONS https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalescotlandandnorthernireland</p>	<p>Office of National Statistics</p>	<p>e.g. The UK median age is 40.4, in the Derbyshire Dales it is 51.5 e.g. Total population of Derbyshire Dales is 72,422; made up of 36,777 women and 35,645 men</p>
<p>DDDC</p>		<p>The policy is open to sponsors (residents or non-residents) to apply for benches in memory of their loved ones who may be residents or non-residents (charged double fees)</p> <p>Requests are fulfilled subject to available spaces and on a first come first served basis</p> <p>No equalities information is gathered as it is not deemed relevant to the service</p> <p>There are currently 205 benches sited across 29 sites and a waiting list of 37 requests</p>

4. Consultation and engagement

4a. If no consultation has taken place OR is unnecessary, please explain why.

No consultation was deemed necessary

The policy impacts only on those who chose to use the service and there will be few occasions when there is more than one application received from an individual / family / group / organisation

4b. Add the results of any completed consultation and how it has/will inform the development of the policy/service.

Who did you consult with?	How and when	Outcomes/Results	Implications and amendments as a result of consultation
N/A			

4c. Add consultation plans and results here

Think about who the stakeholders are? How will you gather their views? By when?

Remember to complete a Consultation Proposal form to access support and refer to the guides – everything you need is here

<X:\Partnerships and Projects\Consultation All Directorates\Strategies Guidance Resources>

Who will you consult with?	How and When	Results	Implications and amendments as a result of consultation
N/A			

5. Based on the evidence above, does the policy, practice, service or function have a positive or negative impact on any protected group(s)?

Protected groups	Positive effects	Negative effects	Potential Improvement Actions
	The policy itself should not create any specific positive or negative effects for any specific protected group		<p>Criteria clearly prioritising residents and previous residents to be developed and included on information on the scheme and application form.</p> <p>Potential improvement may be to fulfil all requests (although this is not possible) as this may help</p>

Protected groups	Positive effects	Negative effects	Potential Improvement Actions
			with mental health issues etc, but don't think it's specific to any particular group etc
Age	See above		
Disability or long term ill health Physical disabilities, sensory impairments, limiting long-term illnesses, learning disabilities or mental health issues	See above		
Race / ethnic groups	See above		
Women or men	See above		
Sexual orientation	See above		
Religion or belief (including non-belief)	See above		
Transgender (including people planning to or going through gender reassignment)	See above		

Protected groups	Positive effects	Negative effects	Potential Improvement Actions
Pregnancy and maternity (including maternity and paternity leave)	See above		
Marital status (including civil partnership & same sex marriage)	See above		

5a. Are there any local priority groups / factors which should be considered?

Other factors	Positive effects	Negative effects	Improvement actions
Rural areas	See above		
Poverty / deprivation		Cost of a bench and memorial plaque is approx. £1000 which is prohibitive for low waged. However this is not an essential service.	The fees for non DDDC residents is double so local residents benefit from a lower cost which may also allow more available spaces if non-residents are deterred by costs

6. Commissioned / outsourced services

Is your policy, practice, service or function partly or wholly provided by any external organisation / agency?	No
If yes, please list any contractual or other arrangements which aim to ensure that the provider promotes equality and diversity (e.g. <i>monitoring data</i>)	N/A

7. Summary

Use this space to summarise key data and its implications, the key issues to be addressed, potential actions to address them and any other points relevant to the Policy/service.

The policy allows memorial benches to be placed on District Council land in memory of loved ones.

Spaces are offered on a first come first served basis and subject to availability.

No preference is given to any specific protected group.

Non-residents are charged double fees for the service to allow residents a more favourable fee and may impact on available spaces.

Criteria clearly prioritising residents and previous residents to be developed and included on information on the scheme and application form.

8. Improvement Plan

Key issues identified	Actions
Cost may be an issue, but material costs & cost to install etc need to be recovered – no profit is made	It is not possible to alter / reduce fees
Ensuring Derbyshire Dales residents and previous long term residents are prioritised	Develop clear criteria for prioritising applications and add these to information on the service and application forms

Key issues identified	Actions

PLEASE FORWARD THE COMPLETED FORM TO THE POLICY MANAGER / POLICY OFFICER (Consultation & Equalities)

Signed Vikki Hatfield and Elizabeth Wilson (Completing Officer)

Appendix 2