# Equality Impact Assessment (EQIA) Screening Form – V2 Template – November 2024

A successful EQIA screening will look at 5 key areas:

1. **Identify the Policy, Project, Service Reform or Budget Option to be assessed.**

A clear definition of what is being screened and its aims.

1. **Gathering Evidence and Stakeholder Engagement**

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups).

1. **Assessment and Differential Impacts**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level.

1. **Outcomes, Action and Public Reporting**

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publicly reported.

1. **Monitoring, Evaluation and Review**

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

## Section 1: Identify the Policy, Project, Service Reform or Budget Option

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| **Name of the Policy, Project, Service Reform or Budget Option to be screened** | Public Health Funerals |
| **Reason for change in Policy or Policy Development** | To sit within the Bereavement Team of My Fenland and be dealt with by the Bereavement Tech Officers. |
| **List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option** | Public Health Funerals are for people who have passed away and have no next of kin, or whose next of kin are unable or unwilling to make the necessary arrangements for a funeral. They are designed to protect public health and ensure all individuals are treated with dignity and respect. |
| **Name of officer completing assessment (signed and date)** | Aimee Markillie |
| **Assessment verified by (signed and date)** |  |

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| **If applicable, please provide further details about the name and description of policy being analysed**  *Briefly summarise the policy including any key information such as aims, context etc; note timescales and milestones for new policies; use plain language – NO JARGON; refer to other documents if required*  The Public Health (Control of Disease) Act 1984 places a statutory duty on local authorities to arrange a funeral where no suitable alternative arrangements are being made. Since September 2024, our Bereavement Tech Officers have provided this service for the Fenland Area.  The Bereavement Tech Officers can receive a referral from the coroner, the family, police, residential or care home and the hospital.After their enquiries, if no one is available, the team will arrange a funeral , The council must also confirm the wishes of the deceased before proceeding with arrangements. It is usual to arrange a cremation for a public health funeral unless other information, such as a will or declaration suggests the deceased’s wishes were different, for example burial for religious, cultural or personal reasons. |

## Section 2: Gathering Evidence and Stakeholder Engagement

The best approach to find out if a policy, etc. is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

**Reminder** – protected characteristics include age, disability, race and/or ethnicity, religion or belief (including lack of belief), gender, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity.

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| **Name any research, data, consultation or studies referred to for this assessment** | **State if this reference refers to one or more of the protected characteristics** | **Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.** |
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| **If applicable, please provide further Information about stakeholder engagement or detail used for customer analysis**  *Note relevant consultation; who took part and key findings; refer to, or attach other documents if needed; include dates where possible* |

## Section 3: Assessment and Differential Impacts

Use the table below to provide some narrative where you think the Policy, Project, Service Reform or Budget Optionhas either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Please note that:

* a Positive Impact could benefit an equality group and a negative impact could disadvantage an equality group
* for reasons of brevity race is not an exhaustive list – please edit the list if appropriate to reflect the complexity of other racial identities
* a definition of disability under the Equality Act 2010 is available on the [gov.uk website](https://www.gov.uk/definition-of-disability-under-equality-act-2010)
* there are too many faith groups to provide a list, therefore, please input the faith group e.g., Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts

| **Protected Characteristic** | **Specific Characteristics** | **Positive Impact** | **Neutral** | **Negative Impact** | **Socio Economic/Human Rights Impacts** |
| --- | --- | --- | --- | --- | --- |
| Sex or Gender | Women |  | **X** | No identified negative impacts |  |
|  | Men |  | **X** | No identified negative impacts |  |
|  | Transgender |  | **X** | No identified negative impacts |  |
| Race | White |  | **X** | No identified negative impacts |  |
|  | Mixed or Multiple Ethnic Groups |  | **X** | No identified negative impacts |  |
|  | Asian |  | **X** | No identified negative impacts |  |
|  | African |  | **X** | No identified negative impacts |  |
|  | Caribbean or Black |  | **X** | No identified negative impacts |  |
|  | Other Ethnic Group |  | **X** | No identified negative impacts |  |
| Disability | Physical disability |  | **X** | No identified negative impacts |  |
|  | Sensory Impairment (e.g. sight, heading) |  | **X** | No identified negative impacts |  |
|  | Mental health |  | **X** | No identified negative impacts |  |
|  | Learning disability |  | **X** | No identified negative impacts |  |
| LGBTQIA+ | Lesbians |  | **X** | No identified negative impacts |  |
|  | Gay Men |  | **X** | No identified negative impacts |  |
|  | Bisexual |  | **X** | No identified negative impacts |  |
|  | Transgender |  | **X** | No identified negative impacts |  |
|  | Queer/Questioning |  | **X** | No identified negative impacts |  |
|  | Intersex |  | **X** | No identified negative impacts |  |
|  | Ally/Asexual + |  | **X** | No identified negative impacts |  |
| Age | Older people (60+) |  | **X** | No identified negative impacts |  |
|  | Younger people (18-25) |  | **X** | No identified negative impacts |  |
|  | Children (0-16) |  | **X** | No identified negative impacts |  |
| Marriage and Civil Partnership | Women |  | **X** | No identified negative impacts |  |
|  | Men |  | **X** | No identified negative impacts |  |
| Pregnancy and Maternity | Women |  | **X** | No identified negative impacts |  |
| Religion and belief | See below | Our team make in depth inquiries to ensure that a person’s religion and beliefs are followed. |  |  |  |

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| Summary of Protected Characteristics most impacted | The council must also confirm the wishes of the deceased before proceeding with arrangements. It is usual to arrange a cremation for a public health funeral unless other information, such as a will or declaration suggests the deceased’s wishes were different, for example burial for religious, cultural or personal reasons. |
| Summary of Socio-Economic impacts | This service ensures all individuals are treated with dignity and respect and are provided with a Funeral. |
| Summary of Human Rights impacts | As above. |
| Summary Explanation of the scoring against the protected characteristics | This service could apply to any of the protected characteristics. |

## Section 4: Outcomes, Actions and Public Reporting

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| **Screening Outcome** | **Yes, No or not at this stage** |
| Was a significant level of negative impact arising from the project, policy or strategy identified? | No |
| Does the project, policy or strategy require to be amended to have a positive impact? | No |
| Does a Full Impact Assessment need to be undertaken? | No |

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| **If applicable, please state the overall outcome of the assessment, impacts and customer analysis** |

## Section 5: Monitoring outcomes, evaluation and review

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Service responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been taken to mitigate impacts.

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| Arrangements for Monitoring | Review with service managers as and when required for advice to ensure no negative impacts. |
| Timing of the current review | February 2025 |
| Next scheduled review | February 2026 |

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| **If applicable, please provide details of the arrangements for future monitoring:**  *Note when analysis will be reviewed; include any equality indicators and performance against those indicators* |

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| **If applicable, please provide details of any supporting data/ research linked to monitoring arrangements** (both FDC & Partners)**:** |

## Legislation

**Equality Act (2010) – the Equality Act 2010 (Specific Duties)**

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of race, sex, being a transsexual person (transsexuality is where someone is changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law), sexual orientation (whether being lesbian, gay, bisexual or heterosexual), disability (or because of something connected with their disability), religion or belief, having just had a baby or being pregnant, being married or in a civil partnership and age.