

# Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

<b>Directorate:</b> Environment and Housing	<b>Service area:</b> Parks and Countryside
<b>Lead person:</b> Jo Clough	<b>Contact number:</b> 3957400

## 1. Title: Cremator Replacement

Is this a:

Strategy / Policy

Service / Function

Other

**If other, please specify**

## 2. Please provide a brief description of what you are screening

There are 8 cremators across the city at 3 sites undertaking a total of over 5,000 cremations each year. Mercury abatement work for the 3 cremators at Rawdon was completed in 2013, and 2 at Cottingley completed in 2015, which fulfils the current legal requirement for 50% abatement of emissions. A decision on future cremation provision in the city is necessary in the near future as Lawnswood has 1 cremator which has reached the end of its operating life with the other 2 due to be decommissioned before 2020. Demand is projected to increase and there is a trend away from burial towards cremation. This demand can however be met with current capacity provided that the city continues to operate with 8 cremators. There is a suggestion by the European regulatory body that 100% mercury abatement may be required by 2020. The option to extend the building and include 3 cremators with filtration equipment is difficult, but may be possible and no cost appraisal has taken place thus further feasibility work would be required to determine if this was a viable option. There is a recommendation to carry out further feasibility work at Lawnswood and to conduct a land search to identify a potential site for a crematorium.

### 3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	X	
Have there been or likely to be any public concerns about the policy or proposal?	X	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	X	
Could the proposal affect our workforce or employment practices?	X	
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"><li>• Eliminating unlawful discrimination, victimisation and harassment</li><li>• Advancing equality of opportunity</li><li>• Fostering good relations</li></ul>	X	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

#### 4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

There is potential for a differential impact on religion or belief as current auditorium facilities may be perceived as Christian chapels.

There are likely to be public concerns if there were a future proposal to cease cremations at Lawnswood as there are family associations with the site. On the other hand, any proposal to develop a new crematorium is likely to be a cause for concern local to the site chosen in due course.

Any future proposal to consider a new crematorium could affect staff currently based at Lawnswood who operate cremation facilities.

The proposal could have an impact on advancing equality of opportunity and foster good relations.

- **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

The perception that current auditoria are Christian chapels may deter other faith groups from using the facilities.

There is a potential advantage to locating a crematorium to the east of the city as this would enable a more readily accessible facility to this expanding population. Any site brought forward in due course would be subject to consultation as part of the overall planning process.

Staff affected by any future proposals would be consulted in line with existing Council employment policies.

- **Actions**

(**think about** how you will promote positive impact and remove/ reduce negative impact)

If a future decision was taken to cease cremations at Lawnswood, there is potential to retain the ability to conduct funeral services within the existing auditorium if families with a close connection make a request.

Any future consultation and design process that arose would aim to provide a venue that is more inclusive and does not imply alignment to a particular faith.

Any proposals brought forward would be subject to a separate screening and impact assessment where appropriate including matters relating to employment as part of the decision making process.

**5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.**

Date to scope and plan your impact assessment:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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**6. Governance, ownership and approval**

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
S. Flesher	Chief Officer Parks and Countryside	26 <sup>th</sup> May 2016

**7. Publishing**

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

Date screening completed	16/05/2016
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If relates to a Key Decision - date sent to Corporate Governance	
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Any other decision – <b>date sent to Equality Team</b> <b>(equalityteam@leeds.gov.uk)</b>	
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