

Equality Impact Assessment

Equality Impact Assessments help the Council to comply with its public sector duty under the Equality Act 2010 to have due regard to equality implications. EIAs also help services to be customer focussed, leading to improved service delivery and customer satisfaction.

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to ensure that the detail of Equality Impact Assessments (EIAs) are proportionate to the impact of decisions on the equality duty, and that in some cases a full EIA is not necessary.

This tool assists services in determining whether plans and decisions will require a full EIA. It should be used on all new policies, projects, functions, staff restructuring, major development or planning applications, or when revising them.

Full guidance on the Council's duties and EIAs and the full EIA template is available at [Equality Impact Assessments](#).

Proposal/Project/Policy Title	Provision of a Multi-Faith Facility at Chadwell Heath Cemetery
Service Area	My Place
Officer completing the EIA Screening Tool	Anthony Wiggins Head of Property Management & Capital Delivery My Place
Head of Service	Anthony Wiggins Head of Property Management & Capital Delivery My Place
Date	25/04/2023
Consultation Brief Summary of the Proposal/Project/Policy Include main aims, proposed outcomes, recommendations/decisions sought.	<p>The current welfare facilities at Chadwell Heath Cemetery are outdated and not fit for purpose. As an authority we are committed to providing facilities that encourage full use of our spaces to all sections of our communities.</p> <p>In September 2016, Cabinet approval was given to invest £400,000 to undertake improvement works to Chadwell Heath Cemetery, including enhancing the landscaping to the whole site, installation of above ground vaults, development of a new scattering area, new bespoke area for Muslim burials and development of a pet cemetery.</p> <p>The current proposal is to future proof the use of the cemetery whilst enhancing the welfare facilities through the provision of a new combined Multi- faith, Prayer & Reflection space alongside new toilet facilities.</p>

Protected characteristic	Impact	Description
Age	Positive impact (L)	No negative impact on age, as the new facility will be open to all visitors.
Disability	Positive impact (L)	No negative impact on disability, the building has level access, is single storey and includes an accessible toilet.
Gender re-assignment	Positive impact (L)	No negative impact as all toilets are designed as individual self contained facilities.
Marriage and civil partnership	Positive impact (L)	No perceived negative impact on this protective characteristic.
Pregnancy and maternity	Positive impact (L)	No negative impact as a baby change facility is included in the building.
Race	Positive impact (L)	No negative impact on age, as the new facility will be open to all visitors.
Religion	Positive impact (L)	No negative impact on religion, as the new facility will be open to all visitors. A Wudu facility is provided.
Sex	Positive impact (L)	No perceived negative impact on this protective characteristic.
Sexual orientation	Positive impact (L)	No negative impact on sexual orientation. All toilets are designed as individual self contained facilities.
Socio-Economic Disadvantage¹	Positive impact (L)	No perceived negative impact on this protective characteristic.
How visible is this service/policy/project/proposal to the general public?		High visibility to the general public (H)
What is the potential risk to the Council's reputation? Consider the following impacts – legal, financial, political, media, public perception etc		High risk to reputation (H)

If your answers are mostly H and/or M = **Full EIA to be completed**

¹ Socio-Economic Disadvantage is not a protected characteristic under the Equality Act. London Borough of Barking and Dagenham has chosen to include Socio-Economic Disadvantage as best practice.

If after completing the EIA screening process you determine that a full EIA is not relevant for this service/function/policy/project you must provide explanation and evidence below.

Completion of the EIA screening process has determined a full EIA is not required as this programme will only have a positive impact on all residents. If there are any significant changes to the programme in the future, then the EIA screening tool will be reviewed.

As this has been identified as high visibility to the general public, to protect the council's reputation, the Council will ensure that the facility is constructed as designed.

Consultation has taken place with the Al Madina mosque, Barking.

The facility will be managed through the Parks and Cemetery Department in terms of their day-to-day activities including being available to assist those who are visiting the cemetery.