

Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:	Gedling Borough Council Cemeteries. Saturday Ashes Internments				
The main objective of (please insert the name of accessed document stated above):	To assess equality impacts arising from a decision not to introduce Saturday ashes interments due to cost, operational risk, and low evidenced demand.				
<p>What impact will this (please insert the name) have on the following groups? Please note that you should consider both external and internal impact:</p> <ul style="list-style-type: none"> • External (e.g. stakeholders, residents, local businesses etc.) • Internal (staff) 					
Please use only 'Yes' where applicable		Negative	Positive	Neutral	Comments
Gender	External			Yes	No gender-specific barriers are created or increased. The decision would retain existing service patterns accessible to all genders
	Internal		Yes		Introduction of Saturday interments would have a

					potential negative impact on work-life balance for those with childcare responsibilities.
	External and Internal			Yes	No aspect of the decision relates to gender identity or alters access.
<u>Age</u>	External and Internal			Yes	While cemeteries are used by older residents at higher rates, maintaining current weekday availability is not shown to disadvantage any specific age group. No evidence of unmet demand for Saturday access was identified

<u>Marriage and civil partnership</u>	External and Internal			Yes	No differential impact: the decision does not relate to relationship status.
<u>Disability</u>	External and Internal			Yes	Residents with mobility or transport challenges may prefer weekend availability; however, the report confirms no evidence of demand for Saturday ashes interments. Cemeteries remain open for visits on Saturday's, maintaining existing access for disabled residents.
<u>Race & Ethnicity</u>	External and Internal			Yes	Cultural or religious practices sometimes involve specific timing considerations. However, the report identifies no request history indicating Saturday needs. The Council retains flexibility for weekday bookings in line with its legal duties. No groups are negatively impacted by maintain the status quo.
<u>Sexual Orientation</u>	External			Yes	No relevance to sexual orientation; service remains universally accessible.

	Internal				
<u>Religion or Belief (or no Belief)</u>	External			Yes	Some faith groups have funerary customs that emphasize timely interment; however, the proposal relates solely to Saturdays, not overall availability and no evidence Saturday specific demand or religious-based complaints in the existing system. Any low risk is mitigated as weekday services continue unaffected.
	Internal				
<u>Pregnancy & Maternity</u>	External			Yes	No change affecting this group.
	Internal				
Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.) Please state the group/s: _____	External				The proposal does not alter fees, locations, or core access. No evidence of disadvantage for specific socioeconomic groups
	Internal				

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?		No	Comment
Is there an opportunity to mitigate or alleviate any such impacts?		No	Comment
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?		No	Comment

In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:

Planned Actions	Timeframe	Success Measure	Responsible Officer
Engage staff to ascertain willingness to work overtime.	Within 1 month of decision, if Cabinet decide to go ahead with the trial period.	Sufficient staff willing to work overtime for trial period.	Sufficient staff willing to work overtime for trial period.
Produce robust booking procedures	Within 1 month of decision, if Cabinet decide to go ahead with the trial period.	Procedures in place prior to opening bookings.	Parks Operations Manager / Cemetery Admin Team
Engage with Funeral Directors to confirm procedures.	Within 1 month of decision, if Cabinet decide to go ahead with the trial period.	Funeral Directors agree with procedures.	Parks Operations Manager / Cemetery Admin Team
Engage internal communications team to devise comms plan.	Within 1 month of decision, if Cabinet decide to go ahead with the trial period.	Communication plan in place and public / elected members engaged.	Parks Operations Manager / Communications Officer

Authorisation and Review

Completing Officer	Andy Burgin
Authorising Head of Service/Director	Julie Snowdon
Date	13/03/2026
Review date (if applicable)	