



Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p>Name of the Officer completing the evaluation Rhian Jackson</p> <p>Phone no: 01873 735852 E-mail: rhianjackson@monmouthshire.gov</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To cease the provision to reserve grave spaces</p>
<p>Name of Service area</p> <p>Cemeteries (Estates, Resources)</p>	<p>Date</p> <p>05/07/2023</p>

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	No impact	No impact	No impact
Disability	No impact	No impact	No impact
Gender reassignment	No impact	No impact	No impact

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Marriage or civil partnership	No impact	No impact	No impact
Pregnancy or maternity	No impact	No impact	No impact
Race	. No impact	No impact	No impact
Religion or Belief	. No impact	No impact	No impact
Sex	No impact	No impact	No impact
Sexual Orientation	. No impact	No impact	No impact

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	The cost to reserve a grave space can be prohibitive. Ceasing this offer and preventing a fixed supply of spaces being taken by those that can afford to do so, allows for a fairer distribution of supply at the time of demand.	<i>None</i>	

3. Policy making and the Welsh language.



How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	No impact	No impact	No impact
<p>Operational</p> <p>Recruitment & Training of workforce</p>	No further resource required	n/a	n/a
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	All information and forms are provided in Welsh and English	n/a	n/a




4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The proposed policy change will extend the useful life of the cemeteries, thereby maximizing the use of resources.	n/a
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact	No impact
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Extending the number of remaining grave plots will ensure more burial spaces are made available to all residents. Consequentially, removal of on demand burials may impact the ability to be buried next to a family member.	For as long as the Exclusive Right of Burial is valid (and there is provision to purchase additional years and transfer it to beneficiaries) the grave can be re-opened to inter cremated remains
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	n/a	n/a
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	n/a	n/a
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	n/a	n/a
A more equal Wales	<i>This includes the protected characteristics listed in Section 1 above, and you can add more detail there. Don't forget to think about the impacts on poverty</i>	n/a

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
People can fulfil their potential no matter what their background or circumstances		

5. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>By ceasing the offer to enable grave spaces to be reserved for use (potentially for many decades) in the future when the situation may look very different, we are preserving the currently fixed number of graves to be used on demand and therefore extending the number of years burial plots can be offered. This provides more time for suitable cemetery extensions or cemetery land to be acquired and secures continuity in burial provision.</p>	<p>none</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>n/a</p>	<p>n/a</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Involving those with an interest and seeking their views</p> <p>Involvement</p>		
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	No impact	No impact
 <p>Considering impact on all wellbeing goals together and on other bodies</p> <p>Integration</p>	Providing burial spaces for local residents gives comfort to the recently bereaved; knowing that their loved ones are resting nearby and that they can visit them more easily	No impact

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	No impact	.No impact	No impact
Corporate Parenting	No impact	No impact	No impact

7. What evidence and data has informed the development of your proposal?

Llanfoist Case Study. Using previous years statistics on the number of plots reserved and the number of new graves used in context of the number of grave plots remaining.

Comparison with other LA policy

8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

The inability to reserve a grave space will impact on those that would take comfort in the knowledge that they would be interred near to family or to know where their final resting place will be, however the offset is that grave spaces will be exhausted sooner which will equally impact on the residents of Monmouthshire.

We will make families aware that existing graves, that have no further capacity for a coffin burial, can still accommodate 6-8 ashes caskets. For as long as the Exclusive Right of Burial is valid (and there is provision to purchase additional years and transfer it to beneficiaries) the grave can be re-opened to inter cremated remains. Thus, providing the ability to create a family plot for years to come.

9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible

10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Cabinet	5/7/23	