

Equality impact Assessment

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Public Health Funeral Policy
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	Waste & Environment
EIA Author <i>Name and Job Title</i>	Jennie Probert, Environmental Services Manager
Date EIA drafted	13/01/2026
ID number <i>This will be added by the Strategy and Partnerships Team</i>	EP004

Executive summary	
Focus of EIA <i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i> <i>Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'</i> <i>This section should explain what you are assessing:</i> <ul style="list-style-type: none"> <i>If the EIA is attached to a report, summarise the report.</i> <i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i> <i>(age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.</i> 	<p>It is proposed to introduce a Public Health Funeral policy.</p> <p>Public Health Funerals (PHFs) are a statutory duty of local authorities, primarily under the Public Health (Control of Disease) Act 1984, and are intended to ensure that everyone is treated with dignity in death, even if they have no surviving family or the family cannot afford or is unwilling to arrange the funeral</p> <p>This Equality Impact Assessment (EIA) provides assurance that protected characteristics have been taken into account when drafting this policy.</p>

Mitigations		
Protected Characteristic	Potential Issue <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	Mitigating Actions <i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i>
Age	Not applicable	
Disability	Access to funeral	Officers would work with the funeral director to ensure suitable access arrangements are in place for anyone wishing to attend the funeral
Gender reassignment (or affirmation)	Not applicable	
Pregnancy or maternity	Not applicable	
Race	Individuals from different cultures may require certain funeral arrangements to be made	Officers search for a Will or funeral plan to ensure that if wishes are known then these are taken into account. If no funeral plan is found, and officers are unsure about the most suitable type of funeral, then officers would seek advice from community leaders of that culture/ethnic background.
Religion or belief	Individuals from certain religious or belief groups may require certain funeral arrangements to be made	Officers search for a Will or funeral plan to ensure if wishes are known then these are taken into account. If no funeral plan is found and officers are unsure about the most suitable type of funeral, officers would seek advice from community/religious leaders.
Sex	Not applicable	
Sexual Orientation	Not applicable	
Marriage and Civil Partnership	Not applicable	
The council recognises other communities may be	Individuals are not able to afford to make suitable funeral arrangements	The council can guide people to sources of support in relation to funeral costs and arranging

<p>vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.</p>		<p>funerals. The council can arrange funerals at the request of families if families do not wish, or are not able, to do so.</p>
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Actions Planned
<p><i>In this section you can add information on additional or proactive steps you are taking that enhance equity, engagement or equality of access to services, as well as those mitigating actions identified in the section above that will be undertaken.</i></p> <p><i>The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.</i></p> <ul style="list-style-type: none"> • Policy is reviewed every three years • Ensuring the website is kept up to date • Engaging with community leaders through the Equality Forum as required.

Additional Information
<p><i>Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.</i></p>

Sign off:

Equalities Lead Officer	Date
Shivani Davé	26 01 2026

