

Equalities Analysis in Lambeth

Proposal Title *

Governance arrangements for West Norwood Cemetery

Author

Kevin Crook

Please provide name of lead author and/or those within project team who may be required to contribute to this assessment

Who will sign off the assessment?

Raj Mistry (Left Council)

Please indicate who will be involved in approving this assessment. This will need to be signed off by the Director

Q1a. What is changing?

The governance of West Norwood Cemetery. Currently it falls under a Scheme of Management created via a Consistory Court judgement. Having met the requirements imposed by the Court judgement it is proposed to apply to the Diocese for dissolution of the Scheme of Management and replace it with a Partnership Board

What is the most significant or key change taking place? Can you indicate the type of change in your response (e.g. policy/decision/strategy/ service/procedural/ geographic/procurement etc.) so it is clear what is being equalities assessed? Why is this change happening? What do you aim to achieve? Can you clearly indicate what decision-makers are being asked to take a decision on?

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Q1b. Who will be involved in approving this decision?

Democratic Services, Legal, Finance, Raj Mistry, Sue Foster and Cllr. Winifred

Who else will be involved in signing-off this decision?

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Q2a. What do we know about the people who will be impacted by this change?

No-one will be directly affected by this change. The change in governance will be un-noticeable by anyone using the cemetery and there is no potential for negative impacts on the protected characteristics

What does your information tell you about the people who will be affected by this change? Are protected groups impacted? What information do you hold on the protected characteristics of the people affected by the change? (Age, disability, gender reassignment, pregnancy and maternity, race/ethnicity, religion or belief, gender, sexual orientation, health, socio-economic, language) Are there any gaps or missing information?

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Q2b. How will they be impacted by the change?

n/a

Would you assess the impact as positive, adverse, neutral? Do you have any uncertainty about the impact of your proposal? Is there a likelihood that some people will be more impacted than others? Can you describe the ways in which they will be affected? How might this change affect our 'general duty'?

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Q3a. How do you plan to promote and deliver any positive impacts of the proposal?

It was clearly a humiliation for Lambeth to have external management imposed on it and it has been in place for a very long period of time, so announcements over the change will be muted and low-key

How might the principles of fairness, equality of opportunity and positive relationships be further promoted as a consequence of this proposal? How do you propose to measure your positive outcomes and the benefits outlined to find out if these have been achieved?

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Q3b How do you plan to address and mitigate any negative impacts of the proposal?

n/a

What impact has this evidence had on what you are proposing? What can you do differently that might lessen the impact on people within the timeframes i.e. development-implementation? Who can help you to develop these solutions?

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Q4. How will you review/evaluate your proposal, mitigating actions and/or benefits? Who will be responsible for this?

n/a

Who will you be accountable to for the above actions/outcome? How will those responsible know these actions have worked? What performance indicators will you use to demonstrate this? Are there any other forms of evidence you can use to support this assessment of their effectiveness?

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Section to be completed by Sponsor/Director/Head of Service

Outcome of equality impact assessment

- No adverse impact, no change required
- Low adverse impact, minor adjustment required
- Significant adverse impact, further action required
- Significant impact identified unable to mitigate fully
- Unlawful in/direct discrimination, stop and rethink

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Comments from Sponsor/Director/Head of Service

Submit for approval

Submit for approval

Executive Approval

Approved

Attachments

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