



Equality Impact Assessment Post-Assessment Summary

Title: Management Rules for Cemeteries

Description: The definition of conditions and methods by which Glasgow City Council manages and operates the cemeteries and churchyards under the council's control.

Start date: 28th July 2014 **End date:** 11th August 2014

Contact officer: David MacColl

1. How was the evidence gathered?

Please mark answer with an 'X'.

Existing research X

Consultation

2. If consultation was used to gather evidence, please explain who was consulted and the method used.

There was a period of public consultation carried out on this document during February and March 2014, this was not specific to EQIA. The public consultation was delivered through publication of the period of consultation in the local press for two consecutive weeks and access to the document on the webpage and at various offices throughout the city. Five responses were received and of these four related to grammatical comments. One related to the future enforcement of the rules. No subsequent consultation was carried out.

3. What potential positive or negative impacts have been identified?

Please see step 5 in the guidance.

No material impacts were identified during the consultation process other than issues relating to grammatical matters

4. What actions or changes to the policy or service/function have been made already as a result of this assessment?

Please identify which of the protected characteristics are affected; these are listed overleaf for your reference. Actions included here should be those that have already been taken. Recommendations and future actions as listed at step 7 of the guidance will be reviewed on a 12-month cycle by Corporate Policy.

Action: none required

**Protected
Characteristic:**

Equality Act 2010: the Protected Characteristics

This page provides details on the nine protected characteristics, as set out by the Equality Act 2010 (information from the website of the [Equality and Human Rights Commission](#)).

Age

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 – 30 year olds).

Disability

A person has a disability if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment

The process of transitioning from one gender to another.

Marriage and civil partnership

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex

A man or a woman.

Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.