

Integrated Impact Assessment (IIA)

Part 1 Scoping

1 Details of the Proposal

Title of Proposal: Headstone Safety Update	
What is it? A proposal to review the approach taken to headstone safety, considering options such as potential permanent repair to headstones that have been made safe following safety testing.	A new Policy/Strategy/Practice <input type="checkbox"/> A revised Policy/Strategy/Practice <input checked="" type="checkbox"/>
Description of the proposal: <ul style="list-style-type: none"> • 	The aim of the proposal is to review the Headstone Safety Inspection Programme to consider; <ul style="list-style-type: none"> • Communications refresh • Revised Headstone Policy Possible measures to re-erect headstones that have been made safe through laying flat
Service Area: Department:	Parks and Environment, Environment and Infrastructure
Lead Officer: (Name and job title)	Craig Blackie, Parks & Environment Manager
Other Officers/Partners involved: (List names, job titles and organisations)	Diane Munro, Bereavement Officer. Carol Cooke, Greenspace Manager.

Date(s) IIA completed:	07/03/2023
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2 Will there be any cumulative impacts as a result of the relationship between this proposal and other policies?

No <i>(please delete as applicable)</i>
If yes, - please state here:

3 Legislative Requirements

3.1 Relevance to the Equality Duty:	
<p>Do you believe your proposal has any relevance under the Equality Act 2010? <i>(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter “No” and go to Section 3.2.)</i></p> <p>No</p>	
Equality Duty	Reasoning:
<p>Elimination of discrimination (both direct & indirect), victimisation and harassment. <i>(Will the proposal discriminate? Or help eliminate discrimination?)</i></p>	<p>Once developed, the revised policy or programme of headstone re-erection would not eliminate or risk discrimination against any one group.</p>
<p>Promotion of equality of opportunity? <i>(Will your proposal help or hinder the Council with this)</i></p>	<p>Once developed, the revised policy or programme of headstone re-erection would not hinder equality of opportunity.</p>

<p>Foster good relations? <i>(Will your proposal help or hinder the council's relationships with those who have equality characteristics?)</i></p>	<p>The revised policy may help foster good relations with communities by an improved communications plan. It may help promote good relations with those who would prefer to see headstones re-erected by the Council as burial authority; conversely it may hinder good relations with those who feel the programme of re-erection should not be undertaken by the Council; it may also hinder good relations with those who have already re-erected memorials or headstones at their own expense.</p>
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3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal? (You should consider employees, clients, customers / service users, and any other relevant groups)				
Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.				
	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	
Age Older or younger people or a specific age grouping	x			
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	x			
Gender Reassignment/ Gender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth	x			
Marriage or Civil Partnership people who are married or in a civil partnership	x			
Pregnancy and Maternity (refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work	x			

context, protection against maternity discrimination is for 26 weeks after giving birth),				
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	x			
Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)		x		The policy includes burial grounds associated with some churchyards, so congregations would benefit from improved communications and potentially headstones re-erected
Sex women and men (girls and boys)	x			
Sexual Orientation , e.g. Lesbian, Gay, Bisexual, Heterosexual	x			
<p>3.3 Fairer Scotland Duty</p> <p>This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions.</p> <p>The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.</p>				
<p>Is the proposal strategic?</p> <p>No – the proposed pilot study and proposal to develop a revised policy are not considered strategic, however if approved, the forthcoming revised policy will be strategic.</p>				
<p>If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:</p>				
	Impact		State here how you know this	

	No Impact	Positive Impact	Negative Impact	
Low and/or No Wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.				
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies				
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)				
Socio-economic Background – social class i.e. parents' education, employment and income				
Looked after and accommodated children and young people				
Carers paid and unpaid including family members				
Homelessness				
Addictions and substance use				
Those involved within the criminal justice system				

4 Full Integrated Impact Assessment Required

Select No if you have answered “No” to all of Sections 3.1 – 3.3.

No (please delete as applicable)

If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.

The proposed pilot/trial study and proposal to develop a revised policy are not considered strategic, however the data collected through the pilot/trial and any the forthcoming revised policy will be strategic therefore a full impact assessment is anticipated then.

Signed by Lead Officer:	Carol Cooke
Designation:	Greenspace Manager
Date:	15 March 2023
Counter Signature Director	John Curry
Date:	18 March 2023