



EQUALITY ASSESSMENT

PART 1 - INITIAL SCREENING

Name of Policy/Function:		This is new
Burial Strategy		

Date of screening	2 nd September 2025
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1. Briefly describe its aims & objectives

The Burial Strategy draws together our ambitions for the management of Cemeteries and churchyards within Oadby and Wigston. The strategy has been developed to reflect the work of our officer team, partner organisations, community groups and local stone masons or funeral directors who each play a role in maintaining and managing the locations.

The strategy will be used as a framework to prioritise how we manage our Cemeteries and churchyards now and, in the future, to ensure they serve the needs of our communities.

(We are referring to the sites which Oadby & Wigston Borough Council owns and manages, which also have free public access. These sites include 2 cemeteries and 3 closed churchyards)

2. Are there external considerations?

e.g. *Legislation/government directive etc*

Given we do not have a Parish, the Council is duly responsible for these areas and to offer to all community groups.

3. Who are the stakeholders and what are their interests?

Working in partnership is a key element of the strategy, the partners we will be working with include:-
Secretary Of State
Volunteers
Stone Masons or Funeral directors
All community groups

4. What outcomes do we want to achieve and for whom?

Aims and Ambitions

The following are the key aims of the service. These are focused on ensuring clarity of process, quality of environment and inclusivity.

1. To provide cemeteries for Oadby and Wigston residents that are beautiful, peaceful and well used
2. To offer burial spaces that support a diverse range of cultural and individual needs
3. To ensure that our policies relating to burials and memorials are clear, well communicated, and consistent
4. To ensure that procedures for the purchase and use of burial sites and memorials are clear, efficient, and compassionate



5. Has any consultation/research been carried out?

In terms of any major changes to the cemeteries and churchyards we will undertake a consultation with local residents and key stakeholders.

6. Are there any concerns at this stage which indicate the possibility of Inequalities/negative impacts?

Consider and identify any evidence you have - equality data relating to usage and satisfaction levels, complaints, comments, research, outcomes of review, issues raised at previous consultations, known inequalities) If so please provide details.

None

7. Could a particular group be affected differently in either a negative or positive way?

Positive – It could benefit

Negative – It could disadvantage

Neutral – Neither positive nor negative impact or not sure.

	Type of impact, reason & any evidence
Disability	Neutral
Race (including Gypsy & Traveller)	Neutral
Age	Neutral
Gender Reassignment	Neutral
Sex	Neutral

Sexual Orientation	Neutral
Religion/Belief	Neutral
Marriage and Civil Partnership	Neutral
Pregnancy and Maternity	Neutral

8. Could other socio-economic groups be affected?

e.g. carers, ex-offenders, low incomes, homeless?

All groups would have fair option to purchase plots as set out in the Scale of charges

9. Are there any human rights implications?

No (If yes, please explain)

No

10. Is there an opportunity to promote equality and/or good community relations?

Yes (If yes, how will this be done?)

We have been working with local religious groups to develop our strategy. It is important we consider this wholly to ensure we offer a fair service to all religions.
All significant changes would undergo consultation to ensure fairness and transparency with decision making.

11. If you have indicated a negative impact for any group is that impact legal?

i.e. not discriminatory under anti-discrimination legislation

N/A

12. Is any part of this policy/service to be carried out wholly or partly by contractors?

Where we are looking to improve accessibility and improve the areas listed, there may be a need to contract work out.

13. Is a Part 2 full Equality Assessment required?

No

14. Date by which a Part 2 full Equality Assessment is to be completed with actions.

N/A

Please note that you should proceed to a Part 2, the full Equality Impact Assessment if you have identified actual, or the potential to cause, adverse impact or discrimination against different groups in the community.

We are satisfied that an initial screening has been carried out and a full equality assessment **is not required*** (please delete as appropriate).

Completed by: Ben Wilson Date: 2nd September 2025

Countersigned by: Date: 2nd September 2025

Screened by:  Mark Smith Date: 2nd September 2025

Please forward an electronic copy to our Equalities Lead mark.smith@oadby-wigston.gov.uk

Equality Assessments shall be published on the Council website with the relevant and appropriate document upon which the equality assessment has been undertaken.