

## Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	South Bristol Cemetery Expansion
Directorate and Service Area	Growth & Regeneration
Name of Lead Officer	Ariaf Hussain

### Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

#### 1.1 What is the proposal?

To provide burial land for the residents of Bristol to ensure adequate burial space is provided for the future that will meet the needs of an increased city population. Since 2008 the total population is estimated to have increased by 11.7% (48,600 people), this compares to an England and Wales increase of 7.8%.

All the cemeteries in Bristol are close to capacity for new burials and failure to provide new land would mean that families from across the city or those who have chosen to cremate their loved ones and wish to bury them close to the crematorium would be unable to do so. In order to deliver additional burial space, land has been identified which will provide adequate burial land close to the existing site at South Bristol.

This site will provide space for different kinds of burial requirements, including ashes from cremations.

### Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

#### 2.1 What data or evidence is there which tells us who is, or could be affected?

Bristol is one of the fastest growing Cities in the UK with an increasing

population, and as the population grows so does the death rate for the City. Whilst cremation is the preferred choice for the majority of people, around 20% of deaths still opt for burial for personal and religious reasons. As a Council responsible for a growing, diverse community it is essential that it provides the necessary infrastructure to accommodate all citizens who will encounter bereavement at some point and ensure it adequately plans for the long term future. At present, the Council operates eight burial sites of which South Bristol, Canford, Avonview and Greenbank cemeteries are the only current sites providing new graves. The provision at Canford, Avonview and Greenbank are in reality full and the service mapping new graves in-between existing older plots, which is creating and compounding issues of ongoing maintenance and accessibility. The other cemeteries Brislington, Ridgeway, Henbury and Shirehampton are all full for new burials.

**Background:**

South Bristol is the busiest site in the City dealing with around 300 burials a year and around 200 new graves including cremated remains plots. The site serves residents mainly in the south and east of the City.

South Bristol Cemetery was first opened in 1974 covering a total area of approx. six acres including the crematorium facility.

Based on the remaining space at the site and current usage, South Bristol Cemetery will not be able to provide any new graves after June 2021. The Council therefore needs to extend South Bristol to cater for the future needs of its residents.

**Population:**

Taking population figures from mid-2006 to mid-2016 the population has increased by 45,800, which is an increase of 11.2%. For England and Wales there was an increase of 8.2% from mid-2005 to mid-2015.

Whilst there have been increases in population across most wards in Bristol between 2005 and 2015, there have been exceptional increases in the central area of Bristol. The greatest increases have been in Central ward (49%), Lawrence Hill ward (46%) and Hotwells and Harbourside ward (38%). Over the decade, a quarter (25%) of the total increase in population in Bristol took place in Central and Lawrence Hill wards alone.

Other wards which have experienced an increase in population of 20% or more since 2005 are Bedminster (25%), St George West (23%) and Southville (22%). At the same time there has been a small decrease in the population of Stoke Bishop (-3%) and very little change in the population of Westbury-on-Trym and Henleaze, Clifton and Hengrove and Whitchurch Park.

The increase in the population, notably in the central areas of Bristol, appears to be due to large increases in net-migration caused to a great extent by the large number of students that attend the two large universities.

### **Population projections:**

If recent trends continue, the total population of Bristol is projected to increase by 103,100 people over the 25 year period (2014-2039) to reach a total population of 545,600 by 2039. This is a projected increase of 23.3% which is higher than the projection for England of 16.5%. Current data shows the change from 2008 to 2018 with the following wards having seen the largest increase in population (by percentage): Central (89.3%), Howells & Harbourside (51.9%), Lawrence Hill (37.5%), Bedminster (19.9%). Fully details are on Appendix E1

### **Population by age:**

Bristol has a relatively young age profile. The median age of people living in Bristol in 2016 was 32.9 years old, this compares to the England and Wales median of 39.9 years. However, the Bristol population continues to age gradually, this refers to both the increase in the average (median) age of the population and the increase in the number and proportion of older people in the population.

By 2039 there is projected to be 84,300 people aged 65 and over living in Bristol. In total there is projected to be an additional 25,600 older people between 2014 and 2039, an increase of 44%. Older people as a proportion of the total population is likely to increase from 13% to 15% of all people living in the city.

The age profile within each ward also varies significantly. The highest proportions of older people (aged 65 and over) are in Westbury-on-Trym & Henleaze (23%), Stockwood (22%) and Hengrove & Whitchurch Park (21%). More than a fifth of the total population in these wards is aged 65 and over.

### **Deaths:**

The number of deaths is expected to remain steady between 3,100 and 3,500 per annum up to 2039.

From statistics of registered deaths and the number of cremations and burials, the numbers are roughly the same.

This most likely points to the fact that those that are registered dead in Bristol are buried or cremated in Bristol.

**Race:**

From 2011 figures, those wards with a BME population of above 14% include Lawrence Hill, Easton, Ashley, Eastville, Lockleaze, Cabot, Hillfields, St George West, Frome Vale, Horfield and Southmead.

There are at least 187 countries represented in Bristol. On Census Day, Poland was the most popular country of birth with 6,415 Polish-born residents, followed by 4,947 people who were born in Somalia – the latter is the 4th highest number of Somali-born of all local authorities after Birmingham (7,765), Brent (6,855) and Ealing (6,468).

The greatest number of migrants arrived between the years 2004 and 2009, when more than 24,000 people came to live in Bristol from outside of the UK. Of the people not born in the UK, 69% arrived in the UK when they were of working age and 30% arrived as children.

Whilst it is difficult to give exact numbers and predictions it is clear that the cemetery service needs to provide burial space for those whose religion permits only burial. This predominantly includes the Jewish and Islamic religious.

2.2 Who is missing? Are there any gaps in the data?

n/a

2.3 How have we involved, or will we involve, communities and groups that could be affected?

The Audit of Bristol Burial Provision (Cemetery Development Services, October 2017) identified the need for additional burial land as a high priority.

Consultation concerning the audit took place with stakeholders - Funeral Directors both mainstream and independent - who all agreed that the provision of additional burial land was a key driver in meeting both the needs of the citizens and their businesses.

The new site will also meet the needs of the bereaved by continuing to provide burial space adjacent to the original South Bristol site and Crematorium allowing families who have loved ones buried in the 'new' site to also visit family graves in the 'existing' cemetery.

As all communities could be affected, we will involve the local equalities groups to share the expansion proposal at the pre planning stage. These groups include:

- Voice & Influence Partnership
- Bristol Equality Charter Network
- Council of Bristol Mosques
- Bristol & West Progressive Jewish Congregation
- Bristol Mind Bereavement Service

### **Step 3: Who might the proposal impact?**

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

#### **3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?**

Failure to provide new burial ground would have a detrimental effect upon all people as the public would not be able to access burial land close to South Bristol cemetery and the crematorium.

#### **Age**

The provision of new burial land at South Bristol Cemetery will have no negative impact on service users. There is no discrimination against users in relation to age.

#### **Disability**

The provision of new burial land at South Bristol Cemetery will have no negative impact on service users. There is no discrimination against users in relation to disability.

#### **Gender Reassignment**

The provision of new burial land at South Bristol Cemetery will have no negative impact on service users. There is no discrimination against users in relation to gender reassignment.

**Marriage and Civil Partnership**

The provision of new burial land at South Bristol Cemetery will have no negative impact on service users. There is no discrimination against users in relation to marriage and civil partnership.

**Pregnancy and Maternity**

The provision of new burial land at South Bristol Cemetery will have no negative impact on service users. There is no discrimination against users in relation to pregnancy and maternity.

**Race**

The provision of new burial land at South Bristol Cemetery will have no negative impact on service users. There is no discrimination against users in relation to their race.

**Religion, Belief or Non-Belief**

The provision of new burial land at South Bristol Cemetery will have no negative impact on service users. There is no discrimination against users in relation to their religious or non-belief.

**Sex**

The provision of new burial land at South Bristol Cemetery will have no negative impact on service users. There is no discrimination against users in relation to their sex.

**Sexual Orientation**

The provision of new burial land at South Bristol Cemetery will have no negative impact on service users. There is no discrimination against users in relation to their sexual orientation.

3.2 Can these impacts be mitigated or justified? If so, how?

n/a

3.3 Does the proposal create any benefits for people with protected characteristics?

- Benches provided throughout the site to provide seating for those having to walk any distance on the site.
- Existing site levels will be altered to reduce slopes and undulations so as to ensure the site and facilities are more accessible for visitors and staff.
- The number of toilets available for public use - unisex accessible toilets aimed at providing maximum flexibility of use.
- Each toilet cubicle will be enlarged to fully meet the accessibility requirements of disabled people and parents with prams
- The surface of parking bays designated for disabled people, in particular the area surrounding the bays, will allow the safe transfer of a passenger or driver to a wheelchair.

3.4 Can they be maximised? If so, how?

#### Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?
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No, however we will consultate with groups to determine this.
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4.2 What actions have been identified going forward?
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| <ul style="list-style-type: none"> <li>• Benches provided throughout the site to provide seating for those having to walk any distance on the site.</li> <li>• Existing site levels will be altered to reduce slopes and undulations so as to ensure the site and facilities are more accessible for visitors and staff.</li> <li>• The number of toilets available for public use - unisex accessible toilets aimed at providing maximum flexibility of use.</li> <li>• Each toilet cubicle will be enlarged to 2000x2200mm to fully meet the equalities requirements</li> <li>• The surface of parking bays designated for disabled people, in particular the area surrounding the bays, will allow the safe transfer of a passenger or driver to a wheelchair.</li> </ul> |
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4.3 How will the impact of your proposal and actions be measured moving forward?
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The impact of the proposal of a new burial ground at South Bristol will be monitored and measured through the Project Board.
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Service Director Sign-Off: Pete Anderson	Equalities Officer Sign Off: Equalities Team
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Date: 23 January 2020	Date: 21 January 2020
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