

# Community Impact Assessment

## Proposed New Joint Coroners Service

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A large, solid pink decorative shape that resembles a stylized mountain range or a series of peaks, positioned in the lower half of the page.

➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p><b>Age</b> - older and younger people</p>	<p>Neutral</p>		<p>It is planned to keep the current arrangements in respect of the location of inquests; these will continue to be held locally, both in Stafford and Stoke-on-Trent, therefore no impact on residents to access the Coroners' service regardless of their protected characteristics</p>
<p><b>Disability</b> - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism, and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.</p>	<p>Neutral</p>		<p>As above and it is intended that further access points for the bereaved will be introduced through utilising meeting rooms within libraries and other Council premises making access easier for those who have mobility issues.</p>
<p><b>Gender reassignment</b> - those people in the process of transitioning from one sex to another</p>	<p>Neutral</p>		<p>It is planned to keep the current arrangements in respect of the location of inquests; these will continue to be held locally, both in Stafford and Stoke-on-Trent, therefore no impact on residents to access the Coroners' service regardless of their protected characteristics</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<b>Marriage &amp; Civil Partnership</b> - people who are married or in a civil partnership should not be treated differently at work	Neutral		As above
<b>Pregnancy &amp; Maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers	Neutral		As above
<b>Race</b> - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	Neutral		As above
<b>Religion or Belief</b> - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered	Neutral		As above
<b>Sex</b> - men or women	Neutral		As above
<b>Sexual orientation</b> - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	Neutral		As above

➤ **Workforce Assessment**

<b>Who will be affected</b> - consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
<p>2 FTE posts (3 members of staff) are employed in the Coroners service and 2 Casual staff</p>	<p>Co-location of staff and integration of the two teams will allow them to provide a more robust and consistent service to relatives of the bereaved.</p>		<p>Current staff will not be asked to move to a new office base outside of Staffordshire on a fulltime basis and will be able to work flexibly including working from home on occasions. A Coronial presence is being maintained in Stafford. Staff will transfer to Stoke local authority via TUPE arrangements. All staff currently employed were aware at the time of their appointment that the centralised office base would be Stoke and a change of base would occur</p>

➤ **Health, Well-being and Social Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Mental Health and Wellbeing	The residents of Staffordshire will have a greater opportunity to deal with the Coroners Service in locations nearer to their homes if Libraries are utilised as touch down points. This would mean a lesser burden at a time of distress		

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
Coroners Court Support Service volunteers	Residents of Staffordshire are supported through the court process at a time of distress		It is intended that the volunteer service will continue to be utilised at all inquests attended by family and relatives of the bereaved.

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
N/A			

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
None			

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
None initially - One of the options in the business case is to build a new mortuary in the future.	Benefits of efficient new building to replace old mortuary. One central location for all Staffordshire coroner related deaths will reduce travel to		There is potential to work with a private organisation ( e.g. Keele Medical School) to carry out a joint business arrangement.

Key considerations	Benefits	Risks	Mitigations / Recommendations
	dispersed locations across the county.		