

Equality and Rurality Impact Assessment Form

When completing this form you will need to provide evidence that you have considered how the ‘protected characteristics’ may be impacted upon by this decision. In line with the General Equality Duty the Council must, in the exercise of its functions, have due regard for the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This form should be completed in conjunction with the guidance document available on the Intranet or by contacting the Corporate Support Team ext. 2607.

1. Persons responsible for this assessment:

Names: Claire Locke	
Date of assessment: 17 January 2022	Telephone: 01285 623000 Email: claire.locke@publicagroup.uk

2. Name of the policy, service, strategy, procedure or function:

New service - Installation of Electric Vehicle Charging Points - Public and Council Office car parks
Is this a new or existing one? New service

3. Briefly describe it aims and objectives

<p>The Council intends to install EVCP initially at the Guildenford car park, Burford and then potentially across multiple council owned car parks to benefit residents, shoppers, tourists, commuters, local businesses and its own business operations.</p> <p>The chargers fully comply with Equalities Act 2010 (replaced DDA 1995) guidelines.</p> <p>The supplier holds Web Content Accessibility Accreditation for their smartphone App and website to make their digital material sufficiently inclusive (includes text-to-speech functionality and accessible font sizing). The supplier have also partnered with assist-Mi (and parent company Grid Smarter Cities). This is an assistance app which connects disabled drivers directly with service providers to request real-time assistance.</p>

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4. Are there any external considerations? (e.g. Legislation/government directives)

Compliance with Equalities Act 2010

5. What evidence has helped to inform this assessment?

Source	✓	If ticked please explain what
Demographic data and other statistics, including census findings	<input type="checkbox"/>	
Recent research findings including studies of deprivation	<input type="checkbox"/>	
Results of recent consultations and surveys	<input type="checkbox"/>	
Results of ethnic monitoring data and any equalities data	<input type="checkbox"/>	
Anecdotal information from groups and agencies within Gloucestershire	<input type="checkbox"/>	
Comparisons between similar functions / policies elsewhere	<input type="checkbox"/>	
Analysis of audit reports and reviews	<input type="checkbox"/>	
Other:		

6. Please specify how intend to gather evidence to fill any gaps identified above:

No specific data is required - the proposed EVCP will be available to all motorists and their design and accessibility compliant with the Equalities Act to ensure they can be safely used by disabled persons. Where feasible, noting that location may be constrained by multiple factors, the EVCP will be installed as close to shops/services as possible to benefit those with disabilities.
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7. Has any consultation been carried out?

No

If NO please outline any planned activities

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8. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

Level of impact	Response
NO IMPACT – The proposal has no impact upon the general public/staff	<input type="checkbox"/>
LOW – Few members of the general public/staff will be affected by this proposal	<input type="checkbox"/>
MEDIUM – A large group of the general public/staff will be affected by this proposal	<input checked="" type="checkbox"/>
HIGH – The proposal will have an impact upon the whole community/all staff	<input type="checkbox"/>
Comments: e.g. Who will this specifically impact? The provision of EVBCP will benefit any motorist with a hybrid or all electric vehicle.	

9. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

Negative – it could disadvantage and therefore potentially not meet the General Equality duty;

Positive – it could benefit and help meet the General Equality duty;

Neutral – neither positive nor negative impact / Not sure

	Potential Negative	Potential Positive	Neutral	Reasons	Options for mitigating adverse impacts
Age – Young People			✓	There is no impact related to any protected characteristic. The accessibility of these units means anyone should be able to use them.	
Age – Old People			✓		
Disability			✓		
Sex – Male			✓		
Sex – Female			✓		
Race including Gypsy and Travellers			✓		
Religion or Belief			✓		
Sexual Orientation			✓		

Gender Reassignment			✓		
Pregnancy and maternity			✓		
Geographical impacts on one area			✓		
Other Groups			✓		
Rural considerations: ie Access to services; leisure facilities, transport; education; employment; broadband.			✓	Focus is initially on the larger population centres where demand will be highest but installation in more rural locations will be considered in subsequent phases.	

10. Action plan (add additional lines if necessary)

Action(s)	Lead Officer	Resource	Timescale
Installation of EVCP	Claire Locke	Funding to be agreed as part of Cabinet decision	2022 - project plan TBC

11. Is there is anything else that you wish to add?

Declaration

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

Equality Impact Assessment name **** - Version ** - Date

Completed By:	Claire Locke	Role:	Group Manager	Date:	17.01.22
Line Managers signature:	Jan Britton		MD	Date:	
Reviewed by Equality Officer	Claire Hughes			Date:	19.01.22

Please forward an electronic copy to the Corporate Support Team – corporatesupport@fdean.gov.uk.