

Appendix 2

Equality Impact Assessment

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Council has also decided to treat people who have care experience as if they had a protected characteristic under the law.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Executive Director	Title of the Lead Officer responsible for EIA	Head of Environmental Services
Name of the policy or function to be assessed:	Electric Vehicle Infrastructure (EVI) Strategy 2024-2027.		
Title of the Officer undertaking the assessment:	Head of Environment/ Climate Change Manager		
Is this a new or an existing policy or function?	New Strategy		
<p>• What are the aims and objectives of the policy or function?</p> <p>Aims:</p> <ul style="list-style-type: none"> • Lower the Borough's carbon emissions from transport. • Improve local air quality in support of the Air Quality Strategy for Nottingham and Nottinghamshire. • Double the number of EV chargepoints within the Council's car parks within the next five years (subject to funding availability). • Review the feasibility of expanding Kimberley Depot's electrification infrastructure to support future transition of fleet vehicles to EVs and assist the transition of Refuse Collection Vehicles (RCV's) to Battery Electric Refuse Collection Vehicles (BE RCV) and Fuel Cell Rubbish Collection Vehicles (FC RCVs). • Ensure a renewable energy source for all charging points on Broxtowe Borough Council land, either through the Council's energy provider or onsite generation. • Have 'shovel ready' EVI projects, which can be used to bid for external funding opportunities. • Explore funding opportunities (Land Lease, Own and Operate, Public - Private Commercial Partnership (PPCP)- Concession, PPCP -External Operator). Definitions in Appendix 1 of the Strategy. • Ensure that public charging is safe, secure and accessible (complying with the British Standards Institute (BIS) PAS 1899 chargepoint accessibility standards) and can be used without the need for multiple apps and Radio Frequency Identification (RFID) cards. <p>Objectives:</p> <ul style="list-style-type: none"> • Establish an annual target of chargepoints to be installed using the growth projection scenarios. 			

Directorate:	Executive Director	Title of the Lead Officer responsible for EIA	Head of Environmental Services
<ul style="list-style-type: none"> • By 2035 all Council car parks to have appropriate EV charging facilities installed and available to use. • By 2035, 70% of Borough homes without driveways are within a five-minute walk of a public chargepoint. • 100% of new EV chargepoints installed by the Council will (where feasible) meet British Standards Institute (BIS) PAS 1899 for chargepoint accessibility standards. • Support the Council's fleet's reduction in carbon emissions to become as close to zero as possible by the end of 2027. <p>Enable the Council's estate to be equipped with suitable chargepoints to support the transition.</p>			
<p>2. What outcomes do you want to achieve from the policy or function?</p> <p>To protect and enhance the environment for future generations by reducing carbon emissions and air pollutants produced from petrol, diesel and plug in hybrid vehicles.</p> <p>Support the transition from petrol, diesel and plug in hybrids in line with the UK Government's target of banning the sale of these by 2035.</p>			
<p>3. Who is intended to benefit from the policy or function?</p> <p>Everyone who lives, works or visits the Borough of Broxtowe.</p>			
<p>4. Who are the main stakeholders in relation to the policy or function?</p> <ul style="list-style-type: none"> • Members • General Management Team (GMT) • Employees in the Council • Residents • Energy Saving Trust • Distribution Network Operator (DNO) <p>A full list of stakeholders has been identified within the EVI Strategy as listed in Section 10 of the Strategy.</p>			
<p>5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?</p> <ul style="list-style-type: none"> • The Council currently has 30 public chargepoints. • None of the EV chargepoints currently installed are accessible. • In 2022, the number of vehicles in use (Vehicle Parc) in the Borough of Broxtowe was 60,201, of these, 551 (0.9%) were battery electric (cars 529, light good vehicle 22). • In 2035, it is projected that the number of vehicles in use (vehicle parc) in the Borough of Broxtowe will be 59,775 of these 41,480 will be battery electric (cars 36,950, light goods vehicles 4,530). 			

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<ul style="list-style-type: none"> It is forecast that between 891 and 1105 publically available chargepoints will be needed by 2035 in Broxtowe to meet demand from residents, businesses and visitors. <p>A monitoring system to capture further EVI across the Borough will be developed over the next six months.</p>			
<p>6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?</p> <ul style="list-style-type: none"> Feedback from the Climate Change and Green Futures public consultation 2023. Feedback from the Energy Saving Trust. Feedback from the National Grid Distribution Network Operator. Feedback from internal stakeholders who sit on the EVI Strategy working group. Feedback from the POWG held on 11 January 2024 Consultation with Broxtowe's Disability Forum – no comments received to date. 			

<p>7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?</p> <p>A public consultation on the Climate Change and Green Futures Strategy 2023-27 took place in the summer of 2023. EVI feedback was as follows:</p> <ul style="list-style-type: none"> There was division over the strategy not committing to electrifying the whole fleet. Some stakeholder's understood that the installation could be cost prohibitive, whilst others that the installation should occur no matter the cost. Although, electrification was perceived to be the ultimate aim for carbon neutrality, HVO fuel was often deemed the most suitable alternative. (Focus Group). The lack of EV charging infrastructure was raised as a major barrier to residents purchasing private EV vehicles and participants wanted to see the Council roll out additional charging points (Focus Group). <p>The draft EVI Strategy has been shared for advice and comment with the Energy Saving Trust and National Grid Electricity Distribution. Feedback has been incorporated into the document.</p> <p>An EVI Strategy Working Group has been set up internally at the Council with representatives feeding back on the strategy document.</p>

8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:

Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?

Yes

Due to the huge costs associated with the purchase of electric vehicles in the UK this policy will only apply to those individuals or businesses that can afford to purchase such vehicles. However, the policy ensures that a whole Borough approach is taken when it comes to the installation of charging infrastructure to ensure that when the price of EVs comes down and becomes more affordable for people the infrastructure will be in place to be used.

Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?

Yes

The policy will ensure EV charging infrastructure is considered fairly across the whole of the Borough.

Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?

Yes

The costs of EVs to purchase at the moment prevent a large majority of the community to be able to afford these.

Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?

Yes - Sets out a clear framework for the implementation of EVI across the Borough.

What further evidence is needed to understand the impact on equality?

None

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Age: Yes

Older stakeholders may potentially find it challenging to handle EV charging cables due to the weight of them. Advice has been sought from the Energy Saving Trust.

The weight of chargepoint cables are addressed through the PAS 1899 chargepoint accessibility standards.

Disability:

Yes

British Standard PAS 1899 chargepoint accessibility standards will be included for all future chargepoints and where feasible incorporated into the design.

Gender:

Whilst none are currently known, monitoring through consultation exercises will be an on-going process.

Gender Reassignment:

Whilst none are currently known, monitoring through consultation exercises will be an on-going process.

Marriage and Civil Partnership:

Whilst none are currently known, monitoring through consultation exercises will be an on-going process.

Pregnancy and Maternity: Yes

Pregnant women may potentially find it challenging to handle EV charging cables due to the weight of these. Advice has been sought from the Energy Saving Trust. The weight of the charging cables is addressed through the PAS 1899 chargepoint accessibility standards.

Race:

Whilst none are currently known, monitoring through consultation exercises will be an on-going process.

Religion and Belief:

Whilst none are currently known, monitoring through consultation exercises will be an on-going process.

Sexual Orientation:

Whilst none are currently known, monitoring through consultation exercises will be an on-going process.

Care Experience: Whilst none are currently known, monitoring through consultation exercises will be an on-going process.

Executive Director:

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature: