



Equality Impact Assessment

Service Name:	Environment and Transport
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Assessment Date:	30/07/19
Date of EIA Review:	1/4/20

This is EIA being carried out because we are making the following changes (please provide some background/context):

The council is planning to replace 149 vehicles and purchase an additional 5 vehicles for an external partner. 25% of the 149 diesel or petrol vehicles due for replacement will be ULEVs, with Electric vehicles being the preferred option at this point in time. This Assessment has been carried out to detail the impact reduced carbon emissions from our vehicles will have on the borough.

We are making these changes because:

Every vehicle that the council operates has a lifespan; these vehicles have reached the end of their usable lives. After an assessment of the current vehicles available in the market it was agreed that 25% of these vehicles could be replaced with ULEVs. ULEVs will benefit the borough as exhaust emissions are lower and they are a lot quieter.

We asked the following equality, diversity and inclusion questions to help us better understand the impact of the changes:

1.	Are ULEVs a cost effective alternative to diesel or petrol?
2.	Do the benefits outweigh any additional cost?
3.	Are ULEVs a viable option to carry on providing the current level of service or better?
4.	Is the infrastructure to support ULEVs in place?

To help answer these questions we did the following things (e.g. service user or staff consultation, data analysis, research etc):

1.	Data Analysis
2.	Market Research
3.	Consulted other local councils
4.	Soft Market Testing

From this engagement/research/analysis we learnt the following things:

1.	ULEVs are a cost effective alternative in some cases, the whole life cost remains higher in others.
2.	The carbon reduction benefits of ULEVs outweigh a slightly higher whole life costing due to the direction the market is moving in and the governments 'road to zero' strategy.
3.	ULEVs in most cases will be able to maintain the level of service provided by diesel or petrol vehicles
4.	Currently the infrastructure does not support ULEVs however plans are in place to rectify this ASAP.

Which groups will be most affected by the change? (Please delete rows and information that is not applicable):

Protected characteristic	Details of group affected	How will they will be affected by your change (please give details):	Degree of impact
Sex		No Impact	
Disability	<i>e.g. Learning disability, Physical disability, Sensory Impairment, Deaf People, Mental Health etc</i>	No Impact	
Ethnicity		No Impact	
Age		No Impact	
Sexual Orientation		No Impact	
Gender Re-assignment		No Impact	
Marital Status / Civil Partnership		No Impact	
Pregnancy / Maternity		No Impact	
Religion and Belief		No Impact	

Other issues / characteristics you may wish to consider:

Low income		No Impact	
Carers		No Impact	

