



Equality Impact Assessment (EqIA)

Template reviewed June 2023

The Public Sector Equality Duty (PSED) was introduced as part of the Equality Act 2010, which protects people from discrimination in the workplace, in the provision of services and in wider society.

The duty requires all public bodies to have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people

Public bodies demonstrate this due regard in different ways, including producing robust equality impact assessments when considering changes to policies and services.

An EqIA enables us to check the potential impacts on residents and employees of our policies, services and projects. It's an opportunity to challenge how we currently do things.

Carrying out an EqIA should not create extra work; it should be part of your normal service planning process. Most of the information required should already be available to you through other work already undertaken e.g. service user monitoring, analysis of complaints and national research.

The purpose of an EqIA is to *take account* of equality as plans develop, to promote and assist the consideration of equalities issues arising in plans and proposals and to ensure that where possible adverse or disproportionate impacts are minimised and positive impacts are maximised. As such where possible an EqIA should be started at the outset of a project/proposal and continually be developed and reviewed until a final proposal is adopted. An EqIA should be used to ensure decision makers have all the information they need regarding potential impacts to ensure they have due regard to the Public Sector Equality Duty when making judgements.

Carrying out EqIAs should be an integral part of policy or service development/change and larger projects may need more than one EqIA if different areas are impacted by the change.

Any project that requires consultation will automatically require an EqIA.

All approved and signed EqIAs are recorded in a central register. Please email your completed draft EqIA to equalities@buckinghamshire.gov.uk. Previous EqIAs can be made available for information upon request. For any questions or if you require support in completing your EqIA please contact Maria Damigos and Natalie Donhou Morley directly.



Equality Impact Assessment (EqIA)

Template reviewed June 2023

Part A (Initial assessment) - Section 1 - Background

Proposal/Brief Title: EV Commercial Arrangements

OneDrive link to report/policy: N/A

Related policies: N/A

Date: 26/09/2024

Type of strategy, policy, project or service: Project

Please tick one of the following:

- Existing
- New or proposed
- Changing, update or revision
- Other (please explain)

This assessment was created by:

Name: Emily Swann

Job Title: Senior Transport Strategy Officer

Email address: Emily.swann@buckinghamshire.gov.uk

Briefly describe the aims and objectives of the proposal below:

Our aim is to improve access to EV chargepoints in areas where most properties have no driveways. This will help existing EV owners to charge their cars during the day and overnight in more convenient locations.

Purpose of the Key Decision paper is to:

- Note the commercial arrangements for the £1,991,000 Local Electric Vehicle Infrastructure (LEVI) fund grant, and to add this into the Capital Programme to deliver 900+ on-street electric vehicle (EV) chargepoints, and 40+ chargepoints in car parks, focusing on areas without access to off-street parking across Buckinghamshire.
- Note the commercial arrangements for the £165,000 On-street Residential Chargepoint Scheme (ORCS) grant, and to add this into the Capital Programme to deliver 22 EV chargepoints in 8 parish council- and 3 Buckinghamshire Council-owned car parks.
- Release the budget and delegate authority to the Corporate Director of Communities to agree final site selection in consultation with the Cabinet Member for Transport



Equality Impact Assessment (EqIA)

Template reviewed June 2023

and local ward councillors, enter into contracts and deliver the LEVI- and ORCS-funded chargepoints.

What outcomes do we want to achieve?

To work towards achieving the government's target for the UK to be net zero by 2050 through delivering a step-change in the deployment of local, primarily low power, charging infrastructure and accelerate the commercialisation of, and investment in, the local charging infrastructure sector.

Does this proposal plan to withdraw a service, activity or presence? No

Please explain your answer:

Government funding to deliver a step-change in the deployment of local, primarily low power, charging infrastructure and accelerate the commercialisation of, and investment in, the local charging infrastructure sector.

Does this proposal plan to reduce a service, activity or presence? No

Please explain your answer:

Government funding to deliver a step-change in the deployment of local, primarily low power, charging infrastructure and accelerate the commercialisation of, and investment in, the local charging infrastructure sector.

Does this proposal plan to introduce, review or change a policy, strategy or procedure? Yes

Please explain your answer:

Government funding to deliver a step-change in the deployment of local, primarily low power, charging infrastructure and accelerate the commercialisation of, and investment in, the local charging infrastructure sector.

Does this proposal affect service users and/or customers, or the wider community? Yes

Please explain your answer:

Government funding to deliver a step-change in the deployment of local, primarily low power, charging infrastructure and accelerate the commercialisation of, and investment in, the local charging infrastructure sector.

Disabled bays take priority over EV charging bays so if there is a disabled bay already in place we would not replace it with an EV charging bay.

PAS 1899 guidance will be used which covers accessible electric vehicle charge points for those with diverse accessibility needs:

- It provides guidelines on the physical environment, placement, information provision and design.
- PAS 1899 helps to foster innovation and efficiency in the deployment of EV charge points.



Equality Impact Assessment (EqIA)

Template reviewed June 2023

- It contributes to building confidence in the accessibility and inclusivity of EV infrastructure.

Does this proposal affect employees? Yes

Please explain your answer:

It will affect BC employee in terms of managing the project

Will employees require training to deliver this proposal? Yes

Please explain your answer:

BC employees will need training on the procurement process

Has any engagement /consultation been carried out, or is planned in the future? Yes

Please explain your answer:

To inform the LEVI project, a public engagement survey has been undertaken to request preferred postcode locations for publicly accessible EV chargepoints across Buckinghamshire. This will ensure the most convenient and accessible locations are chosen for public EV charging provision, however the locations will need to be surveyed and tested to check if the locations are suitable for EV charging.

Individual sites are not yet confirmed for LEVI and as a result we cannot consult ward councillors. Local ward members and Community Boards will be consulted as required at a suitable stage, as-and-when sites have been identified as viable for EV chargepoints.

As part of the ORCS project, Parish Councils have been engaged and consulted to identify suitable locations for delivery.

Section 2 - Impacts

Please highlight potential impacts (including unintended impacts or consequences) for each protected characteristic*. Where there are negative or positive impacts please give more details of the impact. Where the impacts are unclear please explain why.

Age*				
Positive	Negative	Unclear	None	

Details:

Disability*				
Positive	Negative	Unclear	None	

Details:

Pregnancy & maternity*				
Positive	Negative	Unclear	None	



Equality Impact Assessment (EqIA)

Template reviewed June 2023

Details:

Race & Ethnicity*

Positive	Negative	Unclear	None
----------	----------	---------	------

Details:

Marriage & Civil Partnership*

Positive	Negative	Unclear	None
----------	----------	---------	------

Details:

Religion & Belief*

Positive	Negative	Unclear	None
----------	----------	---------	------

Details:

Sex*

Positive	Negative	Unclear	None
----------	----------	---------	------

Details:

Sexual Orientation*

Positive	Negative	Unclear	None
----------	----------	---------	------

Details:

Gender Reassignment*

Positive	Negative	Unclear	None
----------	----------	---------	------

Do you anticipate any impacts on military families/veterans in relation to the Armed Forces Act 2021 requirements on local authorities to have due regard to [the Armed forces Covenant](#)? No

Please explain your answer:

No impacts anticipated

Are there any other additional groups/impacts that the EqIA should evaluate in relation to the proposal? No

Details: No impacts anticipated



Equality Impact Assessment (EqIA)

Template reviewed June 2023

Section 3 – Is a full assessment required?

If you have answered yes to any of the initial assessment questions in section 1 of this EqIA, or have indicated a negative or unclear impact in section 2, it is likely you will need to complete part B of the EqIA form. Should you need guidance as to whether a full EqIA is needed at this time please contact Maria Damigos or Natalie Donhou Morley before continuing.

Following completion of part A, is part B completion required?

- Yes
- No
- Not required at this time

Explain your answer:

A full EqIA is not required at this time, no negative impacts are anticipated and accessibility and inclusion guidance will be followed during implementation/installation.

Have you completed an DPIA for this project/change? No

Section 4 – Sign off (Only complete when NOT completing Part B)

Officer completing this assessment: Emily Swann Date: 26/09/2024

Equality advice sought from: Natalie Donhou Morley Date: 01/10/2024

Service Director sign off: Eric Owens Date: 02/10/2024

CMT sign off: Steve Bambrick Date: 02/10/2024

Next review Date: TBC - likely during the procurement process