

Enfield Equality Impact Assessment (EqIA) Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio- economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Procurement of slow, fast and rapid electric vehicle charging points
Team/ Department	Transport planning and policy
Executive Director	Doug Wilkinson
Cabinet Member	
Author(s) name(s) and contact details	Mohammed Chibou
Committee name and date of decision	Operational Report KD 5530

Date the EqIA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqIA actions (if any)	David Taylor
Name of Director who has approved the EqIA	Doug Wilkinson

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?

What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?

Who will be impacted by the project or change - staff, service users, or the wider community?

1. The Council has committed to increase the provision of electric vehicle charging points across the borough. This report seeks approval to procure additional charge points, which is the first step of delivering on our Climate Action Plan and Manifesto pledge to install more electric vehicle charging points.

Proposal(s)

2. To procure and award two contracts via the Crown Commercial Service (CCS) framework the delivery of:
 - a) Project 1: 35 Rapid chargers on the basis that all set-up and ongoing costs will be met by the appointed supplier. The would be procured in two tranches, tranche 1 on public highway and tranche 2 in council car parks.
 - b) Project 2: 900 slow electric vehicle charge points on the basis that all set-up and ongoing costs will be met by the appointed supplier
 - c) 260 fast on-street electric vehicle charge points on the basis that they are part funded by the appointed supplier part funded by a local electric vehicle infrastructure (LEVI) grant provided by the Office of Zero Emission Vehicles (OZEV). This would be part of a joint procurement exercise three other London boroughs (Camden, Barnet and Islington) as required by the conditions of funding

Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)

Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

Slight negative impact – it is possible that older drivers will not be able to use the electric vehicle charging points due to the need for web access and electronic payment.

Mitigating actions to be taken

To mitigate this, suppliers will be required to ensure contactless payment is an option for fast and rapid chargers. This is a challenge for slow chargers. We will also monitor contact and complaints to identify any issues whilst in use. These can then be resolved in consultation with the supplier.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

Slight negative impact – it is possible that drivers with mobility issues or sight impairments will have difficulties accessing and using the electric vehicle charging points due to their design or location.

An increase in electric vehicle use will result in reduced air pollution and improved air quality which will benefit all residents and have a particular positive impact on residents with conditions that affect breathing.

Mitigating actions to be taken

To mitigate these potential negative impacts the latest design of charger is being installed and we will monitor correspondence to identify any issues whilst in use.

Bids will be required to demonstrated how they provide an inclusive experience for people with accessibility needs. As a minimum the bidder's response should describe how proposals meet the recommendations of:

- PAS 1899:2022 Electric Vehicles – Accessible Charging – Specification.

- Department for Transport (DfT) Inclusive Mobility – A guide to the best practice on access to pedestrian and transport infrastructure - December 2021
- BS8300-1:2018 Design of an accessible and inclusive built environment – External environment – Code of practice

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

No specific impacts identified.

Mitigating actions to be taken

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

No specific impacts identified.

Mitigating actions to be taken

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

No specific impacts identified.

Mitigating actions to be taken

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected.

No specific impacts identified.

Mitigating actions to be taken

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

No specific impacts identified.

Mitigating actions to be taken

Sex

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

No specific impacts identified.

Mitigating actions to be taken

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

No specific impacts identified.

Mitigating actions to be taken

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

In general the cost of charging an electric vehicle is much higher for public charging than charging through a private home charger. This presents disproportionate impact on those with no access to private parking and reliance on public charging. This can have an impact on those on low incomes particularly those who rely on their car for income such as taxi, private hire and delivery drivers.

Mitigating actions to be taken.

The council has commissioned spatial analysis of areas with higher levels of deprivation and areas with higher proportions of homes with no access to private parking. Public charging

To address the disparity in income the procurement will add more weight to bids with the lowest charging fees to users. The winning bid price will be secured for the duration of the contract length and increases will only be approved in line with changes in the Consumer Price Index.

Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal

Suppliers will be required to produce reports on performance on meeting ket KPIs which will include monitoring correspondence/complaints from the public

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Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments