

# EQUALITY IMPACT ASSESSMENT

Fleet Replacement Programme Phase I



## STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

<b>What is being assessed - including a brief description of aims and objectives?</b>	Phase I of the programme (2020/21) proposes the replacement of a total of [113] vehicles across the organisation. These include  [6] 12T refuse vehicles considered a priority due to age and deterioration within the Street Scene and Waste Service providing a reduction in maintenance costs and reduced downtime.
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<b>Department and service</b>	Fleet Manager, Highways Service
<b>Date of assessment</b>	08/02/2021

## STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See <a href="#">guidance</a> on how to make judgement	Actions	Timescale and who is responsible
Age	N/A	No Adverse Impact	N/A	N/A
Disability	N/A	No Adverse Impact	N/A	N/A
Faith/religion or belief	N/A	No Adverse Impact	N/A	N/A
Gender - including marriage, pregnancy and maternity	N/A	No Adverse Impact	N/A	N/A
Gender reassignment	N/A	No Adverse Impact	N/A	N/A

<b>Race</b>	N/A	No Adverse Impact	N/A	N/A
<b>Sexual orientation -including civil partnership</b>	N/A	No Adverse Impact	N/A	N/A

**STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN**

<b>Local priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible</b>
<b>Reduce the gap in average hourly pay between men and women by 2020.</b>	None	N/A
<b>Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.</b>	None	N/A
<b>Good relations between different communities (community cohesion)</b>	None	N/A
<b>Human rights</b> Please refer to <a href="#">guidance</a>	None	N/A

**STAGE 4: PUBLICATION**

Date 11.2.21



Responsible Officer

Strategic Director, Service Director or Head of Service