

EQUALITY IMPACT ASSESSMENT

Fleet Replacement Programme Phase I



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	Phase I of the programme (2020/21) proposes the replacement of a total of [113] vehicles across the organisation. These include [4] 3.5T Tippers with side bin lift 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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Department and service	Fleet Manager, Highways Service
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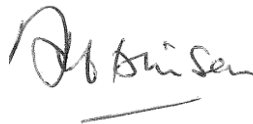
STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance 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

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

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	None	N/A
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.	None	N/A
Good relations between different communities (community cohesion)	None	N/A
Human rights Please refer to guidance	None	N/A

STAGE 4: PUBLICATION


Responsible Officer

Date 19 July 2021

Strategic Director, Service Director or Head of Service