

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 [1] Artic unit & Walking floor trailer considered a priority due to being on a long term hire vehicle which is very expensive, this is used for transporting waste from the RTS for incineration.
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Department and service	Fleet Manager, Highways Service
Date of assessment	29/09/21

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 Anthony Payne

Date 4/10/21

Strategic Director, Service Director or Head of Service