

# 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  [1] Vehicle Mounted Telescopic Access Platform considered a priority due to being a long term hire vehicle which is very expensive, this is used for inspecting and maintenance of trees across the City.
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<b>Department and service</b>	Fleet Manager, Highways Service
<b>Date of assessment</b>	12/01/22

## STAGE 2: EVIDENCE AND IMPACT

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

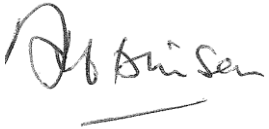
Sexual orientation -including civil partnership	N/A	No Adverse Impact	N/A	N/A
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**STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN**

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 <a href="#">guidance</a>	None	N/A

**STAGE 4: PUBLICATION**

Responsible Officer: Philip Robinson



Date 12/01/2021

Strategic Director, Service Director or Head of Service