

Chesterfield Borough Council Equality Impact Assessment – Preliminary Assessment Form

<i>Title of the policy, project, service, function or strategy:</i>	Fleet options appraisal	
<i>Service Area:</i>	Housing	
<i>Section:</i>	Housing	
<i>Lead Officer:</i>	Jon Campbell	
<i>Date of assessment:</i>	June 2023	
<i>Is the policy, project, service, function or strategy:</i>		
<i>Existing</i>	<input type="checkbox"/>	
<i>Changed</i>	<input type="checkbox"/>	
<i>New / Proposed</i>	<input checked="" type="checkbox"/>	

Section 1 – Clear aims and objectives

1. What is the aim of the policy, project, service, function or strategy?

The majority of the Council's fleet is ageing, and the current lease is due to expire in early 2024 with no option to extend. New fleet arrangements must therefore now be agreed by Cabinet and Council to ensure we can continue to deliver key housing and environmental services to our residents by having an operational fleet fit for purpose.

The Climate Change Strategy is the key driver for the recommended approach, that Cabinet approves the principle of replacing the current fleet with a new lease for 34 electric vehicles, and using short term hire for the Council's remaining vehicle requirements, as part of a phased approach to decarbonising the fleet before 2030.

2. Who is intended to benefit from the policy and how?

Employees who drive Council vehicles with improvements including driver comfort and improved health and safety.

A phased approach has benefits from a fleet management perspective as it spreads the work required over several years as opposed to condensing it into a single exercise. In addition, by taking on new electric vehicle leases as part of a phased approach, the impact on the Council's budget will be spread out over a longer period of time, avoiding a single 'big hit' cost.

3. What outcomes do you want to achieve?

Full consideration regarding the replacement of the Council's fleet, ensuring it is fit for the Council's needs and follows the proposed journey towards a carbon neutral fleet.

Section 2 – What is the impact?

4. Summary of anticipated impacts. *Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories eg. older people, younger people, people with hearing impairment etc.*

	Potentially positive impact	Potentially negative impact	No disproportionate impact
Age	<input type="checkbox"/>	<input type="checkbox"/>	√
Disability and long term conditions	<input type="checkbox"/>	<input type="checkbox"/>	√
Gender and gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	√
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	√
Pregnant women and people on parental leave	<input type="checkbox"/>	<input type="checkbox"/>	√
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	√
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	√
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	√

Section 3 – Recommendations and monitoring

If you have answered that the policy, project, service, function or strategy could potentially have a negative impact on any of the above characteristics then a full EIA will be required.

5. Should a full EIA be completed for this policy, project, service, function or strategy?

Yes

No

Please explain the reasons for this decision:

No disproportionate impacts have been identified at this stage, however we will need to ensure the individual needs of vehicle users are taken into account and this will be addressed through individual assessments.

Further engagement will be carried out with the workforce with regards to vehicles which are on short term hire as well as the replacement of electric vehicles.

There is a potential impact with the future use of vehicles with regards to Council staff taking these vehicles home. Further Equalities Impact Assessments may be required as the project progresses.

Section 6 – Knowledge management and publication

Please note the draft EIA should be reviewed by the appropriate Service Manager and the Policy Service **before** WBR, Lead Member, Cabinet, Council reports are produced.

Reviewed by Head of Service/Service Manager	Name:	
	Date:	
Reviewed by Policy Service	Name:	Allison Potter
	Date:	27/6/2023
Final version of the EIA sent to Policy Service	<input type="checkbox"/>	
Decision information sent to Policy Service	<input type="checkbox"/>	