

Equality Impact Assessment Form **Reference – R71**

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| **Department** | Place – fleet Services | **Version no** |  |
| **Assessed by** | Richard Galthen | **Date created** | 06/12/22 |
| **Approved by** | Sue Spink | **Date approved** | 06/12/22 |
| **Updated by** |  | **Date updated** |  |
| **Final approval** |  | **Date signed off** |  |

The Equality Act 2010 requires the Council to have due regard to the need to

* eliminate unlawful discrimination, harassment and victimisation;
* advance equality of opportunity between different groups; and
* foster good relations between different groups

# Section 1: What is being assessed?

**1.1 Name of proposal to be assessed.**

Fleet Review (R71) ​

**1.2 Describe the proposal under assessment and what change it would result in if implemented.**

A full review of Fleet Workshop, Fleet Training and Fleet Compliance to ensure service is fit for purpose and running at optimal levels within budget.

A deletion of vacant positions and casual overtime, and changing processes is expected to save circa £0.5m per year.

# Section 2: What the impact of the proposal is likely to be

* 1. **Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

N/A

* 1. **Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

Implementing the proposed changes is expected to save £0.5m per year, which may result in the Council being able to refocus its reduced resources on more public facing services.

* 1. **Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

No

**2.4 Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

|  |  |
| --- | --- |
| **Protected Characteristics:** | **Impact**(H, M, L, N) |
| Age | N |
| Disability | N |
| Gender reassignment | N |
| Race | N |
| Religion/Belief | N |
| Pregnancy and maternity | N |
| Sexual Orientation | N |
| Sex | N |
| Marriage and civil partnership | N |
| **Additional Consideration:** |  |
| Low income/low wage | N |

**2.5 How could the disproportionate negative impacts be mitigated or eliminated?**

(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

No disproportionate negative impacts

# Section 3: Dependencies from other proposals

* 1. **Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

All services utilising fleet have been contacted regarding changes to procedures and financial requirements. All services will be updated as changes progress.

# Section 4: What evidence you have used?

**4.1 What evidence do you hold to back up this assessment?**

Financial reports and analysis of fleet and expenditure.

**4.2 Do you need further evidence?**

No.

# Section 5: Consultation Feedback

**5.1 Results from any previous consultations prior to the proposal development.**

n/a

**5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

n/a

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

No equality feedback received

**5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

N/A