

EQUALITY SCREENING

Equality Impact Assessment guidance should be considered when completing this form.

POLICY/FUNCTION/ACTIVITY	LEAD OFFICER
Sustainable Fleet Management Strategy	Georgina Pacey

A. What is the aim of this policy, function or activity? Why is it needed? What is it hoped to achieve and how will it be ensured it works as intended? Does it affect service users, employees or the wider community?
<p>The Sustainable Fleet Management Strategy (SFMS) seeks to streamline and coordinate the Council’s activities associated with the management of its fleet. The outcome is intended to be the deployment of compliant assets in the right places at the right times to deliver safe, efficient services for the benefit of our communities, which offer excellent value for money. The strategy also sets out a road map to transition the Council’s fleet to net zero carbon emissions in line with climate change commitments set out in its Climate Change Strategy (adopted October 2022).</p> <p>In summary, at the heart of the strategy are the aims to:</p> <ul style="list-style-type: none"> -Reduce the number of assets in the fleet; -Reduce the number of miles driven through delivering services more efficiently; -Reduce harmful emissions; -Reduce risks associated with compliance. <p>The SFMS will impact on employees who are involved in driving/operating fleet assets, or have a role to play in managing or supporting the activities of the Fleet Management Team. In terms of the the wider community and service users, the Council’s fleet delivers a range of Council services including:</p> <ul style="list-style-type: none"> • Collection of waste and cleansing services including commercial & green waste. • Passenger transport provision. • Maintenance of green spaces. • Maintenance of Council’s estate housing stock. • Meals at Home service. • Parking enforcement functions <p>By reducing emissions and delivering services more efficiently (both of which are high level aims of the strategy), by implementing the strategy, there should be a positive impact on service users and the wider community.</p>

B. Is this policy, function or activity relevant to equality? Does the policy, function or activity relate to an area in which there are known inequalities, or where different groups have different needs or experience? Remember, it may be relevant because there are opportunities to promote equality and greater access, not just potential on the basis of adverse impacts or unlawful discrimination. The Protected Characteristics are: Sex, Age, Disability, Race, Religion and Beliefs, Sexual Orientation, Marriage and Civil Partnership, Gender Reassignment, Pregnancy and Maternity.

It is anticipated that there will be a number of positive impacts for all parts of the community as well as employees as a result of the implementation of the EV Strategy. This is because, by reducing the number of fleet assets, the miles driven by the fleet, and by transitioning the fleet to net zero, the fleet will produce a significantly lower amount of harmful emissions. In particular, the proposed short term move to Hydrotreated Vegetable Oil as the Council's preferred fuel for the fleet (this is subject to committee approval), has the potential to reduce CO₂e emissions from the fleet vehicles by 98.6%. In addition, for local pollutants, studies which bridge multiple regions and vehicle types generally agree that HVO reduces the quantity of pollutants including carbon monoxide (CO), particulate matter (PM), and total unburned hydrocarbons (THC). Although nitrogen oxides (NO_x) exhibit a more mixed picture, studies reviewed often also point to a reduction in these pollutants.

In the longer term, transitioning the Council's fleet to zero emission vehicles, would continue to ensure that harmful emissions remained at a very low level (0 CO₂e emissions and a much reduced level of local pollutants).

This reduction in emissions would help improve local air quality, positively impacting on health for the population, and also potentially help the air quality pollution levels in areas designated as Air Quality Management Areas, which currently exceed the national NO₂ levels, to reduce. The Government states that although air pollution can be harmful to everyone, some people are more affected because they live in a polluted area, are exposed to higher levels of air pollution in their day-to-day lives, or are more susceptible to health problems caused by air pollution. The most vulnerable face all of these disadvantages.

Groups that are more affected by air pollution include:

- older people
- children
- individuals with existing CVD or respiratory disease
- pregnant women
- communities in areas of higher pollution, such as close to busy roads
- low-income communities¹

As such, improving air quality through implementing the SFMS could be particularly beneficial to the protected characteristics of age, pregnancy and maternity, and disability.

In terms of potential negative impacts, for some employees driving any electric vehicles in the fleet, there is potential for negative impact arising from difficulties, especially for older people, around plugging in cables regarding dexterity and strength.

In addition, electric vehicles tend to be quieter than diesel and petrol vehicles and this can be problematic for those with disabilities who use sound for safety.

¹ [Health matters: air pollution - GOV.UK \(www.gov.uk\)](https://www.gov.uk/health-matters/air-pollution)

Continued monitoring of the SFMS will take place after it is adopted which may reveal additional positive or negative impacts that exist and will assist officers in providing measures that seek to mitigate any negative impacts on any of the protected characteristics.

If the policy, function or activity is considered to be relevant to equality then a full Equality Impact Assessment may need to be carried out. If the policy function or activity does not engage any protected characteristics then you should complete Part C below. Where Protected Characteristics are engaged, but Full Impact Assessment is not required because measures are in place or are proposed to be implemented that would mitigate the impact on those affected or would provide an opportunity to promote equalities please complete Part C.

C. If the policy, function or activity is not considered to be relevant to equality, what are the reasons for this conclusion? Alternatively, if there it is considered that there is an impact on any Protected Characteristics but that measures are in place or are proposed to be implemented please state those measures and how it/they are expected to have the desired result. What evidence has been used to make this decision? A simple statement of 'no relevance' or 'no data' is not sufficient.

This screening has highlighted the likely positive impacts associated with the implementation of the SFMS from an equalities point of view. Whilst a couple of potential negative impacts have been identified, it is considered that through the process mapping which will be undertaken to support the implementation of the strategy, processes can be developed to assist employees who may have issues with dexterity with the charging of fleet vehicles, or unplugging the vehicles after charging. Whilst EV vehicles are quieter than internal combustion engine vehicles, the Driver User Policy which is proposed to be developed (see action 7 of the action plan at chapter 9 of the document) may have the potential to highlight this to drivers, as well as the potential impacts for more vulnerable groups, and make suggestions for possible mitigation measures.

Overall, given the limited impacts identified through this screening, and the potential for mitigation to be put in place, it is considered that a full EqlA is not required.

Date completed: 21/02/2023

Sign-off by senior manager: Ashley Smith, Corporate Head of Planning, Economy & Built Environment