

# South Cambridgeshire District Council Equality Impact Assessment (EqIA)

## Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
  - Eliminate unlawful discrimination, harassment, and victimisation
  - Advance equality of opportunity between those who share a protected characteristic and those who do not
  - Foster good relations between those who share a relevant protected characteristic and those who do not
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

When the form is completed, please send an electronic copy to [equality.schemes@scambs.gov.uk](mailto:equality.schemes@scambs.gov.uk). Further support and guidance available on Insite or contact the Policy and Performance Team.

# Equality Impact Assessment Complete Form

## Section 1: Identifying Details

- 1.1 Officer completing EqIA:  
Luke Waddington
- 1.2 Team and Service:  
Climate, Environment and Waste
- 1.3 Title of proposal:  
Pilot for EV Charge Points at Sheltered Accomodation
- 1.4 EqIA start date:  
04/04/2022
- 1.5 Proposal implementation date:  
tbc
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):  
Climate & Environment Team

## Section 2: Proposal to be Assessed

- 2.1 Type of proposal:  
Project  
If other, please specify  
[Click or tap here to enter text.](#)
- 2.2 Is the proposal:  
New
- 2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):  
[Click or tap to enter a date.](#)

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Max 250 words)

The Council's Zero Carbon Strategy and Air Quality Strategy set out SCDC's approach to maintaining and improving air quality and supporting the transition to net zero greenhouse gas emissions in South Cambridgeshire.

The Zero Carbon and Doubling Nature Action Plan 2020-25 includes actions to investigate and deliver public provision of electric vehicle charge points (EVCPs).

Locations within the Council's ownership and control have been investigated, including Sheltered accommodation communal buildings. These buildings have car parking spaces for use of the communal rooms and for sheltered accommodation residents. There is an opportunity to use some of these spaces to provide EV charging for tenants and also nearby local residents who cannot charge EVs on their own property.

Elin Way, Meldtreth and Wilford Furlong, Willingham have been selected as pilot sites for EVCPs.

Through these pilot sites it will be possible to monitor useage of the EVCPs and any issues that arise, to inform further provision of publily accessible EVCPs at Sheltered Accommodation and elsewhere within SCDC's estate.

2.7 Which of the Council's equality objectives (as detailed in the Council's Equality Scheme) does this proposal link to or help to achieve?

- Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community
- SCDC is an employer that values difference and recognises the strength that a diverse workforce brings.
- Protected characteristic groups have a voice and are represented in forming the future shape of the district.
- None.

2.8 Which groups or individuals will the proposal affect:

- Service Users
- External Stakeholders



Employees

Other

Councillors

If other, please specify [Click or tap here to enter text.](#)

2.9 Broadly speaking, how will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later in the form) (max 250 words)

Service Users: Sheltered Accommodation Tenants will be able to access EVCPs. As tenants do not have individually allocated parking they cannot install their own EVCPs, and so access to shared facilities could help ease access and promote uptake of EVs. Service Users - local residents: Residents of nearby private accommodation or HRA accommodation may also benefit, particularly where they are not able to access dedicated off-street charging at home. Employees: Sheltered Accommodation Estate Officers will be impacted, both as potential users of the EVCPs and the contacts through whom issues relating to EVCPs are likely to be raised.

2.11 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards? (Max 250 words)

As a result of installation of EVCPs through this project, there will be contract arrangements for installation, maintenance and billing of EVCP users that are undertaken by third parties.

In these cases, the Council will ensure these partners have met equality standards imposed through our procurement requirements, and will address any issues around equality standards that arise, through our contracts process. The Council will establish regular contact with any partners involved in EVCP maintenance and billing, to monitor delivery of contracts.

## Section 3: Evidence and Data

- 3.1 Describe any research (this could include consultation) and analysis you have undertaken to understand any effects on groups of people, including those within [9 protected characteristic groups?](#) Please list any key sources that you used to obtain this Information.

(Max 250 words)

The individuals with protected characteristics most likely to be affected by the installation of EVCPs at sheltered accommodation are older drivers residing in sheltered accommodation, and disabled drivers/ Blue Badge Holders. The Research Institute for Disabled Consumers and Motability have produced a report into the accessibility of electric vehicles (July 2020) which found existing charge point infrastructure is not accessible for a large portion of disabled people with mobility or dexterity impairments, which needs to be addressed through accessible design of EVCPs. The report also found that there needs to be a greater effort at a local and national level in accommodating the needs of disabled drivers, through inclusion of accessibility specifications for charging infrastructure within policy and guidance. Through the Office for Zero Emissions Vehicles and the Motability, UK Government is preparing accessibility standards for EV chargers, to be released in summer 2022. It may also be perceived that SCDC is favouring younger drivers by promoting uptake of EVs through installation of EVCPs on its estate, as older drivers, (who have higher car usage than the general population) may be less willing to adopt newer or unfamiliar technologies like EVs. Research by TfL (2016) found that Blue Badge holders and older drivers were more risk averse and EVs felt too 'niche' and far removed from what they were comfortable with. More recent research by Which? (2021) suggests just 23 per cent of people aged 65 and intend to buy an electric vehicle in the future, compared to 56 per cent of those aged 18-24. However, the TfL research noted that these groups of drivers were particularly concerned about the lack of convenient charging infrastructure for these

groups, which this pilot seeks to address. It can also be said that by providing EVCPs on sheltered schemes, SCDC is making access to EVs easier for its older tenants, by removing barriers such as access to off-street charging infrastructure. Furthermore, only 2 parking spaces per site would be for the use of EVCPs, and parking for ICE vehicles will remain the most prevalent form of parking on the schemes, within the scope of this particular project.

3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place.

(Max 250)

No formal consultation has taken place in relation to this project. However, its details will be circulated to key Councillors (CEAC) and key officers from Housing have been involved in scoping the project, This includes the Tenancy & Estates Service Manager, Leasehold Services Tam Leader, and Estate Officers for the affected schemes (Elin Way, Meldreth and Wilford Furlong, Willingham). The Green To Our Core Project Board has also commented and shaped the project, and the project is subject to sign off from the Board.

## **Section 4: Impact of proposal on those with protected characteristics**

4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)
- you will be asked to set out actions to manage these impacts in the following question (4.2)

All - general to all protected Characteristics.



Details: [Click or tap here to enter text.](#)

Age

Details: Positive Impact: Older drivers residing at Sheltered Accommodation would benefit from access to EVCPs nearby to their homes, reducing barriers within the group to EV uptake, by increasing infrastructure.

Disability

Details: High Positive Impact: The policy, by providing EV charging infrastructure on Council owned land, has potential to help facilitate uptake of EVs among older and disabled drivers among our tenants and the general public, through applying the relevant standards to chargers installed in disabled bays to ensure these are accessible to disabled users. High Negative Impact: On the other hand, EVCPs delivered alongside the policy have the potential to impact disabled drivers negatively if these standards are not followed, by either being inaccessible for disabled users, or by impeding disabled users in other ways, for instance obstructing pathways or accessible parking bays.

Gender reassignment

Details: [Click or tap here to enter text.](#)

Marriage and Civil Partnership

Details: [Click or tap here to enter text.](#)

Pregnancy and maternity

Details: [Click or tap here to enter text.](#)

Race

Details: [Click or tap here to enter text.](#)

Religion and belief

Details: [Click or tap here to enter text.](#)

Sex

Details: [Click or tap here to enter text.](#)

Sexual orientation

Details: [Click or tap here to enter text.](#)

Other

Details Socio-economic – EVs are currently considered to be more expensive than ICE vehicles. Report by BloombergNEF (2021) suggests price parity may be reached by 2027. However, by supporting EV charging in the meantime, it is important that the policy does not do so at the expense of those not able to afford EVs, to avoid pricing out tenants by over-emphasizing EVCP provision. Parking for ICE vehicles would be retained as the majority parking for sheltered tenants across the two pilot schemes, with only 2 EVCP spaces installed per scheme. There would be approximately 12 ICE spaces remaining in the adjacent parking areas at Wilford Furlong. The parking area at Elin Way is for use by hub staff/Parish Council only and so would not reduce the parking provision for tenants.

None of the above

4.2 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts.

Please include the timescale for completing the action.

Action and timescale	Officer
<p>There are no current specific standards for accessible EVCPs &amp; associated parking bays. These are being developed by the British Standards Institution and are expected in Summer 2022. Current relevant standards are BS 8300-2:2018, for design of an accessible built environment. Transport For London have produced an EVCP Installation Guidance Document (2019) that draws on these standards. These documents can provide standards and guidance until adoption of EVCP-specific guidance and will be referenced within the Policy.</p>	<p>Luke Waddington</p>



<p>The Policy shall be clear that, where an EVCP would be located on an existing disabled parking space, that space shall be retained as a disabled parking space in accordance with the specific relevant British Standard.</p> <p>The policy will be updated to reference the relevant British Standard when this is released, as above.</p> <p>The Policy shall be clear that, where an EVCP would be located on an existing accessible parking bay, that bay shall be retained as an accessible bay, or a replacement shall be provided in accordance with the specific relevant British Standard.</p> <p>The policy will be updated to reference the relevant British Standard when this is released, as above.</p>	Luke Waddington
<p>In supporting EV uptake the Council should be mindful of those that are not able to afford EVs currently. Parking for ICE vehicles will still be required that should be of equal convenience to new EV parking. Within this pilot project the majority of parking for sheltered tenants would be retained as parking for ICE vehicles.</p>	Luke Waddington
	Click or tap here to enter text.

4.3 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this

We will ensure through any contract specification and agreement to install EVCPs that the installers are aware of the relevant standards and that they install EVCPs in

accessible bays in accordance with the standards. Monitoring use of EVCP bays will be carried out on an ongoing basis by site/facilities managers and Sheltered Accommodation Estate Officers and reported to the Climate & Environment Team, who will investigate issues reported by disabled users in relation to accessibility or other practical matters such as use of EV parking by ICE vehicles.

## Section 5: Summary

5.1 Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding how to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Max. 250 words)

This EqIA has highlighted the accessibility problems that EVCP infrastructure currently presents for disabled persons, possible reluctance among over 65s to adopt EVs, and the relatively high cost of EVs over ICE vehicles. Actions have been recommended to mitigate accessibility issues until specific standards for accessible EVCPs are provided by UK Gov and the British Standards Institution. Once available the SCDC will require that these standards are adhered to when installing EVCPs on Council-owned land. This project only proposes 4 EVCPs as a pilot and so would not remove significant parking for ICE vehicles, or overly subsidise those able to afford an EV at the expense of those who cannot. Provision of convenient & accessible EV infrastructure may also help to allay concerns of older drivers around access to charging, thus removing barriers to adoption for older residents.

5.2 Confirm the recommendation of the officer completing the EqIA:

Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we have taken all appropriate opportunities to advance equality and foster good relations between groups.



Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

## Section 6: Sign Off

6.1 Signature of individual completing EqIA:

LW

6.2 Date of completion:

12/04/2022

6.3 When will this proposal next be reviewed and who will this be?

[Click or tap here to enter text.](#)

6.4 Approving officer signature, this should be your Head of Service, Service Area Manager, or Project Sponsor:

Rebecca Weymouth-Wood

6.5 Date of approval:

17/05/2022

Please send the completed document to [Equality.Schemes@scambs.gov.uk](mailto:Equality.Schemes@scambs.gov.uk) for publishing on the website.