

EQUALITY IMPACT ASSESSMENT TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

SUMMARY (to be completed once you have undertaken the assessment)

<p>Please summarise the findings of the assessment. This should be included in any Committee report to provide information to the relevant decision-maker.</p>	<p>Positive impacts are expected to be experienced by all groups through provision of additional electric vehicle charging infrastructure closer to the homes of those who will be most reliant on the public charging network.</p> <p>Accessibility to EV charging infrastructure is an issue potentially impacting upon age and disability, particularly for EV drivers and prospective users of charge points, with regard to the need to connect cables to vehicles, trailing cables, weight of cables, lack of space around bays to circulate, height of user interfaces with the charge point and any kerbs or anti-vandalism barriers around charge point units.</p> <p>While the Council has deployed a network of electric vehicle charging infrastructure over the past 10 years during the infancy of the technology to promote EV uptake, Slough has not previously had any detailed operational strategy or policy for the deployment and management of EV charging infrastructure. The lack of an electric vehicle charging strategy could negatively impact on disabled and elderly service users. The Strategy seeks to ensure accessibility of charge points is a key consideration and that specific additional provision is made to disabled parking spaces. The impact of the Strategy on these groups is therefore anticipated to be positive.</p> <p>However, given that charge point design can have a disproportionate impact on disabled persons' ability to use electric vehicle charging, it is appropriate to ensure that this is monitored and kept under review throughout the project.</p>
<p>Please indicate a colour code based on your assessment (see appendix A)</p>	

SECTION 1:

<p>Title</p>	<p>Electric Vehicle Charging Infrastructure Strategy</p>
<p>Briefly summarise what are you analysing:</p> <ul style="list-style-type: none"> • What is the policy/project/activity/strategy looking to achieve? • Who is it intended to benefit? Are any specific groups targeted by this decision? • What results are intended? 	<p>An Electric Vehicle Charging Infrastructure Strategy has been drafted for the Borough for 2024 - 2029. Although recently postponed, the Government’s ban on the sale of all new petrol and diesel cars and vans is still due to come into force in 2035 (previously 2030). By 2023 the market share of sales of new Battery Electric Vehicles (BEVs) and Plug-in Hybrid Electric Vehicles (PHEVs) accounted for nearly a quarter (>24%) of new car registrations. The total number of plug-in vehicles in the UK climbed past 1 million in September 2022, accounting for 2.5%, or 1 in 40, of all registered vehicles on the road.</p> <p>Electric vehicles, for passenger car and light goods vans, are no longer a novelty, and will become the dominant propulsion technology in the medium term future .While the Council has deployed a network of electric vehicle charging infrastructure over the past 10 years during the infancy of the technology to promote EV uptake, Slough has not previously had any detailed operational strategy or policy for the deployment and management of EV charging infrastructure.</p> <p>The Council has a role in taking a strategic view to ensure a balanced public charging network that does not just serve the most commercially viable locations but provides an equitable network for our residents and businesses. As highway authority and a major landowner, the Council is ideally placed to work with the private sector charge point providers to boost the availability of charging closer to residential areas that need it. Early adoption of electric vehicles was driven by those able to install home charging. However, only about 60% of Slough households live in properties that could get access to off-street charging, and due to more than 50% of properties in the Borough being rental tenure, this will bring the proportion of those able to home charge lower still. Currently only 20% of households that would be reliant on public charging are within 5 minutes walking distance of an existing public charge point. This is geographically skewed towards residents in the town centre or near the A4 Bath Road, leaving many residential suburbs poorly served by existing public charging infrastructure.</p> <p>Projections available to the Council indicate that by 2030 between 550 – 1,100 charge points will be required in the Borough to meet the needs of the forecast 11,000 electric vehicles in Slough. Our aim within the Strategy is to provide and enable public charging such that 80% of such households are within a 5-minute walk of a charge point(s).</p> <p>The Strategy is a step requirement of the Government’s Local Electric Vehicle Charging Infrastructure (LEVI) grant funding scheme, under which the Council has been allocated £2.233m capital grant funding for installation of electric vehicle charging infrastructure to primarily serve</p>

	<p>residents without the ability to charge at home. The strategy primarily focuses on our role in increasing the provision of residential EV charging, both on-street and through charging hubs, in areas where home charging represents a barrier to EV uptake (and where the private sector needs to work with highways authorities to provide adequate infrastructure). Prioritising the roll-out of a network of public charge points where they are most needed and providing public sector support to this market area will provide confidence to those drivers thinking of making the switch.</p>
<p>Details of the lead person completing the screening/EIA</p>	<ul style="list-style-type: none"> (i) Full Name: Olivia Flint (ii) Position: Environment Lead (iii) Service Area: Carbon & Sustainability/ Regeneration, Housing & Environment (iv) Email Contact Details: Olivia.flint@slough.gov.uk (v) Date: 05 February 2024
<p>Date sent to Finance (if budget savings)</p>	
<p>Version number and date of update</p>	<p>V1</p>
<p><i>You will need to update your EIA as you move through the decision-making process. Record the version number here and the date you updated the EIA. Keep all versions so you have evidence that you have considered equality throughout the process.</i></p>	

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be **proportionate** to the nature of the proposal/project/policy in question and the extent of its *likely* impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	<p>Please provide an overview of who currently uses/will use your service or facility so you can identify who is likely to be impacted by the proposal</p> <ul style="list-style-type: none"> • <i>If you do not formally collect data about a particular group then use the results of wider census data/national trends/anecdotal information where available.</i> • <i>Depending on the nature of the proposal, you may need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i>
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Who is likely to be impacted by this proposal?

Government statistics from Q2 2023 record that 1.9% of private vehicles registered to residents of Slough are ultra-low emission vehicles. The total number of electric vehicles based in Slough is unclear as Slough hosts offices of service national vehicle leasing companies, accounting for over 170,000 cars and vans in the Government statistics that while registered to Slough will be distributed across the UK. There will be a contingent of lease vehicles (both company and private) based in Slough, and as lease vehicles are typically newer than private vehicles on average, up to a quarter of these will typically be electric vehicles, pushing the overall proportion of electric vehicles in the local fleet towards the 3% national average.

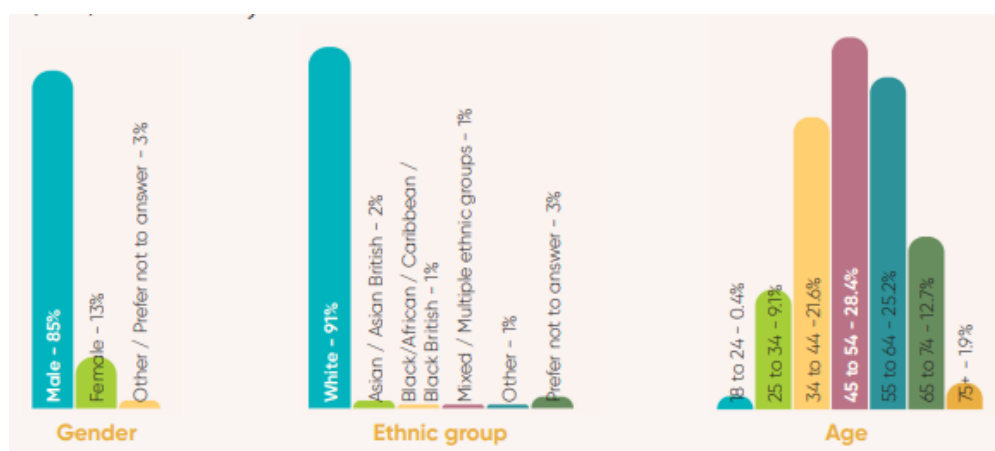
There are currently over 62,000 privately owned vehicles in Slough. Ultimately in the future a very high proportion of vehicles would be anticipated to be electric vehicles due to the ban on sale of petrol and diesel cars and vans. In the 2022 National Travel Survey for England, 78% of households owned at least one car. In Slough, according to 2021 census data 20.3% of households do not own or have available a car or van. In Slough, 42.7% of households own or have available one car or van, 26.9% have 2 cars or vans in the household, and 10.1% have 3 or more cars or vans in the household.

Equality Protected Characteristic	Please insert details of current or expected make up of service users
Sex	<p>In the 2022 National Travel Survey for England, 75% of English residents aged 17 and over held a driving licence. Around 81% of males and 71% of females in this group hold a licence. For males, this percentage is unchanged since 2002, but for females, driving licence holding has increased by 9 percentage points in the same period. In 2022, males made 5% fewer trips than females, but travelled 20% further, reflecting more commuting trips than females.</p> <p>In the 2022 National Travey Survey for England, the mode share between active, private and public transport modes was similar for both males and females with 33% active transport modes, 58% private transport modes and 9% public transport modes by females and 32% active transport modes, 60% private transport modes and 8% public transport modes by males. The Survey also recorded that female</p>

respondents made more trips than males, but that males travelled 20% further (due to greater commuting trips).

Respondents to the National Travel Attitudes Survey (NTAS) Wave 9 from August – September 2023 were asked about their knowledge of electric cars. 45% of respondents said they had low to no knowledge (responded 1 to 3, out of 7), compared to the 37% who rated their knowledge high to complete (5, 6 or 7 out of 7). Males were more likely to rate their own knowledge highly (47%, compared to 28% of females), and conversely females were more likely to rate their knowledge towards the low end of the scale (56%, compared to 32% of males).

Data on the gender of current EV drivers is not available. Surveys of EV Drivers by trade bodies and charge point operators typically report a male, white, middle aged demographic in respondents, e.g. the EVA England survey of 1,619 drivers:



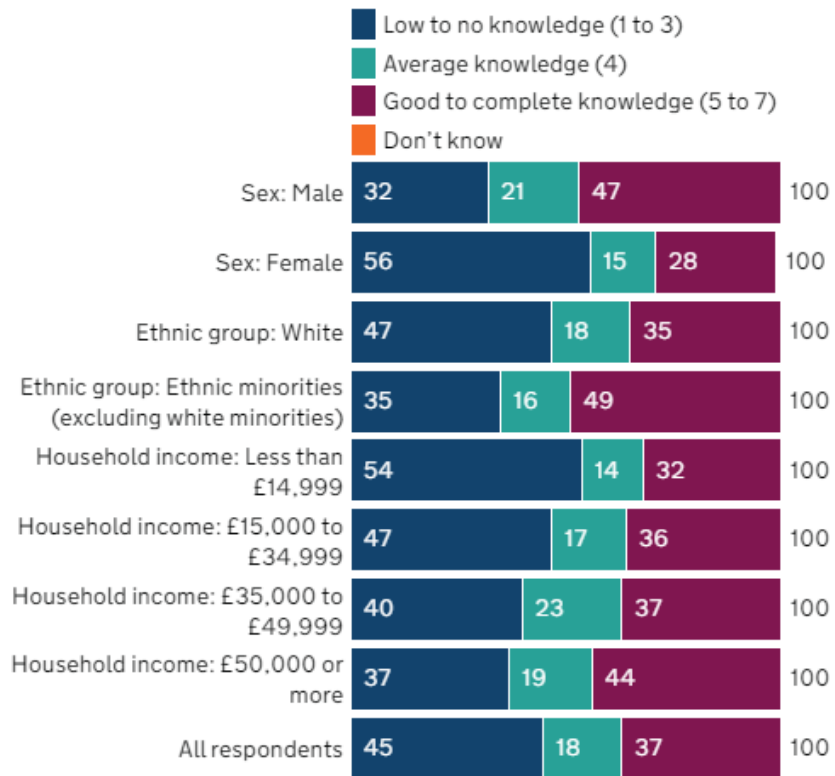
Source: <https://www.evaengland.org.uk/2023/12/15/the-great-ev-charging-report/>

However, it is unknown whether this demographic is reflective of the make-up of EV drivers on average across England, or just a factor of the demographic of the organisation, methodology of the survey or of those that take the time to complete such surveys.

While males may be more statistically likely to hold a driving licence and drive a higher mileage, provision of electric vehicle charging infrastructure closer to households without access to home charging would benefit both male and female EV drivers positively.

Ethnicity and Race

Contrary to the demographics reported in EV driver surveys, discussed above, the National Travel Attitudes Survey indicates a stronger self-reporting knowledge of EVs in non-white ethnic groups:



Source: National Travel Attitudes Study (NTAS) Wave 9: electric vehicles and charging - GOV.UK (www.gov.uk)

People of any race should benefit from the additional electric vehicle charging infrastructure to be delivered by the Strategy. Charging provision should be as clear and simple to use as possible for all users.

Disability

In the 2022 National Travel Survey for England, those with no mobility difficulties made a smaller proportion of their trips using private transport modes with 60% compared to 65% for those with a mobility difficulty, and a smaller proportion of their trips using public transport modes with 8% compared to 11% for those with a mobility difficulty.

Respondents were asked when they completed the NTS “how is your health in general?” and “do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more”. Of those people who said that their health was very good, 21% agreed that most public charge points for electric vehicles are not accessible to drivers with disabilities, compared to 31% of those who rate their health as “fair” to “very bad”. Similarly, 27% of those who said they had a physical or mental health condition or illness lasting or expecting to last for 12 months or more agreed that they are not accessible, compared to 23% of those who say they do not have such a condition.

Accessibility to EV charging infrastructure is an issue potentially impacting upon age and disability, particularly for EV drivers and prospective users of charge points, with regard to the need to connect cables to vehicles, trailing cables, weight of cables, lack of space around bays to circulate, height of user interfaces with the charge point and any kerbs or anti-vandalism barriers around charge point units.

Motability, the charity, have worked with the UK Government Office for Zero Emission Vehicles (OZEV) to sponsor a new accessibility standard for public EV charge points (PAS

	<p>1899:2022, Electric vehicles – Accessible charging – Specification), developed by the British Standards Institute (BSI). Research from the charity Motability predicts that by 2035, 1.35 million disabled people will rely on public electric vehicle (EV) charging points either some or all the time. The Publicly Available Specification (PAS) sets out the minimum accessibility requirements for EV charge points, and includes settings where more enhanced accessibility measures can be used. A requirement to consider accessibility and implement the PAS standards wherever possible will be included within the Council’s procurement documentation for EVCI installation.</p> <p>The Council will also need to consider whether a scheme can be introduced to bring on-street charging to disabled parking bays on the public highway. Where rolling out EV charging in Council car parks the Council will also need to consider providing charging to existing yellow disabled bays in addition to the accessibility of all charge points.</p> <p>The Council will also seek to promote to residents where they can access information about the safety and accessibility of charge points, and encourage our local EV community to review and rate charge points using Apps and websites such as Charge Safe (EV ChargeSafe), ZapMap, and Electroverse.</p>
Sexual orientation	People of any sexual orientation should benefit from the additional electric vehicle charging infrastructure to be delivered by the Strategy.
Age	The 2022 National Travel Survey for England recorded the largest share of trips using private transport modes such as car, motorcycle and other private transport with 65% of their trips being thus. EV Driver surveys such as the EVA England survey discussed above indicate that EV adoption over the past couple of years has included older drivers particularly in the 55-64 age category and 65 – 74 age group. Age can link to poorer health in general and therefore can relate to some of the similar issues that apply ensuring accessibility for those with disabilities, e.g. circulation space, interfaces and cabling.
Religion or belief	People of any religion and belief should benefit from the additional electric vehicle charging infrastructure to be delivered by the Strategy.
Gender Reassignment	People of any gender identity should benefit from the additional electric vehicle charging infrastructure to be delivered by the Strategy.
Pregnancy/ Maternity	People of who are pregnant or on parental leave should benefit from the additional electric vehicle charging infrastructure to be delivered by the Strategy.
2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information above relative to their size of in the wider Slough population?	

2.3 If you have undertaken any specific consultation, please give summary of findings here. Has the consultation identified any specific equality impacts?

2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, what is the *likely* impact?

	None	Positive	Negative	Not sure
Men or women		x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity	<input checked="" type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People with disabilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	x <input type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, and over 65s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x <input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are pregnant	<input checked="" type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input checked="" type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.

2.5 Based on your responses, should a more detailed EIA be carried out on the project, policy or proposal?

Yes No

2.6 Provide brief reasons on how you have come to this decision?

Whilst generally positive impacts are expected to be experienced by all groups, there is a need to consider accessibility issues and mitigations to ensure all groups will benefit. The strategy will seek to provide additional electric vehicle charging infrastructure closer to the homes of those who will be most reliant on the public charging network. It is expected to strengthen the accessibility of charge points, although this needs to be monitored

The lack of an electric vehicle charging strategy could negatively impact on disabled and elderly service users. The Strategy seeks to ensure accessibility of charge points is a key consideration

and that specific additional provision is made to disabled parking spaces. The impact of the Strategy on these groups is therefore anticipated to be positive. However, given that charge point design can have a disproportionate impact on disabled persons' ability to use electric vehicle charging, it is appropriate to ensure that this is monitored and kept under review throughout the project.

The Office for Zero Emission Vehicles, the British Standards Institute and Motability jointly published accessibility standards for electric vehicle charge points in 2022 (PAS 1899). In procuring electric vehicle charge points the Council will specify that PAS Standards are to be applied wherever possible. Where rolling out EV charging in Council car parks the Council will also need to include provision to charging to existing yellow disabled bays in addition to the accessibility of all charge points.

If the answer in 2.5 above is "No" then sections 3 and 4 are not required to be completed

SECTION 3: Detailed Assessment of Impact and Mitigations

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified.

Protected Characteristic		Positive Impacts	Negative Impacts	Neutral or no Impact	Can any negative impacts be mitigated? If so please describe below.
Sex	Men	x			
	Women	x			
Race or Ethnicity	White	x			
	Mixed/Multiple ethnic groups	x			
	Asian/Asian British	x			
	Black/African/Caribbean / Black British	x			
	Gypsies / travellers	x			
	Other ethnic group	x			
Disability	Physical		Possible without mitigation		The Strategy seeks to mitigate impacts by bringing visibility to potential issues, and adopt best practice standards for infrastructure design to procurement and delivery of EVCI. Issues to be considered will be tethered/ untethered cables, kerbing, height, brightness and size of interfaces, abilities to pay by contactless and not be forced to use a phone app,
	Sensory		As above		
	Learning Difficulties		As above		
	Learning Disabilities		As above		

					size of parking bays, ramped access to bays. In planning deployment of EV charging consideration is also required of ensuring that new infrastructure, particularly on-street, does not inhibit circulation by persons past the infrastructure (i.e. blocking or restricting footways). Minimum footway widths will need to be maintained.
	Mental Health		As above	<input checked="" type="checkbox"/>	
Sexual Orientation	Lesbian, Gay, Bisexual			<input checked="" type="checkbox"/>	
Age			Possible without mitigation		Links exist between age and general health, and therefore some older people may experience some of the same difficulties as those with physical and sensory difficulties.
Pregnancy or maternity	Those pregnant or in maternity period.	x		<input checked="" type="checkbox"/>	
Gender Reassignment	Trans People	x		<input checked="" type="checkbox"/>	
Faith/Belief	People of particular faiths	x		<input checked="" type="checkbox"/>	




SECTION 4: ACTION PLAN

<p>4.1</p>	<p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p>NB. Add any additional rows, if required.</p>						
	<p>Action Required</p>	<p>Equality Groups Targeted</p>	<p>Intended outcome</p>	<p>Resources Needed</p>	<p>Name of Lead, Unit & Contact Details</p>	<p>Completion Date (DD/MM/YY)</p>	<p>RAG</p>
<p>Continue to liaise with Disability Advocates through Energy Saving Trust LEVI scheme and industry webinar events to keep up to date with current best practices, new infrastructure advances and appropriate standards</p>	<p>Disability groups</p>	<p>To ensure that new EV charging infrastructure is as accessible to all users as possible</p>	<p>Officer resources</p>	<p>Project manager</p>	<p>On-going</p>	<p>Green</p>	
<p>Ensure that PAS1899 requirements (or any superceding standards) are written into EVCI tender documents.</p>	<p>Disability groups</p>	<p>To ensure that new EV charging infrastructure is as accessible to all users as possible</p>	<p>Officer resources</p>	<p>Project manager</p>	<p>Autumn 2024</p>	<p>Green</p>	
<p>Ensure that site selection for EVCI includes disabled parking bays in any car park or Council asset sites taken forward</p>	<p>Disability groups</p>	<p>To ensure that new EV charging infrastructure is as accessible to all users as possible</p>	<p>Officer resources</p>	<p>Project manager</p>	<p>31/03/2025</p>	<p>Green</p>	
<p>Continue to develop a process by which charging could be provided for at</p>	<p>Disability groups</p>	<p>To provide accessible charging to this group of</p>	<p>Officer resources</p>	<p>Project manager</p>	<p>31/03/2025</p>	<p>Green</p>	

	individual on-street disabled parking bays (on request or as a rolling programme).		future users close to their homes				
	During installation phase ensure that infrastructure is being installed in accordance with agreed contract standards, and that installations are cited appropriately as planning so as not to restrict or prohibit circulation past them by non-users.	Disability groups	To ensure that new EV charging infrastructure is as accessible to all users as possible	Officer resources	Project manager	Post April 2025	Green

Appendix A

Equality Impact Assessment Decision Rating Guide
PLEASE SEE PAGE 1 FOR THE RATING OF THIS PROPOSAL

Decision	Action	Risk
<p>As a result of performing the EIA, there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. It is not clear if mitigating actions are possible.</p>	<p>Further advice should be taken</p>	<p>Red </p>
<p>As a result of performing the EIA, there is a risk that a disproportionately negative impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing mitigating actions.</p>	<p>Proceed pending agreement of mitigating action</p>	<p>Amber </p>
<p>As a result of performing the EIA, the proposal does not appear to have any disproportionate negative impact on people who share a protected characteristics or anticipated impacts will be either positive or neutral.</p>	<p>Proceed</p>	<p>Green: </p>