

Equality and Human Right Impact Assessment: The Form



ABERDEEN
CITY COUNCIL

EHR/A

There are separate guidance notes to accompany this form – “Equality and Human Rights Impact Assessment – the Guide.” Please use these guidance notes as you complete this form.

Throughout the form, the word “**proposal**” refers to **policy, strategy, plan, procedure, report or business case**. This then, embraces a range of different actions such as setting budgets, developing high level strategies and organisational practices such as internal restructuring. Please also refer to the “**Completion Terminology**” at the end of the form.

Aberdeen City Council

1: Equality and Human Rights Impact Assessment- Essential Information									
Name of Proposal: Public electric vehicle charging infrastructure development in Aberdeen City	Date of Assessment: 06/02/2015								
Service: Planning and Sustainable development	Directorate: Communities, Housing and Infrastructure								
Committee Name or delegated power reference (Where appropriate): Communities, Housing and Infrastructure	Date of Committee (Where appropriate): 18 March 2015								
Who does this proposal affect? Please Tick ▼	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Employees</td> <td style="width: 20%; text-align: center;"><input checked="" type="checkbox"/></td> </tr> <tr> <td>Job Applicants</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td>Service Users</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> </tr> <tr> <td>Members of the Public</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> </tr> </table>	Employees	<input checked="" type="checkbox"/>	Job Applicants	<input type="checkbox"/>	Service Users	<input checked="" type="checkbox"/>	Members of the Public	<input checked="" type="checkbox"/>
Employees	<input checked="" type="checkbox"/>								
Job Applicants	<input type="checkbox"/>								
Service Users	<input checked="" type="checkbox"/>								
Members of the Public	<input checked="" type="checkbox"/>								

	Other (List below) <input type="checkbox"/>
2: Equality and Human Rights Impact Assessment- Pre-screening	
<p>Is an impact assessment required?</p>	<p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
<p>If No, what is the evidence to support this decision? (Once this section is completed, please complete section 8 of the form).</p>	

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3: Equality and Human Rights Impact Assessment	
a- What are the aims and intended effects of this proposal?	<p>To increase the number of publicly-available electric vehicle charging points in Aberdeen</p> <p>To increase the number of electric car club vehicles in Aberdeen</p> <p>To seek agreement from elected members to continue to offer the electric vehicle charging service for free to the end user</p>
b- What equality data is available in relation to this proposal? (Please see guidance notes)	<p>The equality target groups that could be affected by the proposals are</p> <ul style="list-style-type: none"> - Age – The car club provides people, over the age of 18 who have held a full driving licence for at least 12 months, the chance to become a member. The service is marketed at those who do not have access to a car as well as current car owners who would like an alternative to car ownership but would like to have access to a car. Therefore, those

who are 18 years old or over with the qualifying criteria will benefit from the greater number of car club cars that the proposals will bring

- Disability – The technical requirement for the electric vehicle charging units, as set by Transport Scotland, the Scottish Government Transport Agency, state that *“The design of the Charging Point Infrastructure shall comply with the Disability Discrimination Act (DDA) 1995 guidelines and its successors”*. In addition, the Council has asked that controls and plugs are “designed for easy operation by disabled service users and system displays which can be easily read at a height of 1.3m”. The Council also states that *“Suppliers will be assessed on their ability to meet the above criteria and on general ease of use of the units supplied”*. The cars they encourage are automatic making them easier to drive for people with certain disabilities. Cars are quiet, which could make them harder to hear for people with certain disabilities and have cables which can be trip hazards.

<p>c- List the outcomes from any consultation that relate to equalities and/or human rights issues e.g. with employees, service users, Unions or members of the public that has taken place in relation to the proposal.</p>	<p>When the Council first installed publicly-available electric vehicle infrastructure, an EHRIA was carried in 16/11/2012. At that time it was recognised that that “<i>cables, being used to connect cars to charging units, could present a trip hazard, particularly for the visually impaired, those with mobility issues and wheelchair users while an increase in the number of EVs could also prove problematic for the visually impaired or those with hearing difficulties as EVs are virtually silent</i>”. The Council stated that “Careful siting of EV charging units, preventing the crossing of public footways, should minimise the danger of a tripping hazard while work is being undertaken at European</p>

	<p>level to overcome the “silent danger” of EVs”. Officers met with the Disability Advisory Group (DAG) in order to make them aware of the plans and support was gained for the project.</p>
<p>d- Financial Assessment If applicable, state any relevant cost implications or savings expected from the proposal.</p>	<p>Costs (£)</p> <p>Implementation cost £110,000* *Funded by government grants</p> <p>Projected Savings £</p>

	<p>e- How does this proposal contribute to the public sector equality duty: to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations?</p> <p>Advance equality of opportunity</p> <ul style="list-style-type: none"> - The new electric vehicles and charge points will allow the car club to come to a greater number of areas in Aberdeen where previously a car club car had not been available. These include Bridge of Don, Danestone, Mastrick and Kincorth. This will give more people the choice of joining the car club rather than having their own car and will give a greater number of people, who may not have otherwise, access to a car. - Electric cars are automatic, making them easier to drive for people with certain disabilities than manual cars. - The availability of electric vehicle charging points helps to encourage an uptake of alternative fuels, helping the city and its people to be less dependent on fossil fuels and less affected by fluctuations in the price of oil. <p>Foster good relations</p> <ul style="list-style-type: none"> - Ensuring that the charging service remains free to the end user helps to foster good relations with EV drivers as it shows that the Council is committed to making this work. - The creation of charge points and rollout of car club vehicles in a greater range of areas across the city
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also helps to support communities by giving them access to a greater range of services and facilities.

f- How does this proposal link to the Council's Equality Outcomes?

- 1) **A workforce within Aberdeen City Council that reflects the community we serve.** The Council are already leading by example by encouraging staff to use Co-wheels vehicles for business purposes and encouraging the uptake of electric vehicles by booking two Co-wheels electric vehicles back for exclusive use of staff.
- 5) **Effective customer service that is aware of the differences and requirements of different groups.** In order to better serve its customers, the report recommends that the Council continues to offer the charging service for free to help encourage an uptake of electric vehicles and to make them more attractive than their fossil-fuelled alternatives.
- 9) **Improved opportunities for people with protected characteristics to participate in public life.** The car club provides a service to drivers over the age of 18 who have had a full licence for at least 12 months so benefits drivers of all ages and especially those who may not have access to a car. In terms of disabilities, it brings a greater number of automatic cars to members (all electric cars are fully automatic) which can be of benefit to those with certain disabilities.
- 10) **Tangible results from an improved Community Planning Partnership working for more effective delivery.** The funding for some of the electric vehicle charging units was awarded to the Community Planning Partnerships with the Council taking it forward on its behalf. The Council has been working with the NHS, as a partner in the CPP, to use the funding. The NHS are now able to install charge points in 2 locations for the first time so it is proof of CPP partners working together for the good of the end user.
- 11) **Increased involvement by the private sector in community planning and equalities work.** The Council is working with Co-wheels, a Social Enterprise company, who operate the car club, in order to roll out more electric car club vehicles as part of the project. Many of these car club sites are in new community areas which have not had a car club car before.
- 12) **Pavements and footpaths that are safer and easier to use for pedestrians.** The charging points will be installed in such a way so as not to compromise the safety of pedestrians with particular attention paid to minimising the trip hazard of cables.

17) **The city environment and green spaces are cleaner, better maintained and more family friendly, taking account of physical accessibility and the needs of older people.** Offering a greater number of car club cars brings two benefits. Firstly, it helps to provide people with a real alternative to car ownership, therefore helping to reduce the number of cars in the city and bringing congestion and parking benefits. It also helps to give people, who wouldn't otherwise have it, access to a car which helps to make the city centre more accessible. Electric vehicles have the added benefit of being zero emission, bringing benefits to air quality, and automatic, making them easier to drive for people with some disabilities. Therefore, encouraging their uptake, both with more electric car club vehicles and charge points, brings benefits.

4: Equality Impact Assessment - Test

What impact will implementing this proposal have on employees, service users or other people who share characteristics protected by *The Equality Act 2010* ?

Protected Characteristic:	Neutral Impact: Please ✓	Positive Impact: Please ✓	Negative Impact: Please ✓	Evidence of impact and if applicable, justification where a 'Genuine Determining Reason'* exists *(see completion terminology)
Age (People of all ages)		Yes		The car club will make alternatives to car ownership available to people from the age of 18 upwards with a full driving licence for more than 12 months
Disability (Mental, Physical, Sensory and Carers of Disabled people)	Yes			Encourages more electric vehicles which are quieter and harder to detect for people with certain disabilities and have to be connected to chargers so trip hazards exist. However, electric vehicles are automatic so easier to drive for people with certain disabilities and infrastructure will be planned to be usable by people with disabilities
Gender Reassignment	Yes			
Marital Status (Marriage and Civil Partnerships)	Yes			

Pregnancy and Maternity	Yes					
Equality Impact Assessment Test:						
What impact will implementing this proposal have on employees, service users or other people who share characteristics protected by <i>The Equality Act 2010</i> ?						
Protected Characteristic:	Neutral Impact: Please <input checked="" type="checkbox"/>	Positive Impact: Please <input checked="" type="checkbox"/>	Negative Impact: Please <input checked="" type="checkbox"/>	Evidence of impact and if applicable, justification where a 'Genuine Determining Reason'* exists *(see completion terminology)		
Race (All Racial Groups including Gypsy/Travellers)	Yes					
Religion or Belief or Non-belief	Yes					
Sex (Women and men)	Yes					
Sexual Orientation	Yes					

(Heterosexual, Lesbian, Gay And Bisexual)				
Other (e.g: Poverty)		Yes		For those who cannot afford a car and do not currently have access to one, it can assist them in getting access to one

5: Human Rights Impact Assessment Test

Does this proposal have the potential to impact on an individual's Human Rights? Evidence of impact and , if applicable, justification where the impact is proportionate

Article 2 of protocol 1: Right to education

Yes No

Evidence:

Article 3: Right not to be subjected to torture, inhumane

Yes No

<p>or degrading treatment or punishment</p>	<p>Evidence:</p>
<p>Article 6: Right to a fair and public hearing</p>	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Evidence:</p>
<p>Article 8: Right to respect for private and family life, home and correspondence</p>	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Evidence:</p>
<p>Article 10: Freedom of expression</p>	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Evidence:</p>
	<p><input type="checkbox"/> <input checked="" type="checkbox"/></p>


<p>Article 14: Right not to be subject to discrimination</p>	<p>Yes No</p> <p>Evidence:</p>
<p>Other article not listed above, please state:</p>	<p>Yes No <input checked="" type="checkbox"/></p> <p>Evidence:</p>
<p>6: Assessment Rating:</p>	
<p>Please rate the overall equality and human right assessment (Please see Completion terminology)</p>	<p><input type="checkbox"/> Red <input type="checkbox"/> Red Amber <input checked="" type="checkbox"/> Amber <input type="checkbox"/> Green</p>
<p>Reason for that rating:</p>	<p>More electric vehicles potentially causes more trip hazards as a result of cables and lack of noise from vehicles could pose a</p>

	hazard
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7: Action Planning

As a result of performing this assessment, what actions are proposed to remove or reduce any risks of adverse outcomes identified on employees, service users or other people who share characteristics protected by *The Equality Act 2010* ?

Identified Risk and to whom:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:
Cables between car and charge unit could be a trip hazard, particularly for those with limited vision	Ensure that the distance from the charge point to the parking space is minimised and that cables to not cross main footways	Alan Simpson	March 2015	April 2015
Lack of noise from vehicles could be a hazard	Brief drivers on this hazard and seek progress on EU	Alan Simpson	Ongoing	Ongoing

for the visually impaired	artificial noise plans					
8: Sign off						
Completed by (Names and Services) :	Alan Simpson Planning and Sustainable Development					
Signed off by (Head of Service) :						
<p>Please send an electronic copy of your completed EHRIA - without signatures - together with the proposal document and/or committee report to:</p> <p>Equalities Team</p>						

Customer Service and Performance
 Corporate Governance
 Aberdeen City Council
Business Hub 13
 Second Floor North
 Marischal College
 Broad Street
 Aberdeen
 AB10 1AB

Telephone 01224 523039 Email sandrab@aberdeencity.gov.uk

9: Completion Terminology:	
Assessment Pre-screening Rating:	This section will highlight where there is the obvious potential for a negative impact and subsequent risk of negative media coverage and reputational damage to the Council. Therefore, a full impact assessment is required, for example around sensitive issues such as marching, Gypsy/ Traveller issues, change to social care provision. It should also be completed to evidence why a full impact assessment was not required, example, there is no potential negative impact on people.
Assessment Rating:	After completing this document, rate the overall assessment as follows: Red: As a result of performing this assessment, it is evident that we will discriminate (direct, indirect, unintentional or otherwise) against one or more of the nine groups of people who share <i>Protected Characteristics</i> . It is essential that the use of the proposal

	<p>be suspended until further work or assessment is performed and the discrimination is removed.</p> <p>Red Amber: As a result of performing this assessment, it is evident that a risk of negative impact exists to one or more of the nine groups of people who share <i>Protected Characteristics</i>. However, a genuine determining reason may exist that could legitimise or justify the use of this proposal and further professional advice should be taken.</p> <p>Amber: As a result of performing this assessment, it is evident that a risk of negative impact exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.</p> <p>Green: As a result of performing this proposal does not appear to have any adverse impacts on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.</p>
<p>Equality Data:</p>	<p>Equality data is internal or external information that may indicate how the proposal being analysed can affect different groups of people who share the nine <i>Protected Characteristics</i> – referred to hereafter as ‘<i>Equality Groups</i>’.</p> <p>Examples of <i>Equality Data</i> include: (this list is not definitive)</p> <ol style="list-style-type: none"> 1: Application success rates by <i>Equality Groups</i> 2: Complaints by <i>Equality Groups</i> 3: Service usage and withdrawal of services by <i>Equality Groups</i> 4: Grievances or decisions upheld and dismissed by <i>Equality Groups</i>
<p>Genuine Determining Reason</p>	<p>Certain discrimination may be capable of being justified on the grounds that:</p> <ol style="list-style-type: none"> (i) <i>A genuine determining reason exists</i> (ii) <i>The action is proportionate to the legitimate aims of the organisation</i>

	Where this is identified, it is recommended that professional and legal advice is sought prior to completing an Equality Impact Assessment.
Human Rights	The rights set out in the European Convention on Human Rights, as incorporated into the UK Law by the Human Rights Act 1998.
Legal Status:	This document is designed to assist us in <i>“Identifying and eliminating unlawful Discrimination, Harassment and Victimisation”</i> as required by <i>The Equality Act Public Sector Duty 2011</i> . An Equality Impact Assessment is not, in itself, legally binding and should not be used as a substitute for legal or other professional advice.