

APPENDIX 2 - H&F Equality Impact Analysis Tool



Conducting an Equality Impact Analysis

An EIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative, or unlikely to have a significant impact on each of the protected characteristic groups.

The tool is informed by the [public sector equality duty](#) which came into force in April 2011. The duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under the Equality Act 2010**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against these three tenets.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense, and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Strategy & Communities team for support.

Further advice and guidance can be accessed online and on the intranet:

<https://www.gov.uk/government/publications/public-sector-equality-duty>

<https://officesharedservice.sharepoint.com/sites/Governance/SitePages/Reports.aspx>

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Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2023/23 / Q2
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Residential Electric Vehicle Charging Network Expansion</p> <p>With many properties in the London Borough of Hammersmith and Fulham (LBHF) not having access to private off-street parking, the expansion of the lamp column electric vehicle (EV) charge point network forms an important part of the borough-wide charging network; supports the Council's announcement of a Climate Emergency; will be beneficial for local air quality by helping to reduce CO₂ emissions; and support the Council's Business Plan and commitment to become the greenest borough in Britain.</p>
Lead Officer	<p>Name: Jordan Poole Position: Principal Traffic Officer Email: Jordan.Poole@lbhf.gov.uk</p>
Date of completion of final EIA	25/07/2023

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: August 2023 Resources: Transport Policy</p>

Analyse the impact of the policy, strategy, function, project, activity, or programme

Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.

Protected characteristic	Analysis	Impact: Positive, Negative, Neutral
Age	With an increase in electric vehicle infrastructure, there should be an anticipated increase in electric vehicle uptake. This is in conjunction with the council's Clean Air Neighbourhood Programme to improve air quality and therefore reduce the associated health risks. It is unlikely to negatively impact people based on age.	Neutral
Disability	An increase in electric vehicle infrastructure with pre-existing street furniture is unlikely to impact those with a disability as the area will remain the same. However, an increase in electric vehicle infrastructure could encourage disabled residents to purchase an electric vehicle as the charge points are accessible. This in turn, will improve the air quality and reduce associated health risks especially for those with respiratory conditions.	Positive
Gender reassignment	An increase in electric vehicle infrastructure with pre-existing street furniture is unlikely to impact those who have undergone gender reassignment as the area will remain the same.	Neutral
Marriage and Civil Partnership	An increase in electric vehicle infrastructure with pre-existing street furniture is unlikely to impact people who are Married or in a Civil Partnership as the area will remain the same.	Neutral

Pregnancy and maternity	An increase in electric vehicle infrastructure with pre-existing street furniture is unlikely to negatively impact those who are pregnant as the area will remain the same. However, with improved air quality, pregnant women may benefit from cleaner air which is beneficial for pregnancy.	Positive
Race	An increase in electric vehicle infrastructure with pre-existing street furniture will not discriminate against different racial groups as the area will remain the same.	Neutral
Religion/belief (including non-belief)	An increase in electric vehicle infrastructure with pre-existing street furniture will not discriminate individuals based on their religion of beliefs as the area will remain the same.	Neutral
Sex	An increase in electric vehicle infrastructure with pre-existing street furniture will not discriminate individuals based on their sex as the area will remain the same.	Neutral
Sexual Orientation	An increase in electric vehicle infrastructure with pre-existing street furniture will not discriminate individuals based on their sexual orientation as the area will remain the same.	Neutral

Human Rights or Children’s Rights

If your decision has the potential to affect Human Rights or Children’s Rights, please contact your Equality Lead for advice.

Will it affect Human Rights, as defined by the Human Rights Act 1998?

No

Will it affect Children’s Rights, as defined by the UNCRC (1992)?

No

Section 03

Analysis of relevant data

Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.

Documents and data reviewed	N/A
New research	N/A

Section 04	Consultation
Consultation	N/A
Analysis of consultation outcomes	N/A

Section 05	Analysis of impact and outcomes
• Analysis	N/A

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	N/A

Section 07	Action Plan
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis N/A

Section 08	Agreement, publication and monitoring
Senior Managers' sign-off	Name: Position: Email: Telephone No:

	Considered at relevant DMT:
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: 25/07/2023 Key equalities issues have been included: Yes
Equalities Advice (where involved)	Name: Position: Date advice / guidance given: Email: Telephone No: