

Equality Impact Assessment Form **Reference – Capital Programme**

**Replacement of Council vehicles £3m 2025-26**

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| **Department** | Corporate Resources | **Version no** | V0 01 |
| **Assessed by** | Lynsey Simenton | **Date created** | 06/01/2022 |
| **Approved by** | Chris Chapman | **Date approved** | 07/01/2022 |
| **Updated by** |  | **Date updated** |  |
| **Final approval** |  | **Date signed off** |  |

The Equality Act 2010 requires the Council to have due regard to the need to

* eliminate unlawful discrimination, harassment and victimisation;
* advance equality of opportunity between different groups; and
* foster good relations between different groups

# Section 1: What is being assessed?

* 1. **Name of proposal to be assessed.**

To include in the Capital programme £3m for the replacement of Council vehicles. This is a nominal figue included each year.

**1.2 Describe the proposal under assessment and what change it would result in if implemented.**

The rolling programme includes the on going investments needed to continue existing commitments and services. The following amount has been included in the 2025-26 programme.

* Replacement of Council vehicles - £3m.

# Section 2: What the impact of the proposal is likely to be

* 1. **Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

No.

The increase is to replace Council vehicles as part of a planned programme and does not target any one group

* 1. **Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

It will have a positive impact on all residents of Bradford by allowing service continuation for those areas that rely on vehicles.

* 1. **Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

Not applicable

**2.4 Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

|  |  |
| --- | --- |
| **Protected Characteristics:** | **Impact**  (H, M, L, N) |
| Age | N |
| Disability | N |
| Gender reassignment | N |
| Race | N |
| Religion/Belief | N |
| Pregnancy and maternity | N |
| Sexual Orientation | N |
| Sex | N |
| Marriage and civil partnership | N |
| **Additional Consideration:** |  |
| Low income/low wage | N |

* 1. **How could the disproportionate negative impacts be mitigated or eliminated?**

(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

Not applicable

# Section 3: Dependencies from other proposals

**3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

Not applicable

# Section 4: What evidence you have used?

**4.1 What evidence do you hold to back up this assessment?**

Fleet service finance and vehicle replacement programme

**4.2 Do you need further evidence?**

No

# Section 5: Consultation Feedback

**5.1 Results from any previous consultations prior to the proposal development.**

N/A

**5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

N/A

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

N/A

**5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

N/A