

## INITIAL EQUALITY IMPACT ASSESSMENT PRO FORMA

<b>Service: Street Scene</b>		Names of those undertaking assessment: Pat Swinton, Tracey Blackwell	
Name of Policy to be assessed: <b>Fleet Management Strategy</b>		Date of Assessment: <b>19 June 2009</b>	Is this a new or existing policy?: <b>New</b>
1. Briefly describe the aims, objectives and purpose of the policy: <ul style="list-style-type: none"> <li>• Sets the Council approach to acquiring, managing and disposing of the vehicle fleet</li> <li>• Provides a clear framework for expenditure.</li> <li>• Sets a carbon dioxide emission limit for pool cars and small vans to help deliver overall carbon reduction targets</li> </ul>			
2. What are the key performance indicators? <ul style="list-style-type: none"> <li>• Fuel efficiency data will be monitored on pool cars to assess impact on expenditure and carbon emissions</li> </ul>			
3. Who will be affected by this policy? <ul style="list-style-type: none"> <li>• All employees who use pool cars, vans or other vehicles and motorized equipment</li> </ul>			
4. Who is intended to benefit from this policy and in what way? <ul style="list-style-type: none"> <li>• The organization will benefit by having a clear framework for the purchase and management of vehicles and similar equipment</li> </ul>			
5. Are there any other organisations involved in the delivery of the service? <ul style="list-style-type: none"> <li>• Currently refuse collection vehicles are leased from an external provider</li> </ul>			
6. What outcomes are required from this policy and for whom? <ul style="list-style-type: none"> <li>• That vehicles are purchased, maintained and managed in accordance with the standards set out</li> <li>• A more environmentally friendly fleet of vehicles</li> </ul>			
7. What factors/forces could contribute/detract from the outcomes? <ul style="list-style-type: none"> <li>• Financial factors could impact on the future options available to the Council in respect of fleet management.</li> </ul>			
8. Who are the main stakeholders in relation to the policy? <ul style="list-style-type: none"> <li>• Employees, Members and all Council tax payers</li> </ul>			
9. Who implements the policy, and who is responsible for the policy? <ul style="list-style-type: none"> <li>• Trans[ort and Operations Manager</li> </ul>			
9. Are there concerns that the policy <u>could</u> have a differential impact on different racial groups? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? <ul style="list-style-type: none"> <li>• No</li> </ul>			
11. Are there concerns that the policy <u>could</u> have a differential impact on men and women? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? <ul style="list-style-type: none"> <li>• No</li> </ul>			
12. Are there concerns that the policy <u>could</u> have a differential impact on disabled people? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? <ul style="list-style-type: none"> <li>• No – where individual employees have a specific need for reasonable adjustment this will be dealt with on a case by case basis to ensure that the most appropriate solution is identified.</li> </ul>			

<p>13. Are there concerns that the policy could have a differential impact on the grounds of sexual orientation? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?</p> <ul style="list-style-type: none"> <li>• No</li> </ul>
<p>14. Are there concerns that the policy <u>could</u> have a differential impact on the grounds of age? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?</p> <ul style="list-style-type: none"> <li>• No</li> </ul>
<p>15. Are there concerns that the policy <u>could</u> have a differential impact on the grounds of religious belief? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?</p> <ul style="list-style-type: none"> <li>• No</li> </ul>
<p>16. Are there concerns that the policy <u>could</u> have a differential impact on any other groups of people eg those with dependants/caring responsibilities, those with an offending past, those with learning difficulties, transgendered or transsexual people. If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?</p> <ul style="list-style-type: none"> <li>• No</li> </ul>
<p>17. Are there any obvious barriers to accessing the service eg language, physical access?</p> <ul style="list-style-type: none"> <li>• No</li> </ul>
<p>18. Where do you think improvements could be made?</p> <ul style="list-style-type: none"> <li>• The strategy will be monitored and reviewed by 2012</li> </ul>
<p>19. Are there any unmet needs or requirements that can be identified that affect specific groups. If yes, please give details.</p> <ul style="list-style-type: none"> <li>• No</li> </ul>
<p>20. Is there a complaints system?</p> <ul style="list-style-type: none"> <li>• The transport and Operations Manager will monitor any complaints regarding vehicle suitability, safety and performance matters.</li> </ul>
<p>21. Do we monitor complaints by race, gender, disability, age, sexual orientation, religious belief?</p> <ul style="list-style-type: none"> <li>• No</li> </ul>
<p>22. Do we have feedback from managers or frontline staff?</p> <ul style="list-style-type: none"> <li>• Yes- service managers were consulted prior to development of the strategy</li> </ul>
<p>23. Is there any feedback from voluntary/community organisations?</p> <ul style="list-style-type: none"> <li>• N/A</li> </ul>
<p>24. Is there any research or models of practice that may inform our view?</p> <ul style="list-style-type: none"> <li>• N/A</li> </ul>
<p>25. Could the differential impact identified in 8 – 16 amount to there being unlawful discrimination in respect of this policy?</p> <ul style="list-style-type: none"> <li>• N/A</li> </ul>
<p>26. Could the differential impact identified in 8-16 amount to there being the potential for adverse impact in this policy?</p> <ul style="list-style-type: none"> <li>• N/A</li> <li>• Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</li> <li>• N/A</li> </ul>

28. Should the policy proceed to a full impact assessment? No
29. Date on which Full assessment to be completed by N/A
Signed (Lead Officer): ... Pat Swinton  Date: 19 June 2009.....