



SOUTH KESTEVEN DISTRICT COUNCIL

Equality Impact (Initial Analysis)

Operational Driving Policy

Service Area: Waste and Fleet	Lead officer: Anne-Marie Coulthard	Date of Meeting 16/08/22
	Assessors: Anne-Marie Coulthard	
	Neutral Assessor: Kati Conway	

1. Name and description of policy/service/function/strategy

The Operational Driving Policy details the arrangements and collective responsibilities that are in place to ensure that the risks associated with occupational driving are minimised, so far as reasonably practicable.

Is this a new or existing policy? **New**

2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.

Equality Group	Does this policy/service/function/strategy have a positive or negative impact on any of the equality groups? Please state which for each group	Please describe why the impact is positive or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why
Age	Neutral	This policy will be applied equitably and is relevant to all employees who drive for business purposes. Age is not considered to be a determinant of this policy.
Disability	Positive	Where necessary, reasonable adjustments will be considered for employees with a disability who are required to drive for business purposes as required by the Equality Act.
Race	Neutral	This policy will be applied equitably and is relevant to all employees who drive for business purposes. Race is not considered to be a determinant of this policy.
Gender Reassignment	Neutral	This policy will be applied equitably and is relevant to all employees who drive for business purposes. Gender Reassignment is not

		considered to be a determinant of this policy.
Religion or Belief	Neutral	This policy will be applied equitably and is relevant to all employees who drive for business purposes. Religion or Belief is not considered to be a determinant of this policy.
Sex	Neutral	This policy will be applied equitably and is relevant to all employees who drive for business purposes. Sex is not considered to be a determinant of this policy.
Sexual Orientation	Neutral	This policy will be applied equitably and is relevant to all employees who drive for business purposes. Sexual Orientation is not considered to be a determinant of this policy.
Pregnancy and Maternity	Positive	Individual risk assessments that consider the specific needs of employees who are pregnant, breastfeeding or have given birth in the last 6 months are undertaken. This would include driving for business purposes.
Marriage and Civil Partnership	Neutral	This policy will be applied equitably and is relevant to all employees who drive for business purposes. Marriage and Civil Partnership is not considered to be a determinant of this policy
Carers	Neutral	This policy will be applied equitably and is relevant to all employees who drive for business purposes. Carers is not considered to be a determinant of this policy

<p>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</p> <p>*(IMD = Indices of multiple deprivation)</p>	<p>Positive</p>	<p>The provision of pool cars supports employees to undertake a role without the need to own and maintain a vehicle or have a vehicle available for work purposes.</p>
<p>General comments</p>		

3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)

Consultation with relevant Unions will be undertaken as part of the process of adopting this operational policy.

Legislative requirements found in the Equalities Act and the Health and Safety at Work etc Act have been considered.

If there are any gaps in the consultation/monitoring data, how will this be addressed?

4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.

<p>a)</p>	<p>No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken</p>	<input checked="" type="checkbox"/>
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<i>If you have checked option a) you can now send this form to the Lead Officer and your Neutral Assessor for sign off</i>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<i>If you have checked option b) you will need to answer questions b.1 and b.2</i>		
c)	Adverse impact but continue	<input type="checkbox"/>
<i>If you have checked option c) you will need to answer questions c.1</i>		
d	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?

b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

If you have checked option b) you will need to complete a Stage 2 equality analysis

c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.

If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Signed (Lead Officer):

Anne-Marie Coulthard
Assistant Director, Operations and Public Protection

Date completed:

10/08/22

Signed (Neutral Assessor):
(Name and title)

Kati Conway
Senior Neighbourhoods Officer

Date signed off:

16/08/22