

Equality Impact Assessment Screening Tool

Section 1: Introduction

Name of proposal
For the purpose of this document, 'proposal' refers to a policy, function, strategy or project
This is an EIA Screening for the following items relating to a project to install new charging points in Tower Hamlets: <ol style="list-style-type: none">1. A new Electric Vehicle Charging Delivery Plan and targets for delivery by 2025.2. 150 new Street Lighting Column Electric Vehicle Charge Points by 31 March 2022.3. 250 new fast chargers delivered by April 2023
Service area and Directorate responsible
Place
Name of completing officer
Mohammed Chibou
Head of Service
Ann Sutcliff

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between those with 'protected characteristics' and those without them
- Foster good relations between those with 'protected characteristics' and those without them

This Equality Impact Analysis provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above. For more information about the Council's commitment to equality, please visit the Council's [website](#).

Section 2: Summary of proposal being screened

Describe the proposal including the relevance of proposal to the general equality duties and protected characteristics under the Equality Act 2010

1. A new Electric Vehicle Charging Delivery Plan and targets for delivery by 2025. This will set out our approach on encouraging the uptake of electric vehicles within Tower Hamlets through the introduction of an expanded EVCP network.
2. The installation of 150 slow charging points that will be attached to existing street lighting columns. These are to be delivered by March 2022
3. The installation of 250 fast charging points across the borough by March 2023

Section 3: Equality Impact Analysis screening

Is there a risk that the policy, proposal or activity being screened disproportionately adversely impacts (directly or indirectly) on any of the groups of people listed below?	Yes	No	Comments
Please consider the impact on overall communities, residents, service users and Council employees.			
This should include people of different:			

▪ Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ Religion or Philosophical belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ Gender re-assignment status	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ People who have a Disability (physical, learning difficulties, mental health and medical conditions)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The nature of charging on the highway involves drivers using their own charging cable to connect their car with the public charging point. This activity can be difficult for people with limited mobility as cables are usually stored in the rear of the car. It will be a challenge for achieving full access for most of our new charging points but there is scope to install a limited number of fully accessible points where sufficient space can be identified and the cable is attached to the points. We will undertake feasibility of maximise access for drivers with limited mobility.</p> <p>This approach can be justified due to genuine reason for implementation through the Council's Strategic Plan Priority outcome 5 which requires us to</p> <ul style="list-style-type: none"> •Deliver the Air Quality Action Plan and initiatives to prevent pre-COVID-19 levels of air quality •Promote use of cleaner fuel types amongst residents and businesses <p>Furthermore, this charging network represents a proportionate means of achieving a legitimate council aim.</p>
▪ Marriage and Civil Partnerships status	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ People who are Pregnant and on Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
You should also consider:			

<ul style="list-style-type: none"> ▪ Parents and Carers ▪ Socio-economic status ▪ People with different Gender Identities e.g. Gender fluid, Non-binary etc. ▪ Other 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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If you have answered **Yes** to one or more of the groups of people listed above, **a full Equality Impact Analysis is required**. The only exception to this is if you can 'justify' the discrimination (Section 4).

Section 4: Justifying discrimination

Are all risks of inequalities identified capable of being justified because there is a:	
(i) <i>Genuine Reason</i> for implementation	<input checked="" type="checkbox"/>
(ii) The activity represents a <i>Proportionate Means</i> of achieving a <i>Legitimate Council Aim</i>	<input checked="" type="checkbox"/>
(iii) There is a <i>Genuine Occupational Requirement</i> for the council to implement this activity	<input type="checkbox"/>

Section 5: Conclusion

Before answering the next question, please note that there are generally only two reasons a full Equality Impact Analysis is not required. These are:

- The policy, activity or proposal is likely to have **no or minimal impact** on the groups listed in section three of this document.
- Any discrimination or disadvantage identified is **capable of being justified** for one or more of the reasons detailed in the previous section of this document.

Conclusion details

Based on your screening does a full Equality Impact Analysis need to be performed?

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

If you have answered **YES** to this question, please complete a full Equality Impact Analysis for the proposal

If you have answered **NO** to this question, please detail your reasons in the 'Comments' box below

Comments
The disadvantage identified is capable of being justified on the grounds set out above. Furthermore, this will be mitigated through deploying where possible charging points with cables already attached which will address the difficulty of disable drivers having to use their own charging cable.