

Equality Impact Analysis Form

1. Equality Impact Analysis (EIA) Form

Title of EIA (policy/change it relates to)	Introduction of Electric Vehicle (EV) charging tariffs	Date	15.12.21
Team/Department	Parking – Operations		
Focus of EIA What are the aims of the new initiative? Who implements it? Define the user group impacted? How will they be impacted?	<p>The aim of the policy is to introduce a tariff for the use of electric vehicle charging bays in East Herts Managed car parks.</p> <p>The key user group impacted are motorists who own electric vehicles as they will now need to pay for charging their vehicles in East Herts managed car parks (where the infrastructure allows receipt of payment)</p>		

Please note: Prepopulated data for protected categories other than Age and Gender come from 2011 census results¹ on the district, the Age and Gender data comes from ONS mid-year estimates². If the service has specific demographic data for service users/residents than this should be used instead.

¹<https://www.nomisweb.co.uk/census/2011>

²<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>

2. Review of information, equality analysis and potential actions

Please fill in when appropriate to the change. If it does not, please put N/A

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age	<p>*A study for Department for Transport (2015) found that:</p> <p>Most private EV owners are currently middle-aged, male, well-educated, affluent, and live in urban areas with households containing two or more cars and with the ability to charge at home.</p> <p>Looking ahead to the next 3-5 years, and based on insights from more developed EV markets, the basic socio-demographic profile of EV owners in the UK is not likely to change significantly</p> <p>The evidence suggests more people in this same demographic are going to start buying EVs</p>	<p>In conversation with our Environmental Sustainability Co-ordinator, we learned that the uptake of those with electric vehicles are overwhelmingly amongst company car drivers (as it is financially & tax-wise easier to select a low emission vehicle). A third of electric vehicle owners are those who are leasing those vehicles privately (across all age groups), but</p>	<p>If more people within the middle-aged demographic buy and use electric vehicles then it could be forecasted that the electric vehicle buying age 'could normalise with the broader new vehicle buying trend' and that the 'gender distribution could be more balanced'. www.fuelinstitute.org (EV consumer behaviour, pg4)</p>	<p>There are few ways to mitigate the impact of this action, however the impact does not appear to discriminate or negatively impact those with protected characteristics.</p>

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
		people who have been purchasing them have been at the higher age range, due to a higher income.		
Disability	11,663 households in East Herts have one person in household with a long-term health problem or disability.	A report from the Research Institute for Disabled Consumers (RIDC) has found that two thirds of disabled people fear that they would find electric car charging “either difficult or very difficult to navigate” in its current form. (Study reveals disabled drivers’ concerns about EV chargers Autocar)	The rise in tariff for electric vehicle owners may indirectly make electric vehicles more accessible for disabled car drivers, if there is a decline in uptake and therefore more available charging ports for the disabled. However the navigation issue in its current state will	East Herts could consider making the charging ports for electric vehicles more accessible for disabled users.

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
			remain unchanged.	
Gender reassignment	No reliable data at this time			
Pregnancy and maternity	No reliable data at this time			
Race	<p>White English/Welsh/Scottish/Northern Irish/British 90.25% Irish 1.14% Gypsy or Irish Traveller 0.04% Other White 4.04%</p> <p>Mixed/multiple ethnic groups 1.61% White and Black Caribbean 0.45% White and Black African 0.15% White and Asian 0.62% Other Mixed 0.38%</p> <p>Asian/Asian British 1.95%</p>	In conversation with our Environmental Sustainability Co-ordinator, we learned that the uptake of those with electric vehicles are overwhelmingly amongst company car drivers (as it is financially & tax-wise easier to select a low	If some BAME groups are less likely to own electric vehicles, then the budget change would have would be less of an impact on this group. Any impacts would be financial and not of a discriminatory nature.	There is little action to take on this example.

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations 																								
	<table border="0"> <tr> <td style="padding-right: 20px;">Indian</td> <td style="text-align: right;">0.73%</td> </tr> <tr> <td>Pakistani</td> <td style="text-align: right;">0.15%</td> </tr> <tr> <td>Bangladeshi</td> <td style="text-align: right;">0.20%</td> </tr> <tr> <td>Chinese</td> <td style="text-align: right;">0.37%</td> </tr> <tr> <td>Other Asian</td> <td style="text-align: right;">0.49%</td> </tr> <tr> <td>Black/African/Caribbean/Black British</td> <td style="text-align: right;">0.71%</td> </tr> <tr> <td>African</td> <td style="text-align: right;">0.43%</td> </tr> <tr> <td>Caribbean</td> <td style="text-align: right;">0.22%</td> </tr> <tr> <td>Other Black</td> <td style="text-align: right;">0.07%</td> </tr> <tr> <td>Other ethnic group</td> <td style="text-align: right;">0.26%</td> </tr> <tr> <td>Arab</td> <td style="text-align: right;">0.10%</td> </tr> <tr> <td>Any other ethnic group</td> <td style="text-align: right;">0.16%</td> </tr> </table>	Indian	0.73%	Pakistani	0.15%	Bangladeshi	0.20%	Chinese	0.37%	Other Asian	0.49%	Black/African/Caribbean/Black British	0.71%	African	0.43%	Caribbean	0.22%	Other Black	0.07%	Other ethnic group	0.26%	Arab	0.10%	Any other ethnic group	0.16%	<p>emission vehicle). A third of electric vehicle owners are those who are leasing those vehicles privately (across all age groups), but people who have been purchasing them have been at the higher age range, due to a higher income.</p> <p>Due to the recognition of shared socioeconomic barriers amongst BAME groups, it could be speculated that this group is less likely to buy an electric car,</p>		
Indian	0.73%																											
Pakistani	0.15%																											
Bangladeshi	0.20%																											
Chinese	0.37%																											
Other Asian	0.49%																											
Black/African/Caribbean/Black British	0.71%																											
African	0.43%																											
Caribbean	0.22%																											
Other Black	0.07%																											
Other ethnic group	0.26%																											
Arab	0.10%																											
Any other ethnic group	0.16%																											

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff		What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
			however a more granular look at the different races is needed to support this claim, as there is disparity in income between different ethnic groups.		
Religion or belief	Christian Buddhist Hindu Jewish Muslim Sikh Other religion No religion Religion not stated	62.75% 0.32% 0.45% 0.33% 0.72% 0.12% 0.32% 27.75% 7.26%	Due to the recognition that intersectionality exists between BAME groups and those belonging to minority faiths (e.g Buddhism, siks, hindu, jewish etc), there could be a shared impact on the number of BAME residents impacted by this budget change.	If some religious groups are less likely to own electric vehicles, then the budget change would have would be less of an impact on this group. Any impacts would be financial and not of a discriminatory nature.	There is little action to take on this example.

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff		What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Sex/Gender	The district is 51% female and 49% male		Men, particularly those aged between 30 and 45 years with higher levels of education, working in the not-for-profit sector or academia, are more than twice as likely to own electric cars than women. Women most likely to buy electric cars - if asked right - electrive.com	The rise in price for electric vehicle charging may indirectly impact men more than women, however the impact will be negligible and not of a gendered nature.	There is little action to take on this example.
Sexual orientation	An estimated 14,000 identify as LGBT+		No reliable data at this stage.		
Marriage and civil partnership	Single Married Civil partnership Separated Divorced	30.5% 52.3% 0.2% 2.3%	No reliable data at this stage.		

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff		What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	Widowed	8.6% 6.2%			

Assessment of overall impacts and any further recommendations

The United Kingdom committed to a target of net zero emissions by 2050, and proposed a ban on the sale of all polluting vehicles by 2035..⁵[Electric vehicle trends | Deloitte Insights](#)

This could mean that any impacts discussed in this assessment could increase in years to come.

3. List detailed data and/or community feedback which informed your EqIA (If applicable)

Title (of data, research or engagement)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)

*https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/464763/uptake-of-ulev-uk.pdf

- **Office for National Statistic survey - 2020**

<https://www.ons.gov.uk/economy/environmentalaccounts/articles/overhalfofyoungerdriverslikelytoswitchtoelectricinnextdecade/2021-10-25>

4. Prioritised Action Plan (If applicable)

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				

EqIA sign-off: (for the EQIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

Lead Equality Impact Assessment officer:	Corrine Crosbourne	Date:	22/12/21
Directorate Management Team rep or Head of Service:	Jess Khanom	Date:	22/12/21