

## Herefordshire Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal	Review weekend vehicle rental of council fleet vehicles (S19)
Directorate and Service Area	Economy and Place, Sustainability Team
Saving £k	£10k additional income
Name of Lead Officer (s)	Ben Boswell

### Step 1: What is the proposal?

Please explain your proposal in plain English, avoiding acronyms and jargon.

This section should explain how the proposal will impact service users, staff and/or the wider community.

#### 1.1 What is the proposal?

To rent out the council's electric fleet in evenings and weekends to generate income.

### Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

#### 2.1 What data or evidence is there which tells us who is, or could be affected?

All staff can use this scheme and it could be extended to the public.

#### 2.2 Who is missing? Are there any gaps in the data?

Not applicable.

#### 2.3 How have we involved, or will we involve, communities and groups that could be affected?

We will publicise the rental scheme.

### **Step 3: Who might the proposal impact?**

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

No.

3.2 Can these impacts be mitigated or justified? If so, how?

Not applicable.

3.3 Does the proposal create any benefits for people with protected characteristics?

No.

3.4 Can they be maximised? If so, how?

Not applicable.

### **Step 4: So what?**

4.1 How has the equality impact assessment informed or changed the proposal?

The assessment has confirmed that there will be no discernible impact on groups or individuals of protected characteristics. The rental fees that are submitted to us has no link to specific areas or communities within Herefordshire.

4.2 What actions have been identified going forward?

None in relation to this element.

4.3 How will the impact of your proposal and actions be measured moving forward?

We will continue to monitor performance in terms of rental submissions.

**Service Director sign-off:**

**Date:** 30 January 2021

Richard Ball

Director of Economy and Place